

WAC 357-19-191 Does a permanent employee of DCYF who is disqualified from a covered position as a result of a background check have the right to request a review of the disqualification? A permanent employee of DCYF who is disqualified from a covered position as a result of a background check has the right to present to the secretary of the DCYF or designee evidence that mitigates convictions, pending charges, and disciplinary board final decisions including, but not limited to:

- (1) The employee's background check authorization and disclosure form;
- (2) The employee's age at the time of conviction, charge, or disciplinary board final decision;
- (3) The nature and severity of the conviction, charge, or disciplinary board final decision;
- (4) The length of time since the conviction, charge, or disciplinary board final decision;
- (5) The nature and number of previous offenses;
- (6) Vulnerability of the child to which the employee will or may have unsupervised access; and
- (7) The relationship between the potentially disqualifying event and the duties of the employee.

[Statutory Authority: RCW 41.06.475. WSR 18-17-129, § 357-19-191, filed 8/20/18, effective 9/21/18. Statutory Authority: Chapter 41.06 RCW. WSR 07-17-125, § 357-19-191, filed 8/20/07, effective 9/20/07; WSR 05-12-097, § 357-19-191, filed 5/27/05, effective 7/1/05.]