



Court Mandated Service (CMS) Program Ineligible Offenses

Findings include Attempt, Criminal Conspiracy and Solicitation. The list below is not exhaustive. Oregon Humane Society's Background Check Policy and Decision Matrix applies to all members of the Boards of Directors, executive officers, staff, volunteers, and interns.

Individuals convicted of the following crimes will be permanently ineligible for hire or any form of engagement.

- Animal Abuse
- Sexual Assault of an Animal
- Animal Neglect & Abandonment
- Animal Abandonment
- Dog Fighting
- Equine Tripping
- Dog Breeding
- Aggravated Murder
- Murder
- Rape I, II, III
- Sodomy I, II, III
- Unlawful Sexual Penetration I
- Sexual Abuse I, II, III
- Manslaughter I, II
- Criminally Negligent Homicide
- Aggravated Vehicular Homicide
- Assault I, II, III
- Strangulation
- Criminal Mistreatment I, II
- Kidnapping I, II
- Subjecting Another to Involuntary Servitude I, II
- Trafficking in Persons
- Coercion
- Unlawful Sexual Penetration II
- Online Sexual Corruption of a Child I, II
- Contributing to Sexual Delinquency of a Minor
- Compelling Prostitution
- Luring a Minor
- Sexual offenses or abuse related crimes
- Domestic Violence
- Sexual Misconduct if offender at least 18
- Incest with Child Victim (Survivor)
- Abandonment of Child
- Buying or Selling Person Under 18
- Child Neglect I
- Using Child in Display of Sexually Explicit Conduct
- Paying for Viewing Child's Sexually Explicit Conduct
- Encouraging Child Sexual Abuse I, II, III
- Possession of Material Depicting Sexually Explicit Conduct of Child I, II
- Aggravated Theft I
- Organized Retail Theft
- Burglary I, II
- Arson I
- Robbery I, II
- Forgery I
- Criminal Possession of Forged Instrument
- Criminal Possession of Forgery Device
- Identity Theft
- Aggravated Identity Theft
- Promoting Prostitution
- Engaging in Prostitution (Procuring)



Individuals convicted of the following crimes may be considered after 10 years and no further convictions.

- Unlawful Delivery of Manufacture of Controlled Substance
- Unlawful Delivery of Controlled Substance to Minor
- Traffic Violations While Operating a Motor Vehicle
- Trespass On Real Property Related Offenses
- Weapons Law Related Offenses
- Unlawful Manufacture and/or Delivery of:
 - Hydrocodone
 - Methadone
 - Oxycodone
 - Heroin
 - Cocaine
 - Methamphetamine
- Drug/Narcotic Related Offenses Involving Sale or Manufacturing
- All other Society Related Offenses

Specific convictions that are related to a requirement of the position in which they applied will require further evaluation.

- Individuals convicted of financial crimes (e.g., fraud (check/credit card), corporate fraud, bank fraud, insurance fraud, theft, tax evasion, bribery, embezzlement, identity theft, money laundering, forgery, counterfeiting) will not work in roles that allow access to agency and individual financial and personal information.
- Individuals convicted of vehicular crimes (e.g., DUII) may not be considered for roles that require proof of ability to drive