

# Do You Really Know Who You Have Just Hired?

## *Understanding the Importance of Background Checks*

**For reservations, please  
call (361) 698-1064 or 698  
-1328**

**Wednesday, December 9, 2009**

**2:00 pm - 5:00 pm**

**3209 S. Staples CED Room 141**

**Cost: No Charge**

This seminar will focus on the importance of conducting thorough background checks and criminal history checks on future and current employees and the many types of valid background checks: Federal, State, County and Local will be examined.

An overview of the Texas Criminal Justice System will assist employers on understanding the employees who are currently involved within the criminal justice system. Presentation includes the varied levels of offenses; types of courts (including jurisdiction and sentencing); and the types of local Community Supervision Programs will be covered.



### Topics Include:

- Written Policy
- Community Programs
- Criminal Justice System
- Types of Criminal History
- Types of background checks



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**PTAC**

Discussions on specific types of criminal history that could create conflict with state licensing or bonding provisions will also be reviewed. Topics on the employment application process and effective hiring policies will be discussed.

*The presenter is Iris Davila-Kaneubbe, who holds a Bachelor of Science in Criminal Justice and a Master of Public Administration. Iris has over 25 years of experience working within the criminal justice system. She is a former administrator with a local community corrections agency wherein she managed specialized offender populations including but not limited to sexual offenders, violent offenders and those with chronic substance abuse issues. She has participated in numerous task forces and committees within our city regarding the reintegration of offender populations within our communities. At present, she provides court ordered offender programs as well as providing professional consulting services to assist employers who choose to hire employees with criminal histories.*



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