

### **APPLICANT BACKGROUND CHECKS**

Applicants for positions shall be subject to background or reference checks.

Where a background investigation is performed by a third party, the Chief Human Resources Officer shall make a clear and conspicuous disclosure to the applicant on a separate form before the report is procured. The applicant shall be provided an option to receive or not receive the report. If the applicant is not hired, or the district takes other action that adversely affects any applicant based in whole or in part upon the third-party report, the Chief Human Resources Officer shall provide oral, written, or electronic notice of:

- the adverse action to the applicant;
- the name, address, and telephone number of the third party agency that furnished the report;
- the applicant's right to obtain a free copy of the report; and
- the applicant's right to dispute the accuracy or completeness of any of the information in the report.

References: Civil Code Sections 47, 1785.16, 1785.20, and 1786.16 et seq.; Fair Credit Reporting Act (Federal)

Approved: 6/3/08