

ADMINISTRATIVE REGULATION 7126

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

APPLICANT BACKGROUND CHECKS

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

Applicants who meet the minimum qualifications for academic, athletic, or administrative positions, including volunteer positions in athletics, shall disclose whether they have been subject to a final administrative decision or final judicial decision, issued within the last seven years from the date of submission of the application, determining that the applicant committed sexual harassment. The District will permit applicants to disclose if they have filed an appeal with the previous employer or, if applicable, with the appropriate government agency. Applicants for such positions shall sign a release authorizing the District to request and receive information from the applicant's previous employers concerning any substantiated allegations of misconduct, in order to permit the District to evaluate the released information with respect to the criteria for a potential job placement. The District shall make a reasonable attempt to obtain this information about a finalist applicant prior to making a final hiring decision.

References:

Education Code Sections 67459 and 87604.5

15 U.S. Code Sections 1681 et seq. (Fair Credit Reporting Act)

Civil Code Sections 47, 1785.16, 1785.20, and 1786.16 et seq.