

### **533.1 PRE-EMPLOYMENT BACKGROUND CHECKS**

To provide a safe, healthy, and productive environment for work and learning, the District will take necessary and lawful steps to ensure that the most competent and qualified applicants are hired for positions in the School District of Slinger. The School Board hereby directs the District Administrator to conduct a thorough and comprehensive evaluation of an applicant's fitness for the position applied for, including conducting background checks, criminal record checks, inquiries into illegal drug use including a drug screening, interviews of references and former employers, and verification of education, degrees, licenses, professional credentials, employment history and prior work experience.

Businesses for which we contract for services will also conduct criminal background checks before placing employees in Slinger Schools.

While the School board recognizes that such investigations and disclosure of information may appear intrusive, the School Board recognizes its duty to provide a workplace that is free from violence, dishonesty, and criminal or immoral conduct.

*Reviewed, revised, and approved by the Board of Education on November 21, 2011*