



BP 7126 Applicant Background Investigations, Reference Checks, and Criminal History Reports

Reference checks will be performed as appropriate on prospective employees prior to an offer of employment. Criminal history reports will be obtained for prospective employees after a conditional job offer has been made.

All applicants for sworn officer positions in the District's police department will be subject to background checks to determine suitability for employment in a law enforcement agency. Such checks will vary based upon the position being filled, as may be required by state law or regulation, and may include a thorough and intrusive background investigation.

Procedures for performing background investigations, reference checks, and obtaining criminal history reports will be developed in accordance with applicable state and federal laws and the California Community College Chancellor's Office guidance.

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

Policy

Category: Executive Expectations

Adopted: 4/26/12

Revised: 7/27/23