



# SARPY COUNTY

## BACKGROUND CHECK CONSENT FORM

### AUTHORIZATION TO RELEASE INFORMATION

As a candidate for employment, I am required to furnish information for use in determining my qualifications and eligibility for employment. The information obtained by Sarpy County may include, but is not limited to, employment history, academic and/or professional credentials, military service, credit history, and criminal history (which may be solicited from local, state, and federal law enforcement agencies).

The information gathered may also include information about my character, reputation, and personal characteristics that may be obtained by interviews with individuals with whom I am acquainted or who may have knowledge concerning any such items of information. This may also include contacts of all prior employers to verify information regarding employment.

In addition, if my employment falls under the federal Department of Transportation ("DOT") and the Federal Motor Carrier Safety Administration ("FMCSA"), including 49 CFR § 391.23, the report may include my driving, safety inspection, and performance history from the FMCSA. Furthermore, if the position requires operating a vehicle in the course of my workday, a 'motor vehicle records check' may be obtained.

Under the Fair Credit Reporting Act ("FCRA"), 15 U.S.C § 1681 et seq., before adverse action is taken on the basis, in whole or in part, of information in a consumer report, I will be provided the name, address, and telephone number of the consumer reporting agency as well as a summary of my rights under the FCRA, provided that the information contained in that consumer report was prepared by a third party consumer reporting agency.

Under the provisions of the FCRA; FMCSA; regulations in the Federal Code of Regulations, including 49 CFR § 40.329; and certain state laws, my written permission must be obtained before certain information about me is released. Accordingly, by signing this document, I hereby:

- Give consent to any and all prior employers of mine to provide information with regard to my employment with prior employers to Sarpy County;
- Authorize and consent to a background check and investigation;
- Understand that, upon written request, under FCRA and FMCSA I have the right to a complete and accurate disclosure of the nature and scope of any background check and investigation;
- Authorize the release of any and all information from an individual or entity, including information of a confidential or privileged nature, to Sarpy County and also release all individuals and entities (including Sarpy County) from liability or damage that may result from furnishing or receiving the information requested;
- Authorize and agree to fingerprint-based FBI records check, sex offender registry check, and a child protective services check as permissible by state law, if these checks are a requirement of the position;
- Declare the answers to the questions on my application and this document are true and correct; and
- Authorize a duplicate, facsimile, or electronic version of this release to be considered as effective as the original.

