

South Tahoe Public Utility District
Background Investigation Policy*

All successful employment candidates will be required to provide authorization for a Background Investigation after a conditional job offer has been made. Investigation will be performed by Infolink, an independent consumer reporting agency, in compliance with the Fair Credit Reporting Act.

Investigation may include:

- License and Certification verification
- Criminal History search of Superior and Municipal Courts
- Criminal history search of Federal District Court
- Sexual Offender Identification
- Released Inmate Search
- Military Service verification
- Investigation on character, general reputation, personal characteristics, mode of living, work habits, performance and experience.

In addition, the following pre-employment checks will be performed:

- Reference Check – including reasons for termination of employment
- Credit Check (if job related)
- DMV record
- DOT Past Employer Drug/Alcohol History (if job related)
- Pre-Employment Drug Screen
- Pre Employment Job Related Medical Exam

Failure to consent to a background investigation when an offer of employment has been extended will result in the employment offer being withdrawn.

**Full policy available upon request*

