



Public Charter High School

## Employee Disclosure/Waiver

**Former employers—this document constitutes consent and a waiver of liability from the applicant named below to release information regarding the applicant’s employment and criminal history (as detailed below) to Thurgood Marshall Academy, attn.: Chief Operating Officer, 2427 Martin Luther King Jr. Ave. SE, Washington, DC, 20020.**

**Applicants, employees, and contractors (“applicant”)—your signature on this document (whether electronic or ink) constitutes (i) acknowledgement of disclosure of employment and criminal history review procedures required of Thurgood Marshall Academy and (ii) your consent and waiver of liability for (a) your character reference and (b) prior employers to disclose and release records and information to Thurgood Marshall Academy as described below.**

Thurgood Marshall Academy (the “Academy”), as required by the School Safety Omnibus Amendment Act of 2018, will conduct a review of your employment and criminal history to determine if you have:

- (A) Been the subject of any child abuse or sexual misconduct investigation by any such employer, state licensing agency, law enforcement agency, or the Child and Family Services Agency or another state’s equivalent, unless the investigation resulted in a finding that the allegations were false, or the alleged incident of child abuse or sexual misconduct was determined unsubstantiated;
- (B) Been disciplined, discharged, nonrenewed, asked to resign from employment, or has resigned from or otherwise separated from any employment while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct; or
- (C) Had a license, professional license, or certificate suspended, surrendered, or revoked while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct.

In order to be eligible for employment/continued employment at the Academy, you are required to provide:

- (A) The name, address, telephone number, and other relevant contact information for your current employer (if not Thurgood Marshall Academy), and previous employers for the preceding 20 years for whom your scope of employment involved direct interaction with children;
- (B) The contact information for at least one character reference;

(C) A written authorization that consents to and authorizes disclosure of the information requested by the Academy, the release of related records by your employers, and the release of such employers from any liability that may arise from the disclosure or release of records; and

(D) Your signature on this document (whether electronic or ink), which constitutes not only a release and waiver to your character reference and prior employers to release information to you, but also is a **written affirmation that the following three (3) statements are true:**

- (i) You have never been the subject of any child abuse or sexual misconduct investigation by any employer, state licensing agency, law enforcement agency, or the Child and Family Services Agency or another state's equivalent, unless the investigation resulted in a finding that the allegations were false, or the alleged incident of child abuse or sexual misconduct was not substantiated;
- (ii) You have never been disciplined, discharged, nonrenewed, asked to resign from employment, resigned from or otherwise separated from any employment while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct; or
- (iii ) You have never had a license, professional license, or certificate suspended, surrendered, or revoked while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct.

In addition, the Academy will

- (A) Conduct a criminal background check in accordance with the requirements of the Criminal Background Checks for the Protection of Children Act of 2004, and its implementing regulations;
- (B) Contact and communicates with the character reference you have provided;
- (C) Review available child abuse and neglect registries of any state or jurisdiction where you have lived or worked; and
- (D) Review the National Association of State Directors of Teacher Education and Certification Clearinghouse.

You will receive a separate survey to provide the name, address, telephone number, and other relevant contact information for any employers for the preceding 20 years for whom your scope of employment involved direct interaction with children and provide the contact information for a character reference. Your signature on this form commits you to provide that information by the deadline included with the request, and attests that you will provide information that is accurate and complete.

**Please sign below (signature may be electronic) to acknowledge your receipt of this disclosure and that you consent to and authorize disclosure of the information requested by the Academy, the release of related records by your employers, and the release of such employers from any liability that may arise from the disclosure or release of records and to certify that the information you provide is true and accurate. Provision of false information will result in termination or non-hire.**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Printed Name**

\_\_\_\_\_  
**Signature**