

Sebastopol Independent Charter School
**EMPLOYEE STATEMENT REGARDING
THE USE OF CRIMINAL JUSTICE INFORMATION**

As an employee of the Sebastopol Independent Charter School, it may be necessary for you to have access to confidential criminal record information in making employment decisions. Access to such criminal record information is controlled by statute. Misuse of such information may adversely affect the civil rights of prospective employees or volunteers, and violate the law including, but not limited to:

- Penal Code Section 502 prescribing the penalties relating to computer crimes.
- Penal Code Sections 11105 and 13300 describing who is permitted access to criminal history information and under what circumstances such information may be released.
- Penal Code Sections 11140-11144 and 13301-13305 prescribing penalties for misuse of criminal history information.
- Government Code Section 6200 prescribing penalties for misuse of public records and California Law Enforcement Telecommunications Systems (CLETS) information.
- Labor Code Section 432.7 prescribing penalties for misuse of certain criminal record information in employment decisions.

Penal Code Sections 11142 and 13303 in particular state:

Any person authorized by law to receive a record or information obtained from a record who knowingly furnishes the record or information to a person not authorized by law to receive the record or information is guilty of a misdemeanor.

Any employee who is responsible for such misuse of criminal record information may be subject to discipline up to and including immediate termination. Violations of these laws may also result in criminal and/or civil action.

I HAVE READ AND UNDERSTAND THE ABOVE AND THE SEBASTOPOL INDEPENDENT CHARTER SCHOOL POLICY FOR CONDUCTING CRIMINAL BACKGROUND CHECKS AND SECURING RECEIVED CRIMINAL HISTORY INFORMATION. I AM AWARE OF THE STATUTES AND POLICIES PERTAINING TO THE MISUSE OF CRIMINAL RECORD INFORMATION.

Signature

Printed Name of Employee

Dated