LEE COUNTY
WAIVER & RELEASE
Criminal, Child Abuse & DoT Background Check

Dear Prospective Employee:

As a condition of employment with Lee County, for all personnel, we require a criminal history records check from any law enforcement agency or judicial record agency that we consider appropriate. Please note that the law enforcement agency or judicial record agency will require your written permission and release before providing the background information requested. (See attached documents).

The County's offer of employment will be automatically withdrawn and/or you will be terminated should the following be true:

1. **Information discovered in the course of such a check conflicts with statements you made on your employment application, during your interview, or on any other document that you provided as part of your application process.**

2. **This check reveals you have been convicted of any offense involving the sexual molestation, physical or sexual abuse or rape of a child or any other felony that, in the County's opinion, is related to the position for which you are applying.**

3. **Conviction of a drug offense or an offense involving violence may result in withdrawal of any offer.**

Employees who will be working with children are required by the Lee County to give written permission for a Child Abuse Registry Check. An appropriate Child Abuse Registry (or other State record) will be checked for all final candidates and employees and only those which the County, in its discretion, determines such a check is needed based on the presence of certain risk factors in the work setting or based on facts known to the County that present a risk to children. This check, when conducted, must also be satisfactory in order for you to be employed by or retain your employment or volunteer status with the County.

If the position for which you are applying requires you to have a driver's license and/or you may be required to transport students, you will be required to give written permission for a check of your driving record from the Iowa Department of Transportation. This check must also be satisfactory in order for you to be employed by or retain your employment or volunteer status with the County.

I have read and fully understand the above information and give my permission to Lee County to perform the background verification described herein as part of its employment process.

Signed_____ Date:_____

Print Name_____

Witness to Signature_____