

## **BACKGROUND CHECK POLICY (NY)**

### **Background Checks**

Yeshiva University (YU) may require applicants, volunteers, independent contractors and employees to satisfactorily complete a background check. YU will consider your job duties, among other factors, in determining what constitutes satisfactory completion of the background check. All information obtained as a result of a background check will be used solely for employment purposes.

If YU uses a consumer reporting agency to obtain background check information or make an employment decision based on that information, YU complies with relevant requirements under the Fair Credit and Reporting Act (FCRA), as well as all State and Local Laws, including the Fair Chance Act and Stop Credit Discrimination Act in New York City.

### **Authorization**

Background checks will be required after conditional offers are extended to employment candidates, or for current employees as consistent with applicable law. When a background check is required, candidates/employees must complete YU's authorization form. Failure to timely complete an authorization, or falsification or omission of information may result in denial of employment or discipline, up to and including termination.

### **Confidentiality**

All background check information will be kept confidential. YU complies with all applicable federal and New York state and local laws regarding background checks.

### **Administration of this Policy**

The Human Resources Department is responsible for the administration of this policy. If you have any questions regarding this policy or if you have any questions about background checks that are not addressed in this policy, please contact the Human Resources Department.