



**COMPTON COMMUNITY COLLEGE DISTRICT
ADMINISTRATIVE REGULATIONS**

AR 7126 Applicant Background Checks

**Issued: October 20, 2009
Revised: November 19, 2019**

The President/Chief Executive Officer directs that the following regulations apply to the Compton Community College District:

- I. **Statutory Authorization:** Applicants for positions may be subject to background or reference checks (Civil Code Section 47, 1785.16, 1785.20, and 1786.16 et seq.; Fair Credit Reporting Act (federal)).

- II. **Third Party Background Investigations**
 - A. Where a background investigation is performed by a third party, the Vice President, Human Resources shall make a clear and conspicuous disclosure to the applicant on a separate form before the report is procured. The applicant shall be provided an option to receive or not receive the report.

 - B. If the applicant is not hired, or the district takes other action that adversely effects any applicant based in whole or in part upon the third-party report, the Vice President, Human Resources shall provide oral, written, or electronic notice of:
 - the adverse action to the applicant;
 - the name, address, and telephone number of the third party agency that furnished the report;
 - the applicant's right to obtain a free copy of the report; and
 - the applicant's right to dispute the accuracy or completeness of any of the information in the report.