



## REGULATION: FGCU-PR5.006

Effective Date  
of Regulation:

### Employee Criminal and Background Checks

9/18/12

1. Current employees and applicants for positions of employment will be subject to a criminal background check, which will include, as a condition of employment and continued employment, fingerprinting. As appropriate, the Assistant Vice President and Director of Human Resources will designate the positions which require security and background checks based on the special trust, responsibility or location of the positions, and designate such within each applicable position description.
2. For the purposes of this regulation, a criminal background check shall encompass a criminal records check through law enforcement agencies, and fingerprinting for all purposes required by Florida Statutes.
3. This regulation excludes employment reference checks or any other type of background check which may be a requirement of the position.
4. Background checks will be conducted at the expense of the University.

*Action by Florida Gulf Coast University Board of Trustees:*

Approved: 9/18/12

*Law Implemented:*

Section 110.1127, Florida Statutes

*History of Rule:*

New 04/17/97

*History of Regulation:*

New 06/17/08, Amended 9/18/12

*Effective Date of Regulation:*

9/18/12