

Background Check FAQ's

- **Pre-Policy Hires-** Any grad student or persons employed in a teaching capacity as defined in the policy that were currently employed prior to the policy approval date of 1/10/20 will not need to submit for a criminal background check unless the department head/director would like to do so.
- **Post-Policy Hires-** Any grad students or other persons in a teaching capacity as defined in policy who are hired after 1/10/20 will need to submit for a criminal background check. If a P07, who comes back every year, has had a background check in the last 12 months, the employee does not need a new one.
- **Break in Service-** (After Initial background check) Grad students or persons employed in a teaching capacity as defined in the policy that are employed on a semester to semester basis will not need to submit for subsequent criminal background checks unless they have been gone from USU for one year or longer.
- **3rd Party Checks-** If a USU program has run a 3rd party background check through that program on an individual that meets criteria in the policy, HR will accept an email or copy of that program's background results to meet the requirement of the policy and not require an additional check to be run unless the department head/director would like to do so.