

Directions for Youth & Families Inc.

Employment Application

It is the policy of Directions for Youth & Families Inc. to provide a harassment-free and equal employment opportunity work environment for all applicants and employees. Directions for Youth & Families is committed to complying with all applicable federal, state, and local regulations which provide protection from discrimination for various groups of applicants and employees.

Directions for Youth & Families maintains a Code of Ethics and specific policies regarding employee and applicant honesty, performance, conduct and attendance. Additionally, Directions for Youth & Families reserves the right to investigate any suspected unethical or illegal activities and any violation of the policies including, but not limited to, misappropriation of funds, falsification of records, the use, sale or possession of alcohol or drugs, or working under the influence of drugs or alcohol, unexcused absences, and the like. Violations of the policies will result in disciplinary actions by Directions for Youth & Families, which could include termination and prosecution. **The employment relationship at Directions for Youth & Families is At Will, and employment can be terminated at any time, with or without cause or notice at the discretion of Directions for Youth & Families or the employee.** Questions about these policies may be addressed to the CEO of Directions for Youth & Families. Please answer all questions completely and accurately, as incomplete applications may be not be considered.

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| Name (Last, First, Middle) | | Home/Business Phone | Current Date |
| Present Address (Street, City, State, Zip Code) | | Email Address | |
| If you have lived at the above address for less than six months, list your previous address | | | |
| Are you currently legally eligible (by reason of citizenship or legal alien status) for employment in the United States? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Is your residency in the U.S. based on a student visa? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No (Proof of citizenship or immigration status will be required upon employment) |
| Will you require employer sponsorship to remain eligible for work in the United States? (Applicants must be presently authorized to work in the United States on a full-time basis.) | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Social Security Number | Have you ever worked under a different last name than currently used? If yes, provide all previous names used: | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| If you are under 18 years of age, do you have a work permit? | | Date of Birth: (mm/dd/yyyy) | |
| Have you ever applied for employment at Directions for Youth & Families? | | <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, when? |
| Have you ever been employed by Directions for Youth & Families? <input type="checkbox"/> Yes <input type="checkbox"/> No | | If yes, give dates of employment | Position(s) Held? |
| Are you related to anyone at Directions for Youth & Families? <input type="checkbox"/> Yes <input type="checkbox"/> No | | If yes, give name | Relationship to you |
| How were you referred to Directions for Youth & Families? | | | |
| Have you ever been convicted of a criminal offense, or participated in a pre-trial deferral or diversion program? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Falsification, misrepresentation and/or omission of criminal conviction are grounds for refusal to hire, or if hired, for dismissal. (Note: A conviction does not automatically disqualify an applicant from employment. The date, nature and seriousness of the offense will be considered). If the answer is yes, indicate date(s) of conviction and the type(s) of offense(s); include those matters for which you may have plead guilty, no contest, or participated in a pre-trial diversion program. | | | |
| <hr/> <hr/> | | | |
| Should you have a criminal conviction or a pending charge, Directions for Youth & Families may be required to suspend or terminate your employment. Additionally, Directions for Youth & Families requires background investigations regarding criminal records of our employees. If you have any concerns about these matters, our preference is to discuss them prior to employment. Omission of information will be considered a willful misstatement and may be grounds for immediate termination of the application process, or of employment by Directions for Youth & Families. | | | |

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|--|---|--|--|
| Position Applied For | <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Summer <input type="checkbox"/> Limited Term – Less than 1,000 hours | | |
| Salary Requirements (please specify) | Available Employment Date | How many hours per week do you prefer? | |
| Would you be willing to work additional hours? <input type="checkbox"/> Yes <input type="checkbox"/> No | Are there any limitations on your working hours? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain. | | |
| Are you aware of any circumstances, legal or otherwise, excluding medical conditions, which may limit the length of your employment? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain. | | | |

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|---|--|----------------------|-----------|
| High School Name | Did you graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No | | |
| Address (Street, City, State, Zip Code) | Course of Study | | |
| Name of College Attended | Dates Attended to | Overall GPA | Major GPA |
| Address (Street, City, State, Zip Code) | Name of Degree | Date Degree Obtained | |
| Name of College Attended | Dates Attended to | Overall GPA | Major GPA |
| Address (Street, City, State, Zip Code) | Name of Degree | Date Degree Obtained | |

Extracurricular activities: (You may exclude any organization in which the name of character of the organization indicates the race, color, religion, national origin, sex, veteran status, ancestry, age, disability, marital status, or any other classification protected by federal, state or local law.)

Honors and achievements:

Courses taken that may be applicable to the position for which you are applying:

Additional interests, skills, or qualifications, that you possess that you feel qualify you for the position for which you are applying:

Are you fluent in any other languages?

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| Have you ever been suspended or placed on probation for attendance? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain |
| Do you have any part-time or full-time jobs that you would expect to continue during your employment here? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please explain |
| Do you have a valid driver's license? <input type="checkbox"/> Yes <input type="checkbox"/> No State of issuance: _____ Driver's License #: _____ |
| Do you have any driving violations? <input type="checkbox"/> Yes <input type="checkbox"/> No If answer is yes, indicate date(s) of event and the type(s) of offense(s); include those matters for which you may have plead guilty, no contest. |

Acknowledgment

Please read carefully.

I understand that Directions for Youth & Families requires me to undergo background checks in order to verify any criminal conviction I may have.

I certify that the information in this application is correct and complete. I understand that if offered employment, my employment is contingent on completing all aspects of the pre-employment and reference checking processes.

Applicant's Signature

Date

Directions for Youth & Families, Inc.

REFERENCE VERIFICATION AUTHORIZATION

I hereby authorize any of the persons or organizations referenced in this application and/or accompanying resume to give **Directions for Youth & Families** or its agents any information concerning my previous employment, education, or any other information that they may have, regarding any of the subjects covered by this application and release all such parties from all liability for any damage that may result from furnishing such information to them. This authorization does not include release, or other prohibited use, of disability and medical related information prohibited in pre-employment inquiries by the Americans with Disabilities Act (ADA). I understand that an investigative criminal background check may be made by **Directions for Youth & Families** or through an Investigative Agency. I authorize **Directions for Youth & Families** to request such information unless otherwise indicated in the employment section of this application.

In order to assure the integrity of the verification process, I am voluntarily providing my:

Birth Month _____

Birth Day _____

Applicant's Printed Name

Applicant's Signature Date

VOLUNTARY SELF-IDENTIFICATION
(CONFIDENTIAL – FOR STATISTICAL USE ONLY)

We are an Equal Opportunity employer and do not discriminate on the basis of race, color, religion, sex, age national origin, disability, veteran status, or any other classification protected by Federal, State, or Local law. The information below will be used in compilation of the data for Affirmative Action reporting.

Completion of the data is voluntary and will not affect your opportunity for employment or terms or conditions of employment, if hired. Identification can be declared at any time prior to, or if applicable, after hire. Please return this page with your application.

Please complete in full:

Date: _____ Position Applied For: _____

Name: _____ Social Security #: _____

Sex: (circle one) Male Female

Date of Birth: _____

Applicant's Zip Code: _____

Ethnic Group

(Please check one of the descriptions below corresponding to the ethnic group with which you most identify)

- | | |
|--|--|
| <input type="checkbox"/> American Indian or Alaskan Native | <input type="checkbox"/> Asian |
| <input type="checkbox"/> Black or African American | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> White | <input type="checkbox"/> Hispanic or Latino (all races) |
| <input type="checkbox"/> Race missing or unknown – applies to applicants only, where a resume or application that is screened is received without any racial or ethnic identification and no further contact is made with the applicant. | |

Veteran status

(Please check one if it describes your Veteran status (post hire only).

- Special Disabled Veteran
- Vietnam Era Veteran

*Veteran status may be requested only after post-offer is made

Personal and Confidential

This page contains sensitive information, store in secure “Affirmative Action Forms” file, separate from personnel records.