

	<b>Policies</b>	
	<b>Title:</b> <p style="text-align: center;"><b>Background Investigations</b></p>	<b>2.3.1</b>
	<b>Approved By:</b> UPRAD Board of Directors	<b>Effective Date:</b> 4/04/2006

### **Background Investigations:**

---

Ute Pass Regional Ambulance District (UPRAD) performs background checks on its employees. These background checks may include driver history checks, criminal background investigations, drug screenings, and any additional reference or history checks required by the UPRAD Board of Directors. All prospective employees must pass criminal background investigations, driver history checks, and pre-employment reference checks before official employee placement. In addition, the employee must understand that UPRAD reserves the right to conduct annual and/or periodic background investigations at any time, with or without notice, and continued employment is contingent upon successful passing of these checks as determined by UPRAD. Failure to successfully pass these annual/periodic background checks may result in corrective action up to and including termination.

All of the aforementioned reports are the property of UPRAD, treated as confidential information, and filed in the employee's personnel file.