



GADA - EMPLOYMENT REFERENCES AND VERIFICATION

The Academy shall act in good faith when providing employment references and verification of employment for current and former employees.

Prohibition on Aiding and Abetting Sexual Abuse

The Academy hereby prohibits any individual who is an Academy employee, contractor, or agent from assisting a current or former Academy employee, contractor, or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or agency knows, or has probable cause to believe, that such Academy employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law.

This prohibition shall not apply if:

1. the information giving rise to probable cause: has been properly reported to a law enforcement agency with jurisdiction over the alleged misconduct; and has been properly reported to any other authorities as required by Federal, State, or local law, including title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) and the regulations implementing such title under part 106 of title 34, Code of Federal Regulations, or any succeeding regulations; and
2. the matter has been officially closed or the prosecutor or police with jurisdiction over the alleged misconduct has investigated the allegations and notified Academy officials that there is insufficient information to establish probable cause that the Academy employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law; the Academy employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated of the alleged misconduct; or the case or investigation remains open and there have been no charges filed against, or indictment of, the Academy employee, contractor, or agent within 4 years of the date on which the information was reported to a law enforcement agency.

References:

- 20 U.S.C. Section 7926

Date of First Adoption: 12 December 2023

Date of Last Revision: None

Date of Last Review: None