

Employment Disclosure Requirements Definitions

For purposes of this questionnaire, the following definitions apply:

Misconduct is defined as:

- Any violation of the policies or laws governing conduct at a candidate's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct as defined by the previous employer.

Decisions include:

- **Final Administrative Decisions:** A written determination by a previous employer as to whether a candidate committed Misconduct. Examples of a final administration decision include but are not limited to a determination by a decisionmaker (employer or state or federal agency) following a final investigative report and the subsequent hearing, or the imposition of employment discipline or corrective action related to the candidate's Misconduct; OR
- **Final Judicial Decisions:** A final determination of a matter submitted to a court regarding the candidate's Misconduct that is recorded in a judgment or order of that court.

Appeal is defined as:

- A request for a review of a Decision, as defined above. This could be through any previous employer's applicable appeal process or an appeal of a Judicial Decision through the applicable appeals process. Examples include filing a grievance, using an appeal process defined by policy, or filing an appeal with the appropriate judicial body or agency.