



123 Broad Street, Middletown CT 06457 Telephone (860) 347-2528

APPLICATION FOR EMPLOYMENT AND EXAMINATION

Name: _____, _____, _____
Last First Middle Initial

If there is any other name by which you have been known, which Russell Library should be aware of in order to verify your identity, employment history or educational background, please provide such names:

Today's date: _____ Date Available: _____

Position(s) you are applying for: _____

Address: _____ Home Phone: _____
Number & Street

City/Town State Zip Code Work Phone: _____

Please check employment desired: ___Full time ___Part time ___Temporary Hours available: _____

Email Address: _____

General Instructions: Please respond to every question on the application form, but do not include extra information. If a question does not apply to you, please write "N/A" in the space provided. If you need more space to respond to a question, please attach a separate sheet, preceding each answer with the number of the question you are answering. Failure to respond to a question may result in your application not being considered.

Russell Library is an Equal Opportunity Employer. Except in cases of a bona fide occupational qualification or need, Russell Library complies with all applicable Federal and State laws that prohibit discrimination against applicants for employment on the basis of race, color, religious creed, age, sex, sexual orientation, transgender identity or expression, marital status, national origin, ancestry, genetic information, present or past history of mental disorder, intellectual disability, learning disability or physical disability, including but not limited to blindness. Minorities, women and Veterans of the Uniformed Services are encouraged to submit applications to Russell Library. If you require reasonable accommodation to complete the application and/or interview process please speak with the person who provided this application.

Please answer Yes or No to each of the following questions:

Over the age of 18? ___yes ___no A previous applicant? ___yes ___no A previous employee? ___yes ___no

Legally able to work in the U.S.? ___yes ___no (If hired, you must complete a Form I-9 for verification.)

Licensed driver with a car available: ___yes ___no (Answer only if the position you seek requires a license.)

Have you ever served in the U.S Armed Forces: ___yes ___no

Please provide the following information for each job you have held during the past fifteen (15) years, starting with your most recent employment: (Use extra sheet if needed.)

Employer: _____ Address: _____
Telephone: _____ Title/Position Held: _____
Job Duties: _____

Supervisor's Name: _____ Dates employed: _____
Reason for leaving: _____

Employer: _____ Address: _____
Telephone: _____ Title/Position Held: _____
Job Duties: _____

Supervisor's Name: _____ Dates employed: _____
Reason for leaving: _____

Employer: _____ Address: _____
Telephone: _____ Title/Position Held: _____
Job Duties: _____

Supervisor's Name: _____ Dates employed: _____
Reason for leaving: _____

Educational Background:

Secondary Education: (Please list all high schools that you attended.)

<u>High School Name</u>	<u>Location</u>	<u>Attended/Completed</u>	<u>Diploma/Certificate</u>

Higher Education: (Please list all schools that you attended since high school.)

<u>Name</u>	<u>City/State</u>	<u>Dates/Years Attended/Completed</u>	<u>Degree(s)/ Diploma(s)</u>

List major/minor courses that you completed that would be of benefit in the position you are applying for:

List any special skill(s), certification(s), license(s) or similar credentials you have that would be of benefit in the position you are applying for:

Are you able to perform the specific job functions listed on the description for the position you are applying for? ___yes ___no

If your answer is no, please list the specific job functions that you cannot perform:

Please list three personal references, other than family members, who have known you for at least three years:

	<u>Name</u>	<u>Years Known</u>	<u>Address</u>	<u>Phone No.</u>
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

Please provide any additional information about yourself, or your employment/education background, that you feel reflects upon your ability to perform the duties of the job you are applying for:

ACKNOWLEDGMENT AND RELEASE TO OBTAIN INFORMATION

I have answered all of the above questions to the best of my ability. I hereby certify that there are no omissions of any kind, and no misrepresentations or falsifications, and that the above answers are true and accurate and are made in good faith. I understand and acknowledge that any omission I have made, or misrepresentation or falsification, may be grounds to discontinue further consideration of my application, or for immediate termination of my employment at any time if already hired. I further understand and acknowledge that, if Russell Library offers me employment, such employment may be on an at-will basis, and that both Russell Library and I shall be free to end the employment relationship at any time and for any reason, should I choose to accept the offer. If the position I am offered is an at-will employment position Russell Library will identify it as such at the time of the offer. In the event of my employment by Russell Library, I will comply with all rules and regulations as set forth in Russell Library's policy manual or the communications distributed to all employees, and as the same may from time to time be amended.

In addition, should Russell Library seek background information about me, including inquiries and collection of information as to my character, reputation, and ability to perform in the position I am applying for, including but not limited to review of any personnel file maintained by my current or former employers, review of my educational and employment references and background, a criminal conviction history check, a consumer report or investigative consumer report, I hereby release from any liability any and all former employers or educators, or personal or other references who supply Russell Library with information about my background, education or employment history.

I understand that, upon receiving a conditional offer of hire from Russell Library, I may be required to pass a medical examination prior to actual employment.

Signature _____

Date _____

QUESTIONS RELATED TO ANY CRIMINAL HISTORY

Please read the following information **first**, then answer the questions below:

“Conviction” for this application, means a final judgment or verdict of guilty, a plea of guilty, or a plea of nolo contendere, in any state or federal court, regardless of whether an appeal is pending or could be taken. “Conviction” does not include a final judgment or verdict that has been expunged by pardon, reversed, set aside or otherwise rendered invalid. Further, you are not required to disclose any arrest(s), criminal charge(s) or conviction(s) the record(s) of which have been erased under law. Such records can include records of a finding of delinquency or that a child was a member of a family with service needs (Conn. Gen Stat. 46b-146), adjudication of youthful offender status (Conn. Gen. Stat. 54-76o), criminal charges dismissed or nolleed, or charges for which a person is found not guilty or a conviction later resulting in an absolute pardon (Conn. Gen. Stat. 54-142a). Further, any person whose criminal records have been erased is deemed under law never to have been arrested with respect to such erased proceedings and may so swear under oath.

Should you have any questions about answering questions on this application, or your rights concerning erased records, please inquire of Matthew K. Poland, Library Director. Background checks are required of all new employees. Note: A history of criminal conviction(s) will not necessarily bar consideration of employment. Factors such as the time, seriousness and nature of the offense, as well as rehabilitation, will be taken into account.

Have you ever been convicted of a crime? yes no
If yes please explain.

Are there any criminal charges currently pending against you? yes no If yes, please explain:

Have you ever had a complaint or lawsuit against you for any action taken in the course of your employment, or for any action outside of your employment based on alleged injury, risk of injury, threatening or other misconduct toward another person? yes no If yes, please explain:

Have you ever been discharged, resigned under threat of discipline or discharge, or entered into an agreement with an employer that changed a disciplinary action or discharge to a resignation? yes no If yes, explain.

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

Russell Library is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, marital status, national origin, disability, veteran status, sexual orientation or any other classification protected by Federal, state, or local law. The information below will be used only in the compilation of data for Affirmative Action reports or similar government requirements.

Completion of this 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 – but separate from – your application.

If you choose to respond to any or all of the questions below, please print each of your responses.

Name: _____ Date: _____ Position Applied For: _____

Applicant's Zip Code: _____ Sex (circle one) M F

Ethnic Group: (Please check one of the descriptions below for the ethnic group with which you most identify.)

- American Indian or Alaskan Native
 Asian
 Black or African American
 Native Hawaiian or Other Pacific Islander
 White
 Hispanic or Latino (All races)

Veteran: (Circle) yes no

Please identify where you learned about an employment opportunity with Russell Library.

- Friend or relative
 Connecticut Department of Labor
 Posting on Russell Library web site
 Posting on a public bulletin board (location) _____
 Posting by an agency, congregation, or social organization
 Posting by a school or college (specify) _____
 Library listserv (specify) _____
 Newspaper or professional journal (specify) _____
 Other (specify) _____