

PRIOR WORKPLACE CONDUCT DECLARATION

SAIC's Policy on Prior Workplace Misconduct prohibits SAIC from hiring or appointing a tenured or tenure-track faculty member who does not complete and sign a Prior Workplace Conduct Declaration, disclosing information about prior substantiated findings of sexual misconduct¹ and/or any uncompleted, planned, or ongoing investigations of sexual misconduct.

1. Are you the subject of any substantiated findings of sexual misconduct in any current or past employment?

Sexual misconduct includes sexual harassment, either i) unwelcome behavior that is severe and pervasive or ii) quid pro quo harassment, and sexual assault, including unwanted sexual contact of any kind.

Yes

No

2. Are you currently the subject of an ongoing or planned investigation into any formal or official complaint that you committed sexual misconduct in violation of any former or current Employer's policies or rules?

Yes

No

3. Have you ever stopped working for an employer before the employer was able to commence or complete an investigation into formal or official complaints that you committed sexual misconduct in violation of any Employer policy or rules?

Yes

No

If you responded "yes" to any of the questions 1-3 above, please provide additional information explaining the nature and circumstances of the finding(s) and/or investigation(s).

¹ SAIC does not require disclosure of information about any formal/official complaints which were made, fully investigated, and determined by a current or prior employer, outside agency or law enforcement to be unsubstantiated.

Certification and Authorization to Release Information Regarding Prior Sexual Misconduct Findings or Incomplete Investigation

I, _____, hereby certify that the information in the Prior Workplace Conduct Declaration is true, complete, and accurate to the best of my knowledge. I understand that failure to provide complete and accurate information in response to the above questions may result in disqualification from employment, withdrawal of any offer of employment, or termination of my SAIC employment, should SAIC learn of incomplete or untrue responses after I become a SAIC employee.

In the event I become a finalist for a tenured or tenure-track faculty position at SAIC, by my signature, I authorize my current and past postsecondary educational institution employers to disclose to SAIC information or records necessary to determine whether I truthfully, accurately, and fully responded to the Prior Workplace Conduct Declaration, including but not limited to:

- Any findings or other summary documents which describe substantiated findings of sexual misconduct committed by me, and
- Documents describing allegations of sexual misconduct or sexual harassment committed by me, which were not - or have not yet been - fully evaluated or investigated to completion, either because the investigation is planned, ongoing, or stopped due to my departure from employment

I understand and agree that the files may need to be redacted and/or not fully disclosed in order to protect the identity of any complainant.

I agree to execute any additional forms required by my current or past postsecondary employer(s) to release such information to SAIC. By my signature below, I hereby release SAIC, and all of my current and past postsecondary employers from any and all claims and liability arising from the request for, or disclosure of, the information described herein. I further authorize SAIC to contact all of my current or past postsecondary employer(s) to verify the information that I have provided in the declaration and any accompanying explanation.

A signed copy of this form may be photocopied, scanned or reproduced as a facsimile or PDF, and these copies will be as effective as a release or consent as the original which I sign. My signature will remain effective for one year from the date of authorization.

Print Name: _____

Signature: _____

Date: _____

Email Address: _____