

Name: _____
Last First Middle Initial

CONFIDENTIAL EMPLOYMENT APPLICATION

Hampshire Sheriff's Office Jail and House of Correction

A Tobacco Free Facility



Received by: _____

Date: _____

Hampshire Sheriff's Office
PO Box 7000
205 Rocky Hill Road
Northampton, MA 01061-7000

Telephone: (413) 584-5911
Fax: (413) 582-7715
Email: hr@hsd.state.ma.us

Qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, sexual orientation or disability, which does not preclude the applicant from performing the essential function of the job with or without reasonable accommodation.

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

INSTRUCTIONS: Please read the Confidential Employment Application carefully and answer **EVERY** question in full. If you cannot answer or do not understand any part of this application, notify a member of the Hampshire Sheriff's Office Human Resources immediately. If you need additional space to complete an answer, please attach additional sheets containing the information to this application. In addition to the information required below, please provide any other information you think would be helpful to us in considering you for employment. You may exclude all information indicative of age, sex, race, religion, color, national origin, and disability.

NOTE

ANY FALSE STATEMENT OR OMISSION SHALL SUBJECT AN APPLICANT TO DISQUALIFICATION FROM FURTHER CONSIDERATION FOR EMPLOYMENT AND SHALL BE CONSIDERED JUSTIFICATION FOR IMMEDIATE **DISMISSAL**, IF DISCOVERED AT A LATER DATE.

EDUCATIONAL BACKGROUND

| TYPE OF SCHOOL | NAME AND ADDRESS | HOW MANY YEARS COMPLETED | GRADUATED | | COURSE OR MAJOR | DEGREE/ MAJOR |
|---|------------------|--------------------------|--------------------------|--------------------------|-----------------|---------------|
| | | | YES | NO | | |
| Grammar or Grade School | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| High School | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| College | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| Graduate School | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| Business or Trade School | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| Other education or special training | _____ | _____ | <input type="checkbox"/> | <input type="checkbox"/> | _____ | _____ |
| Name or class of any certificate, license or rating you may hold: _____ | | | | | | |

Describe specialized training, apprenticeship, skills, and extra curricular activities: _____

Honors received: _____

State any additional information you feel may be helpful to us in considering your application (use additional sheets if necessary): _____

List any languages, other than English, that you speak, read write etc.: _____

List professional trade, business, or civic activities, and offices held: _____

List certificates and licenses you hold: _____

MILITARY EXPERIENCE

Have you ever served in the U.S. armed forces? Yes No

If yes, what branch? _____ Dates of duty: From _____ To _____

Rank at discharge: _____

Under what conditions were you discharged? Honorable Less Than Honorable

What were your duties in the service? _____

Are you a U.S. Veteran? Yes No

EMPLOYMENT HISTORY

List present or most recent employer first. List all full-time and part-time employment held in the past ten (10) years. You may include any verified work performed on a volunteer basis. Continue on a separate sheet of paper, if necessary.

1. Employer: _____

Address: _____

Telephone # () _____ Employed from: _____ (mo./yr.) to: _____ (mo./yr.)

Job Title Start: _____ End: _____

Job duties and responsibilities: _____

Reason for leaving: _____

Supervisor's name: _____

DO NOT CONTACT: _____

Reason: _____

2. Employer: _____

Address: _____

Telephone # () _____ Employed from: _____ (mo./yr.) to: _____ (mo./yr.)

Job Title Start: _____ End: _____

Job duties and responsibilities: _____

Reason for leaving: _____

Supervisor's name: _____

DO NOT CONTACT: _____

Reason: _____

3. Employer: _____

Address: _____

Telephone # () _____ Employed from: _____ (mo./yr.) to: _____ (mo./yr.)

Job Title Start: _____ End: _____

Job duties and responsibilities: _____

Reason for leaving: _____

Supervisor's name: _____

DO NOT CONTACT: _____

Reason: _____

4. Employer: _____

Address: _____

Telephone # () _____ Employed from: _____ (mo./yr.) to: _____ (mo./yr.)

Job Title Start: _____ End: _____

Job duties and responsibilities: _____

Reason for leaving: _____

Supervisor's name: _____

DO NOT CONTACT: _____

Reason: _____

Has any of the following happened to you in the last ten (10) years?

1. Fired from job.
2. Quit a job after being told you would be fired.
3. Left a job by mutual agreement following allegations of misconduct.
4. Left a job by mutual agreement following allegations of unsatisfactory performance.
5. Left a job for other reason under unfavorable circumstances.

Use the numbers above under "code" to explain the reason your employment was ended.

| DATE (MO./YR.) | CODE | EMPLOYER NAME & ADDRESS |
|----------------|----------------|-------------------------|
| _____ _____ | _____ _____ | _____ _____ _____ |
| _____ _____ | _____ _____ | _____ _____ _____ |
| _____ _____ | _____ _____ | _____ _____ _____ |
| _____ _____ | _____ _____ | _____ _____ _____ |

If "yes", begin with the most recent occurrence and go backwards, providing date fired, quit, or left, and employer identity and a detailed explanation for each instance. _____

Provide all details below. Use more pages as needed. _____

Are you presently on lay off and subject to recall? Yes No

Should you be offered employment, would you consent to a medical examination, as a condition of employment, conducted solely for the purpose of determining whether you are, with reasonable accommodation, capable of performing the essential functions of the job? Yes No

Person to be notified in case of emergency

Name: _____

Address: _____

Telephone #: () _____

Professional References: (Not relatives)

| NAME/OCCUPATION | ADDRESS | TELEPHONE/EMAIL |
|-------------------------|-------------------------|-----------------------------|
| _____ _____ _____ | _____ _____ _____ | () _____ _____ _____ |
| _____ _____ _____ | _____ _____ _____ | () _____ _____ _____ |
| _____ _____ _____ | _____ _____ _____ | () _____ _____ _____ |
| _____ _____ _____ | _____ _____ _____ | () _____ _____ _____ |
| _____ _____ _____ | _____ _____ _____ | () _____ _____ _____ |

Are you a United States citizen or authorized to work in the United States? Yes No

You will be required to produce documentation to establish your identity and your authorization to work in the United States in accordance with the immigration reform and control act of 1986.

SEALED RECORD NOTICE: READ CAREFULLY

An applicant for employment with a sealed record on file with the Commissioner of Probation may answer “no record” with respect to an inquiry herein relative to prior arrests, criminal court appearances, or convictions.

In addition, any applicant for employment may answer “no record” with respect to any inquiry relative to prior arrests, court appearance, and adjudication in all cases of delinquency or as a child in need of services, which did not result in a complaint transferred to the superior court for criminal prosecution.

Please provide the following information unless it has been officially annulled, expunged, or sealed by a court:

Have you ever been convicted of a felony? Yes No

If **yes**, provide full details: _____

Were you ever imprisoned for a felony conviction? Yes No

If **yes**, provide full details: _____

Were you convicted of a misdemeanor within the past five (5) years with the exception of a first conviction or drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace? Yes No

If **yes**, provide full details: _____

PRISON RAPE ELIMINATION ACT (PREA)

The HJHC shall consider any incidents of sexual harassment in determining whether to hire or promote anyone, or to enlist the services of any contractor, who may have contact with inmates. **115.17 (b)**

The HJHC shall not hire or promote anyone who may have contact with inmates, and shall not enlist the services of any contractor who may have contact with inmates who: **115.17 (a)**

Have you ever engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution (as defined in 42 U.S.C. 1997)? **115.17 (a) (1)** Yes No

Have you ever been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse? **115.17 (a) (2)** Yes No

Have you been civilly or administratively adjudicated to have engaged in the activity described in the question above? **115.17 (a) (3)** Yes No

Material omissions regarding such misconduct, or the provision of materially false information, shall be grounds for termination. **115.17 (g)**

AGREEMENT

I understand that as a prerequisite to being hired, I will undergo a Criminal Offender Record Information (CORI) background check. This information is protected from disclosure of MGL Chapter 6 Section 172, and is confidential, and/or privileged.

I hereby affirm that I have read and understand this application and that the information, which I have provided on this application (and accompanying resume, if any) is true and complete to the best of my knowledge. I agree that any omission or falsified information shall subject me to disqualification from further consideration for employment and shall be considered justification for my immediate dismissal if discovered at a later date.

I hereby authorize all persons, schools, current employer(s) (if applicable) and previous employers and other organizations named in this application (and accompanying resume, if any) to provide Hampshire Sheriff's Office with any relevant information that may be helpful in arriving at an employment decision. I hereby release, indemnify and hold harmless said persons and entities and the Hampshire Sheriff's Office from any and all liability for providing and/or using this information.

Signature

Date

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION DATA RECORD

CONFIDENTIAL

The Hampshire Sheriff's Office is committed in spirit as well as in action to abide by all laws dealing with equal employment opportunity. It is our policy to guarantee equal employment opportunities for all qualified persons without regard to their age, race, creed, color, national origin, ancestry, marital status, gender, military status, sexual orientation, or disability, which can be reasonably accommodated.

Further, the Hampshire Sheriff's Office will act in good faith to affirmatively recruit and consider for promotion, individuals in protected categories. Age, race, creed, color, national origin, ancestry, marital status, gender, military status, sexual orientation, or disability are not factors in employment, promotion, transfer, compensation, lay-off, disciplining and termination.

In order to effectively monitor the success of our recruitment and employment efforts, it is requested that you provide the following information. Please submit this form with your application or resume to: Hampshire Sheriff's Department, P.O. Box 7000, Northampton, MA 01061.

The completion of this Data Record is voluntary. If you choose to volunteer the requested information please note that all Affirmative Action Data Records are kept confidential. Your cooperation is voluntary. Inclusion or exclusion of any affirmative action data will not jeopardize or adversely affect any employment decision.

(PLEASE PRINT)

Name: _____ Date: _____

Position Applied For: _____

Department: _____

I decline to volunteer the requested information

ETHNIC DATA:

The categories below should not be interpreted as scientific or anthropological in nature. They were developed by the Federal government to provide for the collection and use of compatible and exchangeable ethnic data by Federal agencies: (**Check One**)

- White (a person not of Hispanic origin, having origins in any of the original peoples of Europe, North Africa, or the Middle East.)
- American Indian or Alaska Native (a person having origins in any of the original peoples of North America and who maintains a cultural identification through tribal affiliation or community recognition.)
- Asian or Pacific Islander (a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.)
- Black (a person not of Hispanic origin, having origins in any of the Black racial groups of Africa.)
- Cape Verdean (a person not of Hispanic origin, having origins in any of the peoples of the Cape Verde Islands.)
- Hispanic (a person of Mexican, Puerto Rican, Cuban, Central American, South American or other Spanish culture or origin, regardless of race.)

SEX:

Female Male Other

VETERAN STATUS:

Vietnam Era Veteran? Yes No

Other Veteran? Yes No

MILITARY STATUS DEFINITIONS:

Veteran of The Vietnam Era

A Veteran of the Vietnam era is a person who:

(A) served on active duty for a period of more than 180 days and was discharged or released there from with other than a dishonorable discharge. If any part of such active duty occurred: (1) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (2) between August 5, 1964, and May 7, 1975, in all other cases; or

(B) was discharged or released from active duty for a service connected disability if any part of such active duty was performed: (1) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (2) between August 5, 1964, and May 7, 1975, in all other cases.

Other Veteran

Any other Veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

The undersigned applicant acknowledges and agrees that, if I am hired, I must complete the mandated recruit Basic Correctional Officers training program within the first year from the date of hire as a condition of continued employment.

Print Name of Applicant

Date

Signature of Applicant

(Correctional Personnel Only)

DRUG SCREENING CONSENT FORM

I understand and agree that as a condition of my employment at the Hampshire Jail and House of Correction, I will be required to take a pre-employment drug screening. I may also be required to have drug tests from time to time, which I must pass to rule out drug use.

Signature of Applicant

Date

PROHIBITION OF POSSESSION OF TOBACCO PRODUCTS¹ ACKNOWLEDGEMENT FORM

In order to create and maintain a safe and healthy environment within the facility, the Hampshire Sheriff's Office at the Hampshire Jail and House of Correction prohibits the possession of tobacco products as defined in MGL Ch. 270 Crimes Against Public Health, § 22.¹

Use of tobacco products¹ on facility grounds, or within facility buildings or vehicles is also prohibited. This includes staff, inmates, contractors, visitors and volunteers, excluding those medications prescribed by a physician or used for smoking cessation

Pursuant to M.G.L. c. 270, § 22, (3) smoking is prohibited in the state house or in a public building or in a vehicle or vessel, owned, leased, or otherwise operated by the Commonwealth of Massachusetts or in a political subdivision thereof, or in a space occupied by a state agency or department of the Commonwealth which is located in another building, including a private office in a building or space mentioned in this sentence.

Signature of Applicant

Date

¹ "Smoking" or "smoke", the lighting of a cigar, cigarette, pipe or other tobacco product or possessing a lighted cigar, cigarette, pipe or other tobacco or non-tobacco product designed to be combusted and inhaled.

MASSACHUSETTS GENERAL LAWS

PART IV – CRIMES, PUNISHMENTS AND PROCEEDINGS IN CRIMINAL CASES (Chapters 263 through 280)

TITLE I – CRIMES AND PUNISHMENTS

CHAPTER 268A – CONDUCT OF PUBLIC OFFICIALS AND EMPLOYEES

Section 6B – Candidates for employment as state employee; disclosure of relation to state employee

[Text of section added by 2011, 93, Sec. 118 effective July 1, 2011. See 2011, 93, Sec. 138.]

Section 6B. Each candidate for employment as a state employee shall be required by the hiring authority as part of the application process to disclose, in writing, the names of any state employee who is related to the candidate as: spouse, parent, child or sibling or the spouse of the candidate's parent, child or sibling.

The contents of a disclosure received under this section from an employee when such employee was a candidate shall be considered public records under section 7 of chapter 4 and chapter 66.

All disclosures made by applicants hired by a state agency shall be made available for public inspection to the extent permissible by law by the official with whom such disclosure has been filed.

**DISCLOSURE OF NAMES OF FAMILY MEMBERS WHO
ARE STATE EMPLOYEES**

Disclosure Required by G.L. c.268A, Sec. 6B

Name of Applicant for Employment: _____

Date: _____

Is your spouse, parent, brother, sister or child, or the spouse of your parent, brother, sister or child, a state employee?

Yes No

If you answered Yes, please list below the name(s) of any state employee who is your spouse, parent, brother, sister or child, or who is the spouse of your parent, brother, sister or child, and indicate their relationship to you. Please also list the name of the state agency that employs those relatives.

NOTE: For purpose of this disclosure, a “state employee” is a person holding a paid or unpaid office, position, employment or membership in a Massachusetts state agency. For purposes of this disclosure, a “state agency” is any department of Massachusetts state government, including any department or agency within the executive, legislative or judicial branch, and all councils thereof and thereunder, and any division, board, bureau, commission, institution, tribunal or other instrumentality within such department or agency, and any independent state authority, commission, instrumentality or agency, but NOT INCLUDING an agency of a county, city or town.

| Name of Relative | Relationship to Applicant | Name of State Agency |
|------------------|---------------------------|----------------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |