

Tillman Scholar Background Check Policy

Pat Tillman Foundation (PTF) has the responsibility to maintain a professional and safe environment for volunteers, employees, and our Tillman Scholar community. As a result, PTF (or an authorized/accredited third party on its behalf) may perform criminal record and background checks to identify potentially disqualifying factors in accordance with applicable federal and/or state law.

These checks examine criminal history and verify social security numbers. PTF is mostly concerned about unsuitable criminal records (e.g. felonies, sex offenses, and violent/financial crimes); if/when a background check discloses item(s) of concern, the applicant will be examined holistically to determine whether he or she is an appropriate fit for the organization. All results will be maintained confidentially and will not be shared with anyone outside of specifically designated employees at PTF headquarters.

Applicants are expected to cooperate fully with the reference and background check process. Cooperation includes providing consent to conduct a background check and responding with truthful and complete self-disclosure to inquiries during the process. Failure to cooperate in these respects, or any attempt to interfere with implementation of this policy, may result in denial or termination of support.