



Northern Highlands Regional High School

298 Hillside Avenue

Allendale, NJ 07401

Phone: 201.327.8700 Fax: 201.327.5274

www.northernhighlands.org

NJ Sexual Misconduct/Child Abuse Disclosure Release Instructions

New Jersey law requires that all schools, school districts, and other entities that work with schools in the state, take certain steps to determine whether any person recommended for employment involving regular contact with students has been suspected, investigated, or found responsible for “child abuse” and/or “sexual misconduct” by a current or former employer. The terms “child abuse” and “sexual misconduct” are defined by P.L. 2018, c.5 as follows:

“Child abuse” means any conduct that falls under the purview and reporting requirements of P.L.1971, c.437 (N.J.S.A. 9:6-8.8 et seq.) and is directed toward or against a child or student, regardless of the age of the child or student. “Sexual misconduct” means any verbal, nonverbal, written, or electronic communication, or any other act directed toward or with a student that is designed to establish a sexual relationship with the student, including a sexual invitation, dating or soliciting a date, engaging in sexual dialogue, making sexually suggestive comments, self-disclosure or physical exposure of a sexual or erotic nature, and any other sexual, indecent or erotic contact with a student.

The applicant must submit this form to (1) current employer and (2) to former employers within the last 20 years that were school entities or where the applicant was employed in a position that involved direct contact with children. The applicant is required to provide the following information and a written statement disclosing whether the applicant was the subject of a child abuse and/or sexual misconduct investigation.

APPLICANT: Please complete Parts I, II, III, and IV of this form and submit completed copies to the Northern Highlands Regional School District, which will then submit this form to each of the current or former employers for completion of the Employer Verification Form.

Applicant's Name:		Phone Number:	
Address:	City:	State:	Zip Code:
Part I – Current Employer			
Name of Employer:	Dates of Employment:		to
Contact Person:	Phone Number:		
Address:	Email Address:		
City:	State:	Zip Code:	

In the past twenty (20) years, have you worked for a school district or other entity in a position that involved direct contact with children? [] YES [] NO

If you answered "yes", you are required by law to identify all applicable former employers. Please complete the requested information on the next page to the best of your knowledge.

Name of Employer: _____ Dates of Employment: _____ to _____
Contact Person: _____ Position Held: _____
Phone Number: _____ Email Address: _____
Address: _____ Cell Phone #: _____
City: _____ State: _____ Zip Code: _____

Name of Employer: _____ Dates of Employment: _____ to _____
Contact Person: _____ Position Held: _____
Phone Number: _____ Email Address: _____
Address: _____ Cell Phone #: _____
City: _____ State: _____ Zip Code: _____

Name of Employer: _____ Dates of Employment: _____ to _____
Contact Person: _____ Position Held: _____
Phone Number: _____ Email Address: _____
Address: _____ Cell Phone #: _____
City: _____ State: _____ Zip Code: _____

Name of Employer: _____ Dates of Employment: _____ to _____
Contact Person: _____ Position Held: _____
Phone Number: _____ Email Address: _____
Address: _____ Cell Phone #: _____
City: _____ State: _____ Zip Code: _____

(To be completed by the applicant even if the applicant has no current or prior employment to disclose)

Have you (Applicant) ever:

1. Been the subject of any child abuse or sexual misconduct investigation by you as his/her current or former employer, State licensing agency, law enforcement agency, or the Division of Child Protection and Permanency in the Department of Children and Families? *(Unless the investigation resulted in a finding that the allegations were false or the alleged incident of child abuse or sexual misconduct was not substantiated.)* Check yes or no:

Yes No

2. Been disciplined, discharged, non-renewed, asked to resign from employment, resigned from or otherwise separated from his/her employment with you while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct? Check yes or no:

Yes No

3. Had a license, professional license, or certificate suspended, surrendered or revoked while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct? Check yes or no:

Yes No

By signing this form, I certify under penalty of law that the statements made in this form are true, correct, and complete. I understand that willfully providing false information or willfully failing to disclose information required in Part III of this form, as required by N.J.S.A. 18A:6-7.7, may subject me to discipline up to, and including, termination or denial of employment; may be a violation of N.J.S.A. 2C:28-3; and may subject me to a civil penalty of not more than \$500, which shall be collected in proceedings in accordance with the "Penalty Enforcement Law of 1999," P.L. 1999, c. 274.

ElectronicSignature of Applicant

Date

(Applicant: Please be sure to complete Part IV – Applicant Authorization and Certification to Release Information, on the next page)

State of New Jersey Sexual Misconduct/Child Abuse Disclosure Release

Part IV below will be submitted to the applicant's current and/or former employers within the last 20 years that were school entities or where the applicant was employed in a position that involved direct contact with children.

Applicant's Name:		Phone Number:	
Address:	City:	State:	Zip Code:
Part IV – Applicant Authorization and Certification to Release Information			
<p>I hereby consent and authorize my current and/or former employer(s) to disclose all information and the release of documentation within their possession relative to any investigation in which I was accused of child abuse and/or sexual misconduct pursuant to N.J. Public Law 2018, C. 5. I expressly request all investigative materials, if any exist, be disclosed including the following:</p> <ul style="list-style-type: none">• any investigative reports of child abuse or sexual misconduct investigation conducted by your company, a State licensing agency, law enforcement agency, or the Division of Child Protection and Permanency in the Department of Children and Families unless the investigation was found to be false or unsubstantiated;• any documentation, including, but not limited to, resolutions or agreements in which I was disciplined, discharged, non-renewed, asked to resign from employment, resigned from or otherwise separated from any employment while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct; and• any documentation which shows my license or certificate was suspended, surrendered, or revoked while allegations of child abuse or sexual misconduct were pending or under investigation, or due to an adjudication or finding of child abuse or sexual misconduct. <p>I authorize you to complete, scan, and return the above referenced information and documentation to:</p> <p>Northern Highlands Regional High School District Tara Weiss – Athletics Secretary weisst@northernhighlands.org</p> <p>I understand that pursuant to N.J.S.A. 18A:6-7.7, any of the above-named employer(s) is released from liability that may arise from the disclosure or release of records.</p>			

Electronic Signature of Applicant

Date