

BACKGROUND CHECK INFORMATION SHEET

The Walt Disney World® Resort believes in promoting a safe and secure work environment for its Cast Members as well as its Guests. With this philosophy in mind, Walt Disney World Co. and its affiliated companies conduct criminal background checks on all new Cast Members. As part of the background check process, it will be necessary for you to be fingerprinted. The fingerprints are then submitted to the Florida Department of Law Enforcement (FDLE) and the Federal Bureau of Investigations (FBI) for further processing. If offered a position, you will need to authorize this process and undergo a criminal background check prior to the start of your employment. This authorization will also allow us to use this process to conduct a criminal background check on you at any time during your employment, in the event you are hired.

What will I be asked?

On your employment application, you will be asked:

*Have you **ever** been convicted of or entered a plea of guilty to a criminal offense (felony or misdemeanor) other than a minor traffic violation? NOTE: DUI is a crime and is **NOT** a minor traffic violation. A “yes” response will not necessarily disqualify an applicant from employment. Failure to answer this question accurately could cause denial of employment or termination of employment.*

Yes

No

You will also be asked:

Do you currently have any criminal charges pending against you? NOTE: Answering “Yes” to this question will not necessarily be a bar to employment.

Yes

No

These questions must be answered truthfully.

What if I don't want to provide information about any previous convictions or current pending charges?

If any of the above apply, you must answer “yes” on your application. All instances should be revealed, even if an attorney, probation officer, or law enforcement officer has advised you that the record is sealed or expunged, as the criminal history search will reveal the occurrence. Any omissions or falsifications on your application could lead to a withdrawal of the job offer or immediate termination. If you are unwilling to answer the above questions truthfully, you should withdraw your application at this time.

What will I be asked to do if my answer to any of the above questions is “Yes?”

If you answer “Yes” to any of the above questions, you will be asked to complete a form requesting information about the criminal offense and the sentence received. Should you feel that you are unwilling to provide details regarding the criminal offense and sentence, you should withdraw your application at this time.

What is looked at when evaluating my answers to these questions?

An individual's entire criminal history is considered. As stated above, the question on the application uses the word “**ever**”. There is no time limit on “**ever**”. Therefore, you must answer “Yes” if any of the above has ever applied to you.

If I was a juvenile at the time of the incident do I put it on my application?

We do consider juvenile offenses. Therefore, you must answer “Yes” if any of the above has ever applied regardless of whether you were a juvenile at the time of the offense.

Are Misdemeanors considered when evaluating an individual's criminal history?

Yes. Misdemeanor offenses (other than minor traffic violations) are considered. Therefore, if any of the above has ever applied, whether it was for a Felony or Misdemeanor, you must answer, “Yes”.

Does a “Yes” answer mean I cannot work at the Walt Disney World® Resort?

Answering “Yes” to these questions will not necessarily bar you from employment.

What if I believe the criminal history background report you received is incorrect or incomplete?

If you believe that the criminal history background report is incorrect or incomplete, you may request a copy of the report. You will be given an opportunity to challenge the accuracy and completeness of any information in the report. In that event, information timely provided to us will be considered prior to making any decisions with respect to your employment.