



# Human Resources Consent and waiver for the collection, use and disclosure of personal information (the “Privacy Waiver”)

I, \_\_\_\_\_ born on \_\_\_\_\_, am applying to and or employed by Tewatohnni'saktha  
for the position of \_\_\_\_\_ (date of birth d/m/y)

I understand that this is a position of responsibility to the Community of Kahnawà:ke and that Tewatohnni'saktha has a duty to inquire into and take into consideration an applicant's previous criminal convictions, for which a pardon has not been granted or in respect of which a record suspension has not been ordered.

I hereby assert that:

I have never been convicted of a criminal offense. \_\_\_\_\_  
(initials)

OR

I have been convicted of the following criminal offenses that could be connected with the position I am applying for (please state the type of offense, the date of conviction, sentence imposed):

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**PLEASE NOTE that “criminal offense” includes both summary conviction and indictable offenses under the Criminal Code or any other applicable law. Your response should however not include a reference to any offense for which a pardon has been granted or in respect of which a record suspension has been ordered. The fact that you have been convicted of an offense will be considered in the processing of your application but does not necessarily make you ineligible for the position.**

I hereby consent to having Tewatohnni'saktha request and obtain such information as, in its sole discretion, may be necessary to verify whether I have ever been convicted of a criminal offense. I further hereby consent that a third party service provider may conduct such background investigations, and, in doing so, may obtain, collect and use this information for the purposes of conducting a background investigation. The information collected by such third party will be kept strictly confidential and will be obtained and used only in accordance with applicable access to information and privacy legislation.

For this purpose, I hereby agree to waive all rights of privacy and confidentiality that I might otherwise claim under Kahnawà:ke, federal or provincial law.

I understand that all information obtained will become the property of Tewatohnni'saktha and will be kept in a confidential file in the Personnel Department, and that access to this information shall be granted only on a “need to know” basis. I understand further that this information will be used only for the purpose of determining if I am a suitable and reliable candidate for this, or any other job, for which I have or may apply to Tewatohnni'saktha.

**I have read, understood and agree with the contents of this document and I attest that the assertions I make in this document are complete and accurate.**

Signed within the Mohawk Territory of Kahnawà:ke this \_\_\_\_ day of \_\_\_\_\_ 2024.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Witness