



You will need to provide the names and addresses for personal references. You can include family members who are not living in your home, neighbours and friends. As well, employer references and medical references will be required. We will also conduct a background check with a child protection authority to ensure that you are not registered as a person who may have caused a child to require protection services. On occasion, a credit check may be conducted to verify that the financial information that you have provided in determining financial stability is accurate.

After submitting names, contact information and providing signed consent, Algoma Family Services will contact your references and conduct background checks. The Recruiter/Trainer will contact those you have listed to ask a series of questions such as *“Is the applicant patient?”*, *“Do they enjoy an active lifestyle?”*, and *“How does the applicant handle stress?”*

Information gathered from references is **NEVER** revealed to you. In order to obtain candid information, Algoma Family Services makes a commitment to your references that answers to the questions are **NEVER** shared with you.

IMPORTANT

Before you submit an application and we proceed with the initial screening (MMPI and reference checks) you should ask yourself, *“Will I be comfortable accepting that I cannot be informed about specific information regarding the MMPI results or information contained in reference checks”*. This is an important consideration as you may be left wondering why your application was denied and Algoma Family Services will only be able to state that information gathered in this initial screening prevents us from moving forward. You will be tempted to ask, *“Exactly what information?”* Our response will be, *“We are sorry, but we cannot disclose that information as previously discussed.”*

Therefore, please give careful consideration to the possibility that you may be left wondering what went wrong? If we are able to proceed after this initial screening, yet other information gathered from your home study interviews prevents us from moving forward with your application, you will be notified of the reason(s). Withholding information about your application being rejected only applies to that which is obtained through the MMPI and your reference checks.