

Employment Policies & Practices of ECUA

Equal Employment Opportunity

ECUA provides reasonable accommodations to applicants with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process, please contact the Human Resource Department. ECUA is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, national origin, disability, age, marital status or veteran's status.

Immigration Reform and Control Act

The Immigration Reform and Control Act of 1986 require proof of identity and eligibility for employment within three business days of the date employment begins.

Employment of Relatives

Prospective employees shall be evaluated on the basis of criteria established for a position. ECUA's hiring practice is to avoid the possibility of favoritism based on family relationships, in order to comply with Florida statutes. ECUA restricts the employment of persons related through marriage, adoption, or blood relation.

Authorization and Certification

By submitting a completed application, you are authorizing ECUA to obtain information from any source regarding your education, experience, character, financial or credit record as it relates to the position for which you are considered, or in which you may be employed. All statements on your application may be investigated.

By submitting your completed application, you are certifying the statements in your application are true, complete and accurate to the best of your knowledge and belief. This means you also understand a false statement; misrepresentation or omission of facts may result in disqualification, or if employed, may be cause for dismissal.

Post Job Offer & Background Investigation

If selected for hire, your previous employment and background will be investigated after a job offer is made. Be complete. On your application, include accurate previous employer history and every law violation (except minor traffic violations) for which you were *ever convicted*. If you do not remember your record, contact the appropriate law enforcement agency. Law violations are reviewed in relation to the job for which you are applying. Accurately reporting this information is your responsibility.

Post Job Offer Physical

After you are offered a position, you will complete a post job offer physical that includes nicotine and drug screening, as well as any physical assessments as required by job. This physical examination and any job specific physical assessments are paid for by ECUA; there is no cost to you.

Health, Wellness & Physical Examinations

ECUA is committed to promoting health, wellness, and disease prevention within the workplace and the community, and to providing a safe, clean, and healthy environment for our employees and customers.

All applicants are required to meet the physical requirements of the job by successfully completing a post-job-offer physical examination.

Tobacco Free Employer

As of October 1, 2008 tobacco users are no longer eligible for hire at the ECUA. All offers of employment are contingent upon an applicant successfully passing a nicotine screening. **Anyone testing positive for nicotine would fail the nicotine screening and thus would not be eligible for employment with ECUA.**

Keep Us Informed

If you change your address, email address, or phone number please make sure to update your user account information online. If we cannot locate you, you may miss a chance at a job.

Workforce Escarosa Career Center Location Information

Visit any of the 3 Workforce Escarosa Career Centers to apply online.

Pensacola Center - 3670-A North "L" Street, Pensacola, FL 32505 Call 850-607-8700,

Milton Center - 5725 Highway 90, Milton, FL 32583 Call 850-983-5325,

Century Center - 8120 Century Boulevard, Century, FL 32535 Call 850-256-6259.