

POLICY AND PROCEDURE

REACH for Tomorrow

POLICY: RHR-560.3

TITLE: Background Checks - Personal Vehicle Safety

EFFECTIVE DATE: 12/8/24

AUTHORIZED BY: Board of Trustees

This procedure shall apply to all employees of REACH for Tomorrow.

1. Criminal Background Checks

- 1.1. All prospective employees, including contracted employees, interns and volunteers, shall have had a criminal background check prior to employment. This includes:

- 1.1.1. Ohio State Police Criminal Check

- 1.1.2. Department of Human Services Central Registry Background check

- 1.1.3. National Sex Offender Check

- 1.1.4. Ohio Department of Community Health Medicaid Sanction Check

- 1.1.5. National Medicaid Sanction Check

- 1.1.6. Secretary of State Drivers

- 1.2. All current employees, including contracted employees, interns and volunteers, of REACH for Tomorrow will also be subject to additional criminal background checks as a condition of continued employment. This occurs upon re-credentialing of licensed staff, or minimally every year for all staff.

2. Driving Records

All new and current employees or agency-sponsored volunteers who intend to drive agency-owned vehicles or to transport persons served of this agency shall submit a copy of a valid and current Michigan driver's license and authorize REACH for Tomorrow to register the employee with the State of Ohio for driving background checks prior to employment and REACH for Tomorrow will be notified of any driving citation.

3. Adverse Driver's License Action

Any restriction or suspension of an employee's driver's license shall be reported by employee to HR Director immediately.

4. Confidentiality of Information

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All information obtained through background checks, including driving records, will be kept confidential to the fullest extent possible and allowable under law. The information will be held in confidential files within the Human Resources Office, available to the CEO, and reviewed only as necessary in determining the relevancy and potential impact on the individual's performance of the job for which they are applying for or are currently employed in.

5. Determination of Outcome of Background Checks and Driving Records The CEO retains sole authority for judging the relevance, weight, and significance of the findings of all background checks and driving records, and for determining employment-related actions, including, but not limited to, hire, transfer, or termination of employment, resulting from those findings. The impact of such information on new or continued employment, transfers, promotions or assignment of duties will be determined by the CEO in consideration of such factors as the nature of the position for which the applicant or employee is being considered or is employed; the potential for risk to persons served, employees, or the organization; the type of offense committed; length of time since the offense; relevant regulations under Medicaid, licensing bodies, and accreditors; the length of time of employment (for current REACH for Tomorrow employees); and other information or employment arrangements which may have a bearing on employment suitability.

References:

CARF, ASPIRE -. Workforce Development and Management Health & Safety