

## STUDENT BACKGROUND CHECK POLICY

All students in the College of Health Sciences who will be enrolled in courses that involve the direct delivery of patient care services are covered under this policy. All covered students will have a clean background check before being fully admitted into a program within the College or before being allowed to take a course involving the delivery of direct patient care.

The background check will be obtained from the company agreed upon by the College and will include the following:

- Social security number and identity verification
- Criminal search (7 years) national and county
- Employment verification
- Violent Sexual Offender and Predator Registry Search
- Office of Inspector General (OIG) List of Excluded Individuals/Entities
- General Services Administration (GSA) List of Parties Excluded from Federal Programs
- US Treasury, Office of Foreign Assets Control (OFAC), List of Specially Designated Nationals (SDN)

Derogatory information of the following nature gathered as the result of a background investigation is the basis to no longer consider a candidate for the program, as clinical placement will not be possible. Pending charges for the following crimes will be considered crimes and will be deemed to be substantially detrimental to the care of patients and will result in dismissal.

Timeframe is for the last 7 years unless otherwise noted:

- Felony convictions
- Withheld judgments for felonies
- Other plea agreements to felony convictions
- Sexual assault, rape, indecent exposure, lewd and lascivious behavior, or any crime involving non-consensual sexual conduct committed at any time.
- Child abuse, sexual exploitation of children, child abduction, child neglect, contributing to the delinquency or neglect of a child, enticing a child for immoral purposes, exposing a minor to pornography or other harmful materials, incest, or any other crime involving children as victims or participants committed at any time.
- Homicide committed at any time
- Any charge related to illegal drugs such as (but not limited to) possession of drugs or paraphaneila, or trafficking.
- Abuse, exploitation or neglect of a vulnerable adult (disabled or elderly) committed at any time.
- Assault or Battery.
- Misdemeanor theft committed during the last 5 years or grand theft committed during the previous seven years.

- Offenses involving substantial misrepresentation of any material fact to the public or an employer including embezzlement, bribery, fraud, racketeering or allowing an establishment to be used for illegal purposes committed during the previous seven years.
- DUI within the last 3 years or more than one DUI in the past five years.
- First or second degree arson
- Kidnapping
- Mayhem, as defined by Section 18-5001, Idaho Code
- Poisoning
- Forgery or fraudulent use of a financial transaction card
- Forgery and counterfeiting
- Insurance fraud
- Pattern of behavior deemed to be unprofessional, or that is felt to put patients, faculty and/or students at risk.

Students will be admitted to the program conditionally, pending the submission of a clean background check. All conditionally admitted students will be given a copy of the Information Sheet on obtaining a background check. Students will request and pay for the standard College of Health Sciences background check through the approved company. Results of the check are released to the Department Chair (or designee) of the admitting program and to the student.

Each department will access the background checks and print a copy of each student's check. The check will be reviewed by the Department Chair (or designee) to determine if the background check is clean. If the check is clean the student will be fully admitted to the program.

If the background check has crimes on the not "allowed list", the student will be notified in writing that their admission to the program has been withdrawn. If the student wishes to grieve this decision and continue the admission process, the student must:

- Meet with the Department Chair (or designee) and present in writing why the potential student should not be considered a risk to patient safety. This process must be completed within 10 days of receipt of notification of withdrawn admission.

After the meeting, the Chair (or designee) will write an admission recommendation. The recommendation, information presented by the student, and the background check will be forwarded to the College of Health Sciences Academic Leadership Council (ALC).

The ALC will make the final admission decision. The ALC will notify the student of the final decision.

Results of background checks will be maintained in a locked file cabinet in the department. Records will be shredded 6 months after an applicant is denied admission or when a student graduates.

Results of a background check performed for hire at a local health care agency may not be used for affiliation with Boise State University due to variances in quality of the background checks.

Students who leave the program, regardless of reason, will need to repeat the background check before being readmitted.