

Isabella County Medical Care Facility
Workforce Background Checks

Policy Statement

According to Michigan State Law, as of April 2006, the Isabella County Medical Care Facility shall not employ, independently contract with or grant clinical privileges to an individual convicted of the following:

A felony or conspiracy to commit a felony within the last 15 years.

A misdemeanor involving abuse, neglect, assault, battery or criminal sexual conduct or involving fraud or theft against a vulnerable adult within the last ten years.

Federal law prohibits a medical care facility to employ an individual who has ever been convicted of resident abuse.

Criminal conviction investigations are conducted on all personnel making applications for employment within this medical care facility. These may be post-offer of employment for individuals residing in the State of Michigan for 3 or more years, offers of employment are made conditional pending the investigations.

Criminal conviction investigations must be pre-offer employment for individuals residing in the State of Michigan for less than 3 years.

The results of Criminal History Checks must remain confidential.

Offers of employment are conditional pending a criminal check if the individual signs a statement, which contains the following:

That he/she has not been convicted of the aforementioned crimes,

That if the criminal history check shows a conviction he or she will be terminated unless they can prove the information is incorrect,

That he/she understands that the conviction of one of the aforementioned crimes will result in the termination of their employment and that such termination is for good cause.

Should the background investigation(s) disclose any material misrepresentation or omission on the application form or disclose information indicating that the individual is not suited for hire, the applicant will not be employed, or if already employed, will be terminated.

Statement: **Cross out the WRONG statement,** 1 or 2:

1. I have been a Michigan resident for the last 3 years.
2. I have not been a Michigan resident for the last 3 years.
3. I have not been convicted of the aforementioned crimes.
4. I understand that if the criminal history check shows a conviction I will be terminated unless I can prove the information is incorrect.
5. I understand that the conviction of one of the aforementioned crimes will result in the termination of my employment and that such termination is for good cause.

Signed: _____

Date: _____