

**GLEN OAKS COMMUNITY COLLEGE
ALLIED HEALTH PROGRAMS**

CRIMINAL BACKGROUND CHECKS: IMPORTANT NOTICE!

STUDENTS WITH CRIMINAL CONVICTIONS SHOULD CONSIDER ANOTHER PROFESSION.

Criminal background checks are mandatory for all nursing and allied health students at the student's own expense.

All information gained will be held in strictest confidence.

Students with felonies or certain misdemeanor convictions will **NOT** be admitted as outlined below.

Students entering a nursing or allied health program must give permission to do a criminal activity check to comply with Michigan Compiled Laws, Section 333.20173. No student will be admitted to the program if convicted of a felony, or attempt/conspiracy to commit a felony within 15 years preceding the date of admission; or a misdemeanor conviction involving abuse, neglect, assault, battery, criminal sexual conduct, fraud, theft (or similar misdemeanor in state or federal law) against a vulnerable adult within 10 years of conviction.

Additionally, ANY criminal convictions may prevent admission to the nursing/allied health program. Applicants should know that **criminal activity of any sort may prevent:**

1. clinical placements in the program (making success in the program impossible).
2. the ability to be licensed as a registered nurse or other healthcare occupations.
3. employment in the field of nursing/allied health. Employers do not have to hire anyone with a criminal background and some employers are refusing to hire those who have past criminal activity.

Criminal activity associated with substance abuse is particularly damaging to the candidacy of an applicant.

Currently the Michigan State Board of Nursing investigates candidates eligible to sit for nursing licensure for the following issues:

1. Felony conviction.
2. Misdemeanor conviction punishable by imprisonment for a maximum of 2 years.
3. Treatment for substance abuse in the past 2 years.
4. Malpractice settlements. Awards or judgments in the past 5 years.
5. Having federal or state health professional license or registration revoked, suspended, or otherwise disciplined; been denied a license; or currently with disciplinary action pending against the applicant.
6. Having been fired, censured, or requested to withdraw from a health care agency staff or have your staff privileges involuntarily modified.
7. Filed or written a licensing application in another US jurisdiction.
8. Filed a license application in Michigan.
9. Hold another license in another state.

A determination is made by the state at that point whether or not the candidate may be licensed as a nurse. No one at GOCC can make the decision about eligibility for licensing as a nurse. We can only confer a certificate or degree, not a state license to practice nursing or any other healthcare occupation. Questions or concerns about licensing should be directed to the MSBON at www.cis.state.mi.us/bhser or to the state agency regulating other healthcare occupations.

Due to recent enactment of a new Michigan law, many health care employers are routinely not hiring anyone with criminal backgrounds, regardless of licensure status. Also, all health care agencies routinely drug screen applicants for jobs and employees randomly to maintain patient safety and to curtail the employer's liability.

Allied Health Policy

Substance Abuse Policy

Many federal and state laws are now in effect to protect the safety of patients. Healthcare agencies are now charged with certain actions to protect the safety of the public from employees who are working under the influence of drugs/and or alcohol or who have criminal backgrounds. Students in nursing and healthcare occupations must be in compliance with these agency stipulations in order to participate in clinical experiences/externships.

To comply with our agency contracts, drug plus alcohol screening is incorporated into the health status evaluation required prior to entrance to each Nursing and Allied Health Program.

Positive test results will result in denial of admission/readmission.

The student will incur the cost of drug plus alcohol screening. The nursing and allied health department contracts with an outside agency to conduct these services.

January 2004 Governor Granholm signed a law that says “it is now a misdemeanor punishable by up to 180 days in jail and /or a maximum fine of up to \$1,000.00 to be a drunk health care provider who conducts any part of his or her practice with a blood alcohol level of 0.05 or higher”. Therefore, GOCC reserves the right to drug plus alcohol screen nursing and allied health students when behavior or conduct makes staff/faculty suspect substance abuse. The student will incur the cost of any drug plus alcohol screening.

***Note: Some health care agencies used for clinical experiences/externships are initiating random drug plus alcohol screening for staff and students assigned to their agency.**

Refusal to allow mandatory or requested drug plus alcohol screens in the clinical agency will result in immediate program dismissal and potential college disciplinary actions. Please refer to Glen Oaks Community College Catalog for the Student Code of Conduct which describes behaviors that will result in disciplinary action.

Adopted 4/12/06.

Allied Health Policy

Criminal Background Check Policies

Changes are taking place within the healthcare facilities at the national and state levels in order to maintain the safety of patients/clients within their agencies who are receiving care.

In September 2004 the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), which accredits healthcare facilities across the nation, enforced background screening and has set requirements mandating that students in a healthcare field must now complete the same background check as hospital employees.

February 2006, Governor Jennifer Granholm signed legislation to strengthen criminal background checks in long term care facilities stating, "This legislation is to protect our state's most vulnerable citizens". Long term care will include skilled nursing facilities, long-term care hospitals, hospitals with swing beds, intermediate care facilities for persons with mental retardation, home health agencies, residential care and assisted living facilities and hospices. This law is in effect as of April 1, 2006.

To be in compliance with JCAHO requirements, the above law and the Michigan Compiled Laws Section 333.20173, students in nursing and allied health programs, must complete background investigations to be able to use clinical sites. The student will incur the cost of the background investigation. The nursing and allied health department contracts with an outside agency to conduct these services.

Admission or readmission to any healthcare program will be denied for the following:

Any felony conviction or attempt/conspiracy to commit a felony within 15 years preceding the date of admission.

OR any misdemeanor within 10 years prior to application that involved or is similar to the following:

1. Abuse, neglect, assault, battery
2. Criminal sexual conduct
3. Fraud or theft against a vulnerable adult (as defined by the Michigan penal code or similar misdemeanor in state or federal law), but not limited to such crimes against a vulnerable adult.
4. Criminal activity involving controlled substances such as sale, possession, distribution or transfer of various narcotics or controlled substances.
5. Any alcohol related misdemeanor.

Once admitted to a nursing or allied health program, students subsequently convicted of crimes listed above will be dismissed from the Nursing/Allied Health Program. It is the student's responsibility to report changes in the status of his/her criminal background to the Assistant Dean of Nursing & Allied Health Programs.

Adopted 4/12/06.

Allied Health Policy

Fit Mask Testing

To be in compliance with healthcare agency contracts and to protect the students from tuberculosis, all nursing and any allied health student who spends 20% or more of clinical or externship time in direct contact with patients must have fit mask testing annually. The student will incur the cost of the testing.

This testing is to determine the size mask needed to protect the student from a patient with active tuberculosis.

Testing is to be done yearly or with weight gain or loss of 10 pounds and growth of facial hair more than 3 days. It is the responsibility of the student to inform the Assistant Dean of Nursing & Allied Health that such condition(s) have occurred.

Adopted 4/12/06.