



KEISER UNIVERSITY

Criminal Background Check & Drug Screening Policy/Waiver

The Joint Commission on Accreditation of Health Care Organizations (JCAHO) has implemented requirements for criminal background checks. Standard HR.1.20 for staff, students and volunteers who work in the same capacity as staff who provide care, treatment, and services at EP 5 states criminal background checks are verified when required by law and regulation and organization policy. (www.jcaho.com)

State and/or federal laws through designated agencies regulate health professions. Each agency sets the specific requirement for granting licensure or certification to practice as a healthcare provider. Most agencies have restrictions on eligibility to sit for credentialing examinations and granting licensure or certification to an individual with a criminal record.

Pursuant to Florida Statutes Section 456.0635, the Florida Department of Health, and related health care boards will refuse to issue a license, certificate or registration, or renew a license, certificate or registration and will refuse to admit a candidate for examination if the applicant has been:

1. Convicted or pled guilty or no contest, regardless of adjudication, to a felony violation of the following Florida Statutes: Chapter 409 - Social and Economic Assistance, Chapter 817 - Fraudulent Practices or Chapter 893 - Drug Abuse Prevention and Control, or 21 United States Code ss. 801-970 that pertains to Controlled Substances or 42 United States Code ss. 1395-1396 that pertains to Public health and Welfare and Medicare, unless the sentence and any probation or pleas ended more than 15 years prior to the application.
2. Terminated for cause from the Florida Medicaid Program unless the applicant has been in good standing for the most recent 5 years.
3. Terminated for cause by any other State Medicaid Program or the Medicare Program unless the termination was at least 20 years prior to the date of the application and the applicant has been in good standing with the program for the most recent 5 years.
4. Is currently listed on the United States Department of Health and Human Services Office of Inspector General's List of Excluded Individuals and Entities.

Section 456.0635 of the Florida Statutes lists restrictions for initial licensure applicants and renewals. It is the responsibility of the applicant to research eligibility for the examination, license, and/or certification being sought.

Furthermore, I understand that it is my responsibility to report any changes in the status of my criminal background to the Program Director immediately. Failure to promptly notify the Program Director of offenses occurring after admission shall be grounds for dismissal from the program.

The above circumstances may also prohibit students from participating at clinical facilities required to complete the program.

Students will be subject to criminal background checks and drug screenings prior to enrollment in the program and/or at any time throughout the duration of the program as per the request from the program's clinical affiliates. The Allied Health Programs require students to perform clinical rotations for hands-on training. It is at the discretion of each medical facility with which the program has a clinical affiliation agreement, to implement a standard protocol regarding student admittance for educational purposes.

Students should be aware that some medical facilities will require a drug screening on site prior to the clinical rotation or a random drug screening during the clinical rotation. Students should be prepared to abide by set protocols and incur any associated fees that may arise in the safety screening process to which the program's clinical affiliates adhere.

An initial criminal background check will be required prior to enrollment in the Allied Health Program. Once the student has been accepted into the program it will become the responsibility of the program to assign the student clinical placement. However, should the student become involved in criminal activity after program acceptance, in which the initial criminal background clearance status becomes compromised, the student will then be withdrawn from the program. The program and the university will not modify the curriculum for students who have an unsatisfactory criminal background status. The program only guarantees student clinical placement for students who have maintained their original criminal background status upon which program acceptance was determined.

In the event that a student receives a positive drug screen result, the following actions may occur:

1. If it is determined the student has breached the Keiser University Drug Policy the student will be immediately dismissed from the program and subsequently from the University.
2. The student may request testing at another facility within 24 hours of notification of a positive drug screen result. A second positive drug screen report will result in the student being dismissed from the program and subsequently the University. Medication prescribed to the student by a licensed physician is an exception; in which case supportive documentation must be presented to the Program Director and/or University for review. *(Any additional costs incurred in this process are the sole responsibility of the student).*
3. Refusal to submit to a second drug screen test after an initial positive drug screen result may lead to immediate dismissal from the program and the University.

4. The student may petition for a grievance hearing by completing the “Request for Grievance Committee” form, which can be obtained from the Director of Student Services during normal business hours. The student must initiate the grievance process within two (2) business days of the alleged occurrence. (*refer to University catalog grievance policy*)

I have read the Keiser University Criminal Background Check & Drug Screening Policy/Waiver and understand my responsibility in the criminal background and drug screening process. By my signature I agree to the terms of program acceptance and/or program continuation based on the results of both the criminal background check and drug screen test.

Print Name

Date

Applicant Signature

Witnessed by: