



INDIAN RIVER STATE COLLEGE

Health Science Division

Background Check Requirements

Incoming students should initiate a background check ONLY upon directions from the department.

Purpose

Standards for background checks were developed in conjunction with the Indian River State College (IRSC) Health Science Advisory Committees, which represent our clinical affiliations, to meet clinical agency requirements, compliance with Joint Commission on Accreditation of Healthcare Organizations (JCAHO) standards pertaining to human resource management and Florida Statutes on licensure requirement. JCAHO requires verification of competency of all individuals who have direct contact with patients or employees; this includes students doing clinical rotations in the facility. Competency extends beyond technical skills to an individual's criminal history. Additionally, background checks may include verification of employment and social security numbers. All students are required to complete a level 2 screening.

Implementation

Background checks for all currently enrolled and newly admitted students are required. Successful completion of a background check is required for admission and continuation in all Health Science programs. Students will be given specific directions from the program about how to obtain the background check. **DO NOT submit a background check until you receive directions from the Health Science Department.**

Background checks will be honored for the duration of the student's enrollment in the clinical program if the participating student has not had a break in the enrollment of a Health Science class. A break in enrollment is defined as nonattendance of one full semester or more. The above information must be verifiable through the College and may be shared with the clinical agency. If the background check results in denied admission to a clinical agency and/or access to patients, the academic requirements of the Health Science program cannot be met, and the student will be denied admission to (or will be withdrawn from) the program.

Criminal Background Check

The following histories will disqualify an individual from consideration for a clinical rotation and, thus, for admission to the health science programs.

1. Offenses outlined in FS435 and FS456
2. Registered sex offenders
3. Health and Human Services–Office of Inspector General list of excluded individuals, U.S. General Services Administration excluded parties list, Employee Misconduct Registry, U.S. Treasury–Office of Foreign Assets Control (OFAC) List of Specially Designated Nationals (SDN), Texas Health and Human Services Commission (TX HHSC), Office of Inspector General (OIG), Exclusion List.
4. Felony offenses regardless of adjudication
5. Probation pending for any offense
6. Any offense not acceptable to an affiliating agency

Disclaimers

- Admission to a Health Science program does not ensure eligibility for licensure or future employment.
- Clinical agencies can establish more stringent standards, if they so desire, to meet regulatory requirements for their facility and can deny any student placement.
- Clinical agencies can conduct additional background checks at their discretion.
- If a student is found either through self-disclosure or public record to be ineligible for clinical placement any time during the program due to being arrested or charged with a crime since the date of the original background check, the student is unable to meet clinical learning objectives and will be withdrawn pending resolution of the situation.
- Any student who is arrested while enrolled in a health science program must notify the Dean of health Science, regardless of the disposition.

Allocation of Cost

Cost of the background check will be the responsibility of the students.

All background checks must be COMPLETED by the department deadlines.

Process

- Background checks will be reviewed ONLY for applicants given provisional acceptance to an IRSC Health Science program.
- The IRSC background check form is provided to the student by the division office.
- Students will not receive notification that the background check has been completed.
- Results of all background checks are reviewed by the Health Science Admissions Coordinator and may be reviewed by any affiliating agency.

- Results of all background checks become the sole property of the College and will not be available for copying or for use to meet the requirements of outside employers or other educational institutions.
- Students will only be notified if additional information is necessary to resolve any drug and/or background issues.
- The student may be required to provide an annual Oath and Affirmation statement. Most clinical agencies require the annual submission of a signed and notarized Oath and Affirmation statement indicating that the student has not been arrested or charged with any crime or misdemeanor since the date of the initial background check. However, some agencies may require annual background checks and will not accept the Oath and Affirmation statement. Once accepted to a program, the student will be advised if she/he will need to resubmit the background check or if the Oath and Affirmation statement will be acceptable for the agency she/he will attend.
- All information obtained relating to background checks and Oath and Affirmation statements is kept confidential and maintained in a secure file by the College.

Drug Screening

Area health care agencies are drug-free places of employment. All health care agencies require a negative drug screen prior to hiring a new employee. The IRSC Division of Health Science has been asked by area health care affiliates to require a negative drug screen for program applicants who will be placed in area health care agencies for clinical rotations. Program applicants are required to obtain a substance abuse drug screen and are subject to random drug screens upon admission to the program. **Do not submit a drug screen until you receive directions from the Health Science Department.**

The applicant may reapply and be considered for application to a Health Science program after a positive reference from a treatment team who has followed the applicant for at least two years and has dealt specifically with the applicant's problem of chemical dependence.

For additional questions, contact the Health Science Admissions Coordinator.