

Criminal Background Checks and Health Program Students

This document is to provide early guidance for health program students who have convictions on their criminal background checks. These guidelines reflect Wisconsin state law and regulatory expectations and had the involvement of local schools of nursing, allied health and health care systems. Clinical sites hold students to different standards than potential employees and reserve the right to deny clinical placement for any conviction.

The single most important recommendation is complete disclosure by students to both the school and the health care setting, even for crimes that have been expunged. Failure to fully disclose all convictions, including expunged crimes, and accept accountability may result in losing opportunities. The WI Department of Justice reports all criminal charges and dispositions on criminal background checks, including those resulting in expunction.

The following criminal background check issues will likely be approved for clinical placements:

- ✓ Dismissed crimes or those related to traffic violations
- ✓ One DUI or underage drinking, in any timeframe, if disclosed
- ✓ One non-violent, non-drug-related Misdemeanor from more than 5 years ago with no further issue

The following criminal background check issues will likely prevent assignment to a clinical experience (Review of each individual circumstance is necessary):

- ✓ Lack of full disclosure of convictions on BID form with honest description and accountability
- ✓ A pattern of multiple convictions within the past 10 years
- ✓ Conviction for a violent crime, including conviction of a reduced charge resulting from a violent crime
- ✓ Convictions for drug related offenses, including theft, sale, and/or possession
- ✓ Convictions for falsification of records
- ✓ Convictions for theft related crime, including shoplifting (retail theft)
- ✓ Convictions of any serious crime within the past 3 years
- ✓ Any Felony conviction

All other convictions (including expunged crimes) identified on a criminal background check will require more detailed, individualized review. You may be asked to provide detailed descriptions of the facts and circumstances of any conviction appearing on your record.