

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 both schools of nursing and health care systems.

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 and accept accountability may result in losing opportunities.

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

- Dismissed crimes.
- One DUI or underage drinking, in any timeframe, if disclosed.
- Misdemeanor or less, single event, 10 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, with honest description and accountability.
- A pattern of more than three convictions.
- A pattern of 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.
- Convictions of any serious crime within the past 3 years.

All other convictions (including expunged crimes) identified on a criminal background check will require more detailed, individualized review.

July 2012