

Living Arrangements for the Developmentally Disabled, Inc. (LADD)



Consent for Obtaining Background Checks

Name: _____ Social Security Number: ____ - ____ - _____

I understand that LADD is required to conduct a Bureau of Criminal Identification and Investigation (BCII) check of all new employees that includes but is not limited to, gathering a set of impressions of my fingerprints. LADD's search for criminal records also applies to any jurisdiction outside the United States.

LADD will not deny employment to any applicant solely because the person has been convicted of a crime. LADD, however, may consider the nature, date, and circumstances of the offense as well as whether the offense is relevant to the duties of the position applied for.

Please read **Attachment A** before choosing one of the following:

_____ I have read the offenses listed in Attachment A and I **have not** been convicted of or plead guilty to any of the offenses listed.

_____ I have read the offenses listed in Attachment A and I **have** been convicted of or plead guilty to a listed offense(s). I understand that I may not be hired by LADD unless I have been legally rehabilitated. Please answer the following:

- a. The original charge was _____
- b. The conviction was for _____
- c. The date of the conviction was _____
- d. The sentence was _____
- e. The date of the completion of all terms of the sentence was _____
- f. The circumstances of the offense were as follows:

I agree to inform LADD within fourteen (14) calendar days if, while I am employed by LADD, I am ever formally charged with, convicted of, or plead guilty to any of the offenses listed Attachment A. I understand that failure to report formal charges, a conviction, or a guilty plea to LADD may result in my being dismissed from employment.

List all addresses for the past seven (7) years as well as the county of residence and the approximate amount of time you lived at each address.

Address	County	Approx. Time

I further understand if I am applying for a position which includes transporting people with mental retardation and developmental disabilities, LADD will contact the registrar of motor vehicles in order to determine and verify that I have a valid motor vehicle operator's license and to request a certified abstract regarding my record of convictions for violations of motor vehicles laws.

Check one of the following:

I **have** a valid drivers license from the State of _____.

I **do not have** a valid drivers license.

Check one of the following:

I **have** been a resident of Ohio for the five-year period preceding this application. I agree to provide proof to L.A.D.D., Inc. that I have been a resident of Ohio for the five-year period preceding this application.

I **have not** been a resident of Ohio for the five-year period preceding this application.

A valid driver's license is required to be presented to assist LADD, Inc. in determining whether to complete a BCII check or if a criminal record needs to be obtained from the federal bureau of investigations (FBI) as well as obtaining a driver's abstract. Therefore, you need to provide consent for LADD to make a copy of you drivers license to meet this requirement of employment.

Check one of the following:

I provide **consent** to LADD to copy my driver's license.

I **do not provide consent** to LADD to copy my driver's license.

The following information needs to be *written as it appears on your driver's license*:

Name: _____ Date of Birth: _____

Street: _____

City: _____ State: _____ Zip: _____

Driver's License Number: _____ State: _____

LADD will contact the Ohio Department of Health to inquire whether the nurse aide registry has made a determination of abuse, neglect, or misappropriation of property of a resident of a long-term care facility or residential care facility by the person.

LADD will contact the Ohio Department of Developmental Disabilities (ODODD) to inquire whether or not you are included in their Abuser Registry.

LADD will check past employment references.

I understand that I may be discharged from employment if any of the above information is false or misleading. Any false or misleading statements or material omissions are grounds to terminate the application process, or to terminate employment if it has begun, regardless of when the information is discovered. Any employment is conditional upon receipt of all background checks that are considered satisfactory by LADD.

The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age with respect to individuals who are at least 40 years of age or by other means. The term "employment applications" refers to all written inquiries about employment or applications for employment or promotion including, but not limited to, resumes or other summaries of the applicant's background. It relates not only to written pre-employment inquiries, but to inquiries by employees concerning terms, conditions, or privileges of employment as specified in section 4 of the Act.

I agree to sign all forms necessary for LADD to receive this information and I understand that failure to do so means that LADD will not employ me. I understand that LADD will pay for these reports and the processes required obtaining the reports. This consent allows for future background checks for purposes of promotion, reassignment or retention, unless otherwise revoked in writing.

I hereby acknowledge that I have read and agree to the above statements and that the above information is complete, true and accurate.

Signature of Applicant

Date

ATTACHMENT A

HOMICIDE

- R.C. 2903.01 - Aggravated Murder
- R.C. 2903.02 - Murder
- R.C. 2903.03 - Voluntary Manslaughter
- R.C. 2903.04 - Involuntary Manslaughter

ASSAULT

- R.C. 2903.11 - Felonious Assault
- R.C. 2903.12 - Aggravated Assault
- R.C. 2903.13 - Assault
- R.C. 2903.16 - Failing to Provide for a Functionally Impaired Person

MENACING

- R.C. 2903.21 - Aggravated Menacing

PATIENT ABUSE AND NEGLECT

- R.C. 2903.34 - Patient Abuse; Neglect
- R.C. 2903.341 - Patient Endangerment

KIDNAPING AND RELATED OFFENSES

- R.C. 2905.01 - Kidnapping
- R.C. 2905.02 - Abduction
- R.C. 2905.04 - Child Stealing (as the offense existed prior to 7/1/96)
- R.C. 2905.05 - Criminal Child Enticement

SEX OFFENSES

- R.C. 2907.02 - Rape
- R.C. 2907.03 - Sexual Battery
- R.C. 2907.04 - Unlawful Sexual Conduct with a Minor, formerly Corruption of a Minor
- R.C. 2907.05 - Gross Sexual Imposition
- R.C. 2907.06 - Sexual Imposition
- R.C. 2907.07 - Importuning
- R.C. 2907.08 - Voyeurism
- R.C. 2907.09 - Public Indecency
- R.C. 2907.12 - Felonious Sexual Penetration (as the offense formerly existed)
- R.C. 2907.21 - Compelling Prostitution
- R.C. 2907.22 - Promoting Prostitution
- R.C. 2907.23 - Procuring
- R.C. 2907.25 - Prostitution
- R.C. 2907.31 - Disseminating Matter Harmful to Juveniles
- R.C. 2907.32 - Pandering Obscenity
- R.C. 2907.321 - Pandering Obscenity Involving a Minor
- R.C. 2907.322 - Pandering Sexually Oriented Matter Involving a Minor
- R.C. 2907.323 - Illegal Use of Minor in Nudity-Oriented Material or Performance

ROBBERY AND BURGLARY

R.C. 2911.01 - Aggravated Robbery
R.C. 2911.02 - Robbery
R.C. 2911.11 - Aggravated Burglary
R.C. 2911.12 - Burglary

OFFENSES AGAINST FAMILY

R.C. 2919.12 - Unlawful Abortion
R.C. 2919.22 - Endangering Children
R.C. 2919.23 - Interference with Custody, which would formerly have violated R.C. 2905.04 as it, existed prior to 7/1/96
R.C. 2919.24 - Contributing to Unruliness or Delinquency of Child
R.C. 2915.25 - Domestic Violence

WEAPONS CONTROL

R.C. 2923.12 - Carrying Concealed Weapon
R.C. 2923.13 - Having Weapons while Under Disability
R.C. 2913.161 - Improperly Discharging a Firearm at or Into a Habitation or School

DRUG OFFENSES

R.C. 2925.02 - Corrupting Another With Drugs
R.C. 2925.03 - Trafficking in Drugs
R.C. 2925.04 - Illegal Manufacture of Drugs or Cultivation of Marihuana
R.C. 2925.05 - Funding of Drug or Marihuana Trafficking
R.C. 2925.06 - Illegal Administration or Distribution of Anabolic Steroids
R.C. 2925.11 - Drug Abuse/Possession of Drugs (So long as it is not a minor drug possession offense)

OTHERS

R.C. 3716.11 - Placing Harmful Objects in Food or Confection

ADDITIONAL DISQUALIFYING OFFENSES

- **Any violation of an existing or former municipal ordinance or law of this state, any other state, or the United States, which is substantially equivalent to any of the offenses listed and which bears a direct and substantial relationship to the duties and responsibilities of the position.**
- **Any felony contained in the Ohio Revised Code that is not listed which bears a direct and substantial relationship to the duties and responsibilities of the position applying for.**
- **Any offense contained in Ohio Revised Code constituting a misdemeanor of the first degree and a felony on subsequent offense, if it bears a direct and substantial relationship to the position being filled and the nature of the services.**