

## IDAPA 16 – IDAHO DEPARTMENT OF HEALTH AND WELFARE

### Division of Management Services

#### 16.05.06 – Criminal History and Background Checks

##### **Who does this rule apply to?**

*Individuals who provide care or services to children or vulnerable adults and who require a criminal history and background check identified in Department rules. Agencies who employ such employees and provide the care for the vulnerable children and adults.*

##### **What is the purpose of this rule?**

*These rules assist the Department in the protection of children and vulnerable adults by providing requirements to conduct criminal history and background checks of individuals licensed or certified by the Department, or who provide care or services to children or vulnerable adults. Individuals requiring a criminal history check are identified in Department rules.*

##### **What is the legal authority for the agency to promulgate this rule?**

*This rule implements the following statutes passed by the Idaho Legislature:*

Public Assistance and Welfare -

Public Assistance Law:

- [Section 56-202\(b\), Idaho Code](#) – Duties of Director of State Dept. of Health and Welfare
- [Section 56-203\(2\), Idaho Code](#) – Powers of State Department
- [Section 56-204A, Idaho Code](#) – Services for Children

Department of Health and Welfare:

- [Section 56-1004A, Idaho Code](#) – Criminal History and Background Checks
- [Section 56-1007, Idaho Code](#) – Collection of Fees for Services

Health and Safety -

Basic Daycare License:

- [Section 39-1105, Idaho Code](#) – Criminal History Checks
- [Section 39-1107, Idaho Code](#) – Fees
- [Section 39-1111, Idaho Code](#) – Rules Authorized

Child Care Licensing Reform Act:

- [Section 39-1210\(10\), Idaho Code](#) – Standards for Children’s Residential Care Facilities
- [Section 39-1211\(4\), Idaho Code](#) – Standards for Foster Homes

Idaho Certified Family Homes:

- [Section 39-3520, Idaho Code](#) – Application for Certification

Personal Assistance Services:

- [Section 39-5604, Idaho Code](#) – Health and Background Checks

Behavioral Health Community Crisis Centers:

- [Section 39-9109, Idaho Code](#) – Rulemaking Authority

State Charitable Institutions -

Treatment and Care of the Developmentally Disabled:

- [Section 66-404\(7\), Idaho Code](#) – Proceedings for Appointment of Guardians & Conservators

Uniform Probate Code - Protection of Persons Under Disability and Their Property -

Guardians of Incapacitated Persons:

- [Section 15-5-308\(4\), Idaho Code](#) – Visitor in Guardianship Proceeding
- [Section 15-5-311\(5\), Idaho Code](#) – Who May be Guardian
- [Section 15-5-316\(5\), Idaho Code](#) – Guardian Ad Litem - Rights and Powers

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**Where can I find information on Administrative Appeals?**

*Administrative appeals and contested cases are governed by the provisions of IDAPA 16.05.03, “Contested Case Proceedings and Declaratory Rulings.” If an individual believes that the records received through the FBI are incorrect, the individual has fifteen (15) days from the receipt of the denial to correct the FBI records according to 28 CFR Section 16.34 or other federal regulations.*

**How do I request public records?**

*Unless exempted, all public records are subject to disclosure by the Department that will comply with Title 74, Chapter 1, Idaho Code, upon requests. Confidential information may be restricted by state or federal law, federal regulation, and IDAPA 16.05.01, “Use and Disclosure of Department Records.” Any information received from the FBI must comply with 28 CFR 50.12 or other federal regulations. Any information received from the Idaho State Police must comply with Section 67-3008, Idaho Code.*

**Who do I contact for more information on this rule?**

Idaho Department of Health and Welfare  
Division of Management Services  
Criminal History Unit  
1720 Westgate Drive, Suite A  
Boise, Idaho 83704

Attn: Criminal History  
P.O. Box 83720  
Boise, ID 83720-0036  
Phone: (208) 332-7990 or Toll-Free (800) 340-1246  
Fax: (208) 332-7991  
Email: [crimhist@dhw.idaho.gov](mailto:crimhist@dhw.idaho.gov)  
Webpage: <https://chu.dhw.idaho.gov/>

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## 16.05.06 – CRIMINAL HISTORY AND BACKGROUND CHECKS

### 000. LEGAL AUTHORITY.

The Idaho Legislature has authorized the Department of Health and Welfare to promulgate rules to conduct criminal history and background checks under Sections 56-202(b), 56-203(2), 56-204A, 56-1004A, 56-1007, 39-1105, 39-1107, 39-1111, 39-1210(10), 39-1211(4), 39-3520, 39-5604, 39-9109, 66-404(7), 15-5-308(4), 15-5-311(5), and 15-5-316(5), Idaho Code. Under 42 USC Section 9858f, the Department is required to check certain records for federal child care programs. (3-15-22)

### 001. TITLE, SCOPE AND POLICY.

**01. Title.** These rules are titled IDAPA 16.05.06, “Criminal History and Background Checks.” (3-15-22)

**02. Scope.** These rules assist the Department in the protection of children and vulnerable adults by providing requirements to conduct criminal history and background checks of individuals licensed or certified by the Department, or who provide care or services to children or vulnerable adults. Individuals requiring a criminal history check are identified in Department rules. (3-15-22)

**03. Policy.** It is the Department’s policy to conduct fingerprint-based criminal history and background checks on individuals who have completed a criminal history application. The criminal history applicant is required to disclose any pertinent information regarding crimes or findings that would disqualify the individual from providing care or services to children or vulnerable adults. The Department may obtain information for these criminal history and background checks from the following sources: (3-15-22)

- a. Federal Bureau of Investigation; (3-15-22)
- b. Idaho State Police Bureau of Criminal Identification; (3-15-22)
- c. Any state or federal Child Protection Registry; (3-15-22)
- d. Any state or federal Adult Protection Registry; (3-15-22)
- e. Any state Sexual Offender Registry; (3-15-22)
- f. Office of Inspector General List of Excluded Individuals and Entities; (3-15-22)
- g. Idaho Department of Transportation Driving Records; (3-15-22)
- h. Nurse Aide Registry; and (3-15-22)
- i. Other states and jurisdictions records and findings. (3-15-22)

### 002. -- 009. (RESERVED)

### 010. DEFINITIONS AND ABBREVIATIONS.

For the purposes of this chapter of rules, the following terms apply: (3-15-22)

**01. Agency.** An administrative subdivision of government or an establishment engaged in doing business for another entity. This term is synonymous with the term employer. (3-15-22)

**02. Application.** An individual’s request for a criminal history and background check in which the individual discloses any convictions, pending charges, or child or adult protection findings, and authorizes the Department to obtain information from available databases and sources relating to the individual. (3-15-22)

**03. Clearance.** A clearance is a document designated by the Department as the official result of a completed criminal history and background check with no disqualifying crimes or relevant records found. (3-15-22)

**04. Conviction.** An individual is considered to have been convicted of a criminal offense as defined in Subsections 010.04.a. through 010.04.d. of this rule: (3-15-22)

a. When a judgment of conviction, or an adjudication, has been entered against the individual by any federal, state, military, or local court; (3-15-22)

- b. When there has been a finding of guilt against the individual by any federal, state, military, or local court; (3-15-22)
- c. When a plea of guilty or nolo contendere by the individual has been accepted by any federal, state, military, or local court; (3-15-22)
- d. When the individual has entered into or participated in first offender, deferred adjudication, or other arrangement or program where judgment of conviction has been withheld. This includes: (3-15-22)
- i. When the individual has entered into participation in a drug court; or (3-15-22)
- ii. When the individual has entered into participation in a mental health court. (3-15-22)
- 05. Criminal History and Background Check.** A criminal history and background check is a fingerprint-based check of an individual's criminal record and other relevant records. (3-15-22)
- 06. Criminal History Unit.** The Department's Unit responsible for processing fingerprint-based criminal history and background checks, conducting exemption reviews, and issuing clearances or denials according to these rules. (3-15-22)
- 07. Denial.** A denial is issued by the Department when an individual has a relevant record or disqualifying crime. There are two (2) types of denials: (3-15-22)
- a. Conditional Denial. A denial of an applicant because of a relevant record found in Section 230 of these rules. (3-15-22)
- b. Unconditional Denial. A denial of an applicant because of a conviction for a disqualifying crime or a relevant record found in Sections 200 and 210 of these rules. (3-15-22)
- 08. Department.** The Idaho Department of Health and Welfare or its designee. (3-15-22)
- 09. Direct Patient Access Employee.** Any individual who has access to a patient or resident of a long-term care provider or facility whether through employment or contract, and who has duties or performs tasks that involve (or may involve) one-on-one (1:1) contact with a patient or resident or has access to his personal belongings. Volunteers are not considered a Direct Patient Access employee of a long-term care provider or facility unless volunteers are required to undergo a criminal history background check per the rules applicable to that specific type of facility or provider. (3-15-22)
- 10. Disqualifying Crime.** A disqualifying crime is a designated crime listed in Section 210 of these rules that results in the unconditional denial of an applicant. (3-15-22)
- 11. Employer.** An entity that hires people to work in exchange for compensation. This term is synonymous with the term agency. (3-15-22)
- 12. Enhanced Clearance.** An enhanced clearance is a clearance issued by the Department that includes a search of child protection registries in states or jurisdictions in which an applicant has resided during the preceding five (5) years. See Section 126 of these rules. (3-15-22)
- 13. Exemption Review.** A review by the Department at the request of the applicant when a conditional denial has been issued. (3-15-22)
- 14. Federal Bureau of Investigation (FBI).** The federal agency where fingerprint-based criminal history and background checks are processed. (3-15-22)
- 15. Good Cause.** Substantial reason, one that affords a legal excuse. (3-15-22)

**16. Idaho State Police Bureau of Criminal Identification.** The state agency where fingerprint-based criminal history and background checks are processed. (3-15-22)

**17. Relevant Record.** A relevant record is a record that is found in a search of criminal records or registries checked by the Department as provided in Section 56-1004A, Idaho Code. (3-15-22)

**011. -- 049. (RESERVED)**

**050. FEES AND COSTS FOR CRIMINAL HISTORY AND BACKGROUND CHECKS.**

The fee for a Department fingerprint-based criminal history and background check is up to seventy dollars (\$70) for an individual. The applicant is responsible for the cost of the criminal history and background check except where otherwise provided by Department rules. An applicant is responsible for any additional costs incurred by the Department paid to agencies, judicial, or law enforcement jurisdictions in other states. The Department will collect the additional funds to cover its costs. (3-15-22)

**051. -- 059. (RESERVED)**

**060. EMPLOYER REGISTRATION.**

**01. Initial Registration.** Employers required to have Department criminal history and background checks on their employees, contractors, or staff must register with the Department and receive an employer identification number before criminal history and background check applications can be processed or accessed. (3-15-22)

**02. Change in Name or Ownership.** An agency or facility must: (3-15-22)

**a.** If acquired by another entity, the new ownership will register as a new employer and provide contact information to obtain a new employer identification number and website access within thirty (30) calendar days of acquisition. New ownership occurs when the agency obtains a new federal Employer Identification Number with the Internal Revenue Service. (3-15-22)

**b.** If there is a change to its name or location, the employer will provide the new name, location, and contact information to the Department within thirty (30) calendar days of the change. (3-15-22)

**061. EMPLOYER RESPONSIBILITIES.**

The criminal history and background check clearance is not a determination of suitability for employment. The Department's criminal history and background check clearance means that an individual was found to have no disqualifying crime or relevant record. Employers are responsible for determining the individual's suitability for employment as described in this rule. (3-15-22)

**01. Screen Applicants.** The employer should screen applicants prior to initiating a criminal history and background check in determining the suitability of the applicant for employment. If an applicant discloses a disqualifying crime or offense, or discloses other information that would indicate a risk to the health and safety of children and vulnerable adults, a determination of suitability for employment should be made during the initial application screening. (3-15-22)

**02. Maintain Printed Copy of Application.** The employer must maintain a copy of the printed, signed, and notarized criminal history and background check application for all individuals required to obtain a criminal history and background check. (3-15-22)

**a.** The copy of the application must be readily available for inspection to verify compliance with this requirement. The document must be retained for a period consistent with the employer's own personnel documentation retention schedule. (3-15-22)

**b.** An employer who chooses to use a criminal history and background check obtained for a previous employer must comply with Section 300 of these rules and maintain copies of the records identified in Subsections 190.01 and 300.02.c. of these rules. (3-15-22)

**03. Ensure Time Frames Are Met.** The employer is responsible to ensure that the required time frames are met for completion and submission of the application and fingerprints to the Department as required in Section 150 of these rules. (3-15-22)

**04. Employment Determination.** The employer is responsible for reviewing the results of the criminal history and background check even if a clearance that resulted in no disqualifying crimes or offenses found is issued by the Department. The employer will make a determination as to the ability or risk of the individual to provide care or services to children or vulnerable adults. (3-15-22)

**062. -- 069. (RESERVED)**

**070. NON-COMPLIANCE WITH THESE RULES.**  
 The Department will report an individual's or an employer's non-compliance with these rules to the applicable licensing or certification unit. (3-15-22)

**071. -- 099. (RESERVED)**

**100. INDIVIDUALS SUBJECT TO A CRIMINAL HISTORY AND BACKGROUND CHECK.**  
 Individuals subject to a Department criminal history and background check are those persons or classes of individuals who are required by statute, or Department rules to complete a criminal history and background check. (3-15-22)

<b>Required Classes</b>	<b>Idaho Code and IDAPA Chapter(s)</b>
<b>01.</b> Adoptive Parent Applicants	IDAPA 16.06.01, "Child and Family Services" IDAPA 16.06.02, "Child Care Licensing"
<b>02.</b> Behavioral Health Programs	IDAPA 16.07.17, "Substance Use Disorders Services" IDAPA 16.07.33, "Adult Mental Health Services" IDAPA 16.07.37, "Children's Mental Health Services." IDAPA 16.07.39, "Appointment of Designated Examiners and Dispositioners."
<b>03.</b> Certified Family Homes	Section 39-3520, Idaho Code IDAPA 16.03.19, "Certified Family Homes" IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits"
<b>04.</b> Children's Agency Facility Staff	IDAPA 16.06.02, "Child Care Licensing"
<b>05.</b> Children's Residential Care Facilities	Section 39-1210, Idaho Code IDAPA 16.06.02, "Child Care Licensing"
<b>06.</b> Children's Therapeutic Outdoor Programs	Section 39-1208, Idaho Code IDAPA 16.06.02, "Child Care Licensing"
<b>07.</b> Citizen Review Panel Members	Public health district volunteers who must comply with Section 16-1647, Idaho Code, "Citizen Review Panels - Child Protection Legislative Review Panel"
<b>08.</b> Contracted Non-Emergency Medical Transportation Providers	IDAPA 16.03.09, "Medicaid Basic Plan Benefits"
<b>09.</b> Court Appointed Guardians and Conservators	Title 15, Chapter 5, Idaho Code, & Title 66, Chapter 4, Idaho Code. Court required guardian and conservator criminal history and background checks are not provided Department clearances described in Section 180.01 of these rules
<b>10.</b> Designated Examiners and Dispositioners	IDAPA 16.07.39, "Appointment of Designated Examiners and Dispositioners"



<b>Required Classes</b>	<b>Idaho Code and IDAPA Chapter(s)</b>
11. Developmental Disabilities Agencies	IDAPA 16.03.21, "Developmental Disabilities Agencies" (DDA) IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits"
12. Emergency Medical Services (EMS)	IDAPA 16.01.05, "Emergency Medical Services (EMS) -- Education, Instructor, and Examination Requirements"  IDAPA 16.01.07, "Emergency Medical Services (EMS) -- Personnel Licensing Requirements"
13. High Risk Providers of Medicaid	IDAPA 16.03.09, "Medicaid Basic Plan Benefits" The Medicaid Provider Handbook
14. Home and Community-Based Services (HCBS)	IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits" IDAPA 16.04.17, "Residential Habilitation Agencies"
15. Home Health Agencies	IDAPA 16.03.07, "Home Health Agencies"
16. Idaho Behavioral Health Plan (IBHP)	IDAPA 16.03.09, "Medicaid Basic Plan Benefits"
17. Idaho Child Care Program (ICCP)	IDAPA 16.06.12, "Idaho Child Care Program"
18. Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICF/IID)	IDAPA 16.03.11, "Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICF/IID)"
19. Licensed Foster Care	Section 39-1211, Idaho Code IDAPA 16.06.02, "Child Care Licensing"
20. Licensed Day Care	Sections 39-1105, 39-1113, and 39-1114, Idaho Code IDAPA 16.06.02, "Child Care Licensing"
21. Mental Health Services	IDAPA 16.07.33, "Adult Mental Health Services" IDAPA 16.07.37, "Children's Mental Health Services"
22. Personal Assistance Agencies	IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits"
23. Personal Care Service Providers	Section 39-5604, Idaho Code IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits"
24. Residential Assisted Living Facilities	IDAPA 16.03.22, "Residential Assisted Living Facilities"
25. Service Coordinators and Paraprofessional Providers	IDAPA 16.03.10, "Medicaid Enhanced Plan Benefits"
26. Skilled Nursing Facilities	IDAPA 16.03.02, "Skilled Nursing Facilities"
27. Substance Use Disorders Services	IDAPA 16.07.17, "Substance Use Disorders Services"
28. Support Brokers and Community Support Workers	IDAPA 16.03.13, "Consumer-Directed Services"

(3-15-22)

**101. DEPARTMENT INDIVIDUALS SUBJECT TO A CRIMINAL HISTORY AND BACKGROUND CHECK.**

The following Department employees, contractors, and volunteers are subject to criminal history and background checks.

(3-15-22)

**01. Employees, Contractors, and Volunteers.** Employees, contractors, and volunteers, providing direct care services or who have access to children or vulnerable adults as defined in Section 39-5302(10), Idaho Code.

(3-15-22)

- 02. Employees of Bureau of Compliance.** (3-15-22)
    - a.** Fraud Investigators; (3-15-22)
    - b.** Utilization Review Analysts; and (3-15-22)
    - c.** Criminal History Staff. (3-15-22)
  - 03. Employees at State Institutions.** All employees of the following state funded institutions; (3-15-22)
    - a.** Southwest Idaho Treatment Center, Nampa, Idaho; (3-15-22)
    - b.** State Hospital North, Orofino, Idaho; (3-15-22)
    - c.** State Hospital South, Blackfoot, Idaho; and (3-15-22)
    - d.** State Hospital West, Nampa, Idaho. (3-15-22)
  - 04. Emergency Medical Services (EMS) Employees.** EMS communication specialists and managers. (3-15-22)
  - 05. Other Employees.** Other Department employees as determined by the Director. (3-15-22)
- 102. -- 119. (RESERVED)**

**120. APPLICATION FOR A CRIMINAL HISTORY AND BACKGROUND CHECK.**

Individuals who are subject to a criminal history and background check must complete an application and have it notarized. The application must include disclosure of any disqualifying crimes, offenses, or relevant records. (3-15-22)

- 01. Application Form.** The applicant must request a criminal history and background check by completing the Department's application form and submitting it on-line or by mail. The individual's application authorizes the Department to obtain information and release it as required in accordance with applicable state and federal law. The following information is required to complete the application: (3-15-22)
  - a.** Name, current and former names, or aliases; (3-15-22)
  - b.** Current and former addresses as requested in the application; (3-15-22)
  - c.** Date of birth, that appears on a valid identification document issued by a governmental entity; (3-15-22)
  - d.** State and country of birth; and (3-15-22)
  - e.** Driver's license number, if licensed, state where licensed, and whether a license has ever been revoked or suspended. (3-15-22)
  - f.** Other identifying information, including gender, race, height, weight, eye color, and hair color; (3-15-22)
  - g.** Employer information; (3-15-22)
  - h.** Any criminal record or criminal offense information; (3-15-22)
  - i.** Any pending charges or outstanding warrants; (3-15-22)

- j.** Any child or adult protection involvement; (3-15-22)
- k.** Any Medicare or Medicaid Provider Exclusion; and (3-15-22)
- l.** Any other information requested on the application. (3-15-22)
- 02. Disclosures.** The individual must disclose any conviction, pending charges or indictment for crimes, and furnish a description of the crime and the particulars on the application. The individual must also disclose any notice by a state or local agency of substantiated child or substantiated vulnerable adult abuse, neglect, exploitation, or abandonment complaint, and any other information as required. (3-15-22)
- 03. Failure to Disclose Information.** (3-15-22)

  - a.** An applicant who falsifies or fails to disclose information on the application, may be subject to a conditional denial under Section 230.01 and prosecution under Sections 18-3203, 18-5401, and 56-227A, Idaho Code. (3-15-22)
  - b.** An applicant required to obtain a criminal history and background check under Section 126 of these rules that knowingly makes a materially false statement in connection to their background check will receive an unconditional denial as provided in Section 200 of these rules. (3-15-22)
- 121. -- 124. (RESERVED)**
- 125. IDAHO CHILD PROTECTION CENTRAL REGISTRY CHECKS.**  
The Department will provide the results of a check of the Idaho Child Protection Central Registry to any agency that requires it to comply with the provisions of applicable federal or state law. The Department will process those requests as described in this rule. (3-15-22)

  - 01. Request for an Idaho Child Protection Central Registry Check.** A request for an Idaho Child Protection Central Registry check must be submitted by mail, facsimile transmission, or e-mail attachment on state or agency letterhead with the requesting authority contact information, and must include the following: (3-15-22)

    - a.** Name of the subject of the check, and any aliases; (3-15-22)
    - b.** Date of birth and Social Security Number of the subject of the check; and (3-15-22)
    - c.** A notarized signature of the subject of the check authorizing the request. (3-15-22)
  - 02. Fee Amount.** The fee for an Idaho Child Protection Central Registry check is twenty dollars (\$20) for each subject checked. (3-15-22)
  - 03. Department Response.** A response will be returned to the agency initiating the request for the check within fourteen (14) days of receipt of the request. The Department's contact information will be included along with the result of the check. (3-15-22)
- 126. APPLICANTS RECEIVING A DEPARTMENT ENHANCED CLEARANCE.**  
The following classes of individuals are required to provide their previous residence information for the preceding five (5) years in their application for a criminal history and background check as described in Section 100 of these rules. (3-15-22)

  - 01. Adoptive Parent Applicants.** (3-15-22)
  - 02. Behavioral Health Programs.** (3-15-22)
  - 03. Children's Agency Facility Staff.** (3-15-22)
  - 04. Children's Residential Care Facilities.** (3-15-22)

- 05 Children’s Therapeutic Outdoor Programs. (3-15-22)**
- 06. Citizen Review Panel Members. (3-15-22)**
- 07. Idaho Child Care Program (ICCP). (3-15-22)**
- 08. Licensed Foster Care. (3-15-22)**
- 09. Licensed Day Care. (3-15-22)**
- 10. Mental Health Services. (3-15-22)**
- 11. Substance Use Disorders Services. (3-15-22)**
- 127. -- 129. (RESERVED)**

**130. SUBMISSION OF APPLICATION.**

An application for a criminal history and background check must be initiated, submitted, and received on the Department’s website before a criminal history and background check can be processed. The application is pending until the Department issues a clearance or denial, or the individual withdraws the application. (3-15-22)

**131. -- 139. (RESERVED)**

**140. SUBMISSION OF FINGERPRINTS.**

The Department's criminal history and background check is a fingerprint-based check. Ten (10) rolled fingerprints must be collected from the individual and submitted to the Department within the time frame for submitting applications as provided in Section 150 of these rules in order for a criminal history and background check request to be processed. The Department obtains fingerprints electronically at each of its fingerprint locations, or the Department’s fingerprint card must be used. A Department fingerprint card can be obtained by contacting the Criminal History Unit, described in Section 005 of these rules. (3-15-22)

**01. Department Fingerprinting Locations.** A fingerprint appointment is scheduled at designated Department locations where the Department will collect the individual's fingerprints. Locations for the closest Department fingerprint collection office where an individual may submit fingerprints are listed on the Department’s website. The applicant may contact the Criminal History Unit as described in Section 005 of these rules for additional guidance. (3-15-22)

**02. Submitting Fingerprints by Mail.** When an individual elects to have fingerprints collected by a local law enforcement agency or by the applicant’s employer, the Department’s fingerprint card must be used. The fingerprint card must be completed in accordance with the instructions provided, signed, and mailed along with the completed notarized application and applicable fee to the address indicated on the Department’s website. The notarized application and fees must be received by the Department in the time frame required in Section 150 of these rules. (3-15-22)

**03. Submission of Reprints.** In the event that an individual’s submitted fingerprints are deemed unreadable by the Department, Idaho State Police, or the FBI, the applicant must comply with a request for reprints from the Department within fifteen (15) calendar days from the date of the notice. Failure to comply with the Department’s reprint request will result in the applicant being unavailable to provide services. (3-15-22)

**141. -- 149. (RESERVED)**

**150. TIME FRAME FOR SUBMITTING APPLICATION AND FINGERPRINTS.**

The completed notarized application and fingerprints must be received by the Department within twenty-one (21) days from the date of submission in the Department background check system whether it is sent by mail or accepted at a Department fingerprinting location. If the Department does not receive the criminal history and background check application and applicant fingerprints within sixty (60) calendar days from its submission in the department website, the applicant must complete a new application. (3-15-22)

**01. Availability to Provide Services.** The applicant may provide services on the day the application is signed and notarized, as long as the applicant has not disclosed any disqualifying crimes or relevant records. The applicant must provide the Department a copy of the signed and notarized application to validate the date of applicant's availability to provide services. (3-15-22)

**02. Unavailability to Provide Services.** The applicant becomes unavailable to provide services or be licensed or certified when the notarized application is not received or fingerprints have not been collected within this timeframe, or the application is deemed inadequate or incomplete for processing by the Department. (3-15-22)

**03. Incomplete Application.** The criminal history and background check is incomplete and will not be processed by the Department if this time frame is not met. (3-15-22)

**04. No Extension of Time Frame.** The Department will not extend the twenty-one (21) day time frame, unless the applicant or employer provides just cause. An applicant for employment or employer can not submit a new application for the same purpose, or repeatedly re-sign and re-notarize the original application. (3-15-22)

**151. -- 159. (RESERVED)**

**160. WITHDRAWAL OF APPLICATION.**

An individual may withdraw their application for a criminal history and background check at any time. An individual who withdraws their application cannot provide services, or receive licensure or certification. Fees paid for the cost of the criminal history and background check are non-refundable once the fingerprints have been submitted by the Department to the Idaho State Police. (3-15-22)

**161. -- 169. (RESERVED)**

**170. AVAILABILITY TO PROVIDE SERVICES PENDING COMPLETION OF THE CRIMINAL HISTORY AND BACKGROUND CHECK.**

An individual is available to provide services pending completion of the criminal history and background check as described in Subsections 170.01 and 170.02 of this rule. The individual must have submitted a signed notarized application and fingerprints in the time frame required in Section 150 of these rules, in order to provide services. (3-15-22)

**01. Employees of Providers, Contractors, Emergency Medical Services (EMS), or the Department.** An individual is available to provide services on a provisional basis at the discretion of the employer or EMS Bureau as long as no disqualifying crimes or relevant records are disclosed on the application. The employer must review the application for any disqualifying crimes listed in Section 210 of these rules or other relevant records listed in Sections 230 and 240 of these rules. The employer must determine whether the applicant poses a health or safety risk to vulnerable clients before allowing the individual to provide services until a clearance or denial is issued by the Department. (3-15-22)

**02. Individuals Licensed or Certified by the Department.** Individuals applying for licensure or certification by the Department are not available to provide services or receive licensure or certification until the criminal history and background check is complete and a clearance is issued by the Department. The following are individuals required to have a clearance prior to providing services: (3-15-22)

- a.** Adoption or foster care applicants and adults in the home; (3-15-22)
- b.** Certification or licensure applicants; (3-15-22)
  - i.** Certified family homes; (3-15-22)
  - ii.** Licensed child care providers; (3-15-22)

**171. -- 179. (RESERVED)**

**180. CRIMINAL HISTORY AND BACKGROUND CHECK RESULTS.**

The Department will issue a clearance or denial once the criminal history and background check is completed.

(3-15-22)

**01. Results of Criminal History and Background Checks.** The results may be accessed by the individual on the Department's website. The employer may access the information that is provided by the applicant and information obtained from the state, county, or through registries.

(3-15-22)

**02. Findings for Court Required Criminal History and Background Checks.** As required in Section 56-1004A(2)(b), Idaho Code, the Department will provide findings of a court ordered criminal history and background check to individuals appointed by the court according to Title 15, Chapter 5, or Title 66, Chapter 4, Idaho Code.

(3-15-22)

**181. APPLICATION STATUS.**

An individual and their employer may check on the criminal history and background check status and the individual's availability to work on the Department website at <https://chu.dhw.idaho.gov/>.

(3-15-22)

**182. -- 189. (RESERVED)**

**190. CRIMINAL HISTORY AND BACKGROUND CHECK CLEARANCE.**

**01. Clearance.** A criminal history and background check clearance is issued by the Department once all relevant records and findings have been reviewed and the Department has cleared the applicant. The clearance will be published on the Department's website and the individual may print copies of the clearance. The employer must print the clearance within fourteen (14) calendar days of the clearance being accessible on the Department's website, and maintain a copy readily available for inspection for a period consistent with the employer's own personnel documentation retention schedule.

(3-15-22)

**02. Clearance Types.** An applicant required to pass a criminal history and background must receive a clearance as provided below:

(3-15-22)

**a.** A clearance for an applicant who is not seeking an enhanced clearance for employment in classes listed in Section 126 of these rules, may receive a clearance for a criminal history and background check when a relevant record identified on any child protection registry is disclosed, but the applicant has no conviction of any crimes listed in Subsections 210.01 or 210.02 of these rules.

(3-15-22)

**b.** An applicant who receives an enhanced clearance has met the criteria to have obtained a clearance as provided in Subsection 190.02.a. of this rule. An enhanced clearance is required for each of the classes listed in Section 126 of these rules and requires searches from states and jurisdictions where the applicant has resided in the previous five (5) years. A relevant record on any child protection registry will result in a denial under Subsection 200.01 of these rules and no clearance will be issued. An applicant who applies to work in any of these classes must receive or have an enhanced clearance.

(3-15-22)

**03. Revocation of Clearance.** An individual's previously issued clearance may be revoked for the following:

(3-15-22)

**a.** The individual fails to comply with the Department's request to submit to a new criminal history and background check according to Subsection 300.04 of these rules.

(3-15-22)

**b.** The individual completes a new criminal history and background check and is found to have a criminal or relevant record that results in an inability to proceed action or in a denial as described in Sections 190 or 200 of these rules.

(3-15-22)

**c.** The criminal history and background check fees are not paid, or are insufficient to cover the costs of the background check.

(3-15-22)

**191. -- 199. (RESERVED)**

**200. UNCONDITIONAL DENIAL.**

An individual who receives an unconditional denial is not available to provide services, have access, or to be licensed or certified by the Department. (3-15-22)

- 01. Reasons for an Unconditional Denial.** Unconditional denials are issued for: (3-15-22)
- a.** Disqualifying crimes described in Section 210 of these rules; (3-15-22)
  - b.** A relevant record on any Child Protection Registry for the classes of individuals listed in Section 126 of these rules; (3-15-22)
  - c.** A relevant record on the Idaho Child Protection Central Registry with a Level one (1) or Level two (2) designation for all other applicants covered by these rules; (3-15-22)
  - d.** A relevant record on the Nurse Aide Registry; (3-15-22)
  - e.** A relevant record on either the state or federal sex offender registries; (3-15-22)
  - f.** A relevant record on the state or federal Medicaid Exclusion List, described in Section 240 of these rules; or (3-15-22)
  - g.** A materially false statement made knowingly in connection to the Department's criminal history and background check application for the classes of individuals listed in Section 126 of these rules will result in a five-year disqualification period for the applicant. (3-15-22)

**02. Issuance of an Unconditional Denial.** The Department will issue an unconditional denial within fourteen (14) days of completion of a criminal history and background check. (3-15-22)

**03. Challenge of Department's Unconditional Denial.** An individual has twenty-eight (28) days from the date the unconditional denial is issued to challenge the Department's unconditional denial. The individual must submit the challenge in writing and provide court records or other information which demonstrates the Department's unconditional denial is incorrect. These documents must be filed with the Criminal History Unit described in Section 005 of these rules. (3-15-22)

**a.** If the individual challenges the Department's unconditional denial, the Department will review the court records, documents and other information filed by the individual. The Department will issue a decision within thirty (30) days of the receipt of the challenge. The Department's decision will be a final order under IDAPA 16.05.03, "Contested Case Proceedings and Declaratory Rulings," Section 152. (3-15-22)

**b.** If the individual does not challenge the Department's unconditional denial within thirty (30) days, it becomes a final order of the Department under IDAPA 16.05.03, "Contested Case Proceedings and Declaratory Rulings," Section 152. (3-15-22)

**04. No Exemption Review.** No exemption review, as described in Section 250 of these rules, is allowed for an unconditional denial. (3-15-22)

**05. Appeal of an Unconditional Denial.** Following a challenge of the Department's unconditional denial, an individual may appeal the Department's decision under the provisions in IDAPA 16.05.03, "Contested Case Proceedings and Declaratory Rulings." The request to appeal an unconditional denial does not stay the action of the Department. (3-15-22)

**201. -- 209. (RESERVED)**

**210. DISQUALIFYING CRIMES RESULTING IN AN UNCONDITIONAL DENIAL.**

An individual is not available to provide direct care or services when the individual discloses or the criminal history

and background check reveals a conviction for a disqualifying crime on their record as described in this rule. (3-15-22)

**01. Disqualifying Crimes.** The disqualifying crimes, described in Subsection 210.01 of this rule, or any substantially conforming foreign criminal violation, will result in an unconditional denial being issued. (3-15-22)

- a.** Crimes against vulnerable adults: (3-15-22)
  - i.** Abuse, neglect, or exploitation of a vulnerable adult, as defined in Section 18-1505, Idaho Code; (3-15-22)
  - ii.** Abandoning a vulnerable adult, as defined in Section 18-1505A, Idaho Code; (3-15-22)
  - iii.** Sexual abuse and exploitation of a vulnerable adult, as defined in Section 18-1505B, Idaho Code. (3-15-22)
- b.** Aggravated, first-degree and second-degree arson, as defined in Sections 18-801 through 18-803, and 18-805, Idaho Code; (3-15-22)
- c.** Crimes against nature, as defined in Section 18-6605, Idaho Code; (3-15-22)
- d.** Forcible sexual penetration by use of a foreign object, as defined in Section 18-6608, Idaho Code; (3-15-22)
- e.** Hiring, employing, or using a minor to engage in certain acts, as defined in Section 18-1517A, Idaho Code; (3-15-22)
- f.** Human trafficking, as defined in Sections 18-8602 and 18-8603, Idaho Code; (3-15-22)
- g.** Incest, as defined in Section 18-6602, Idaho Code; (3-15-22)
- h.** Injury to a child, felony or misdemeanor, as defined in Section 18-1501, Idaho Code; (3-15-22)
- i.** Kidnapping, as defined in Sections 18-4501 through 18-4503, Idaho Code; (3-15-22)
- j.** Lewd conduct with a minor, as defined in Section 18-1508, Idaho Code; (3-15-22)
- k.** Mayhem, as defined in Section 18-5001, Idaho Code; (3-15-22)
- l.** Manslaughter: (3-15-22)
  - i.** Voluntary manslaughter, as defined in Section 18-4006(1) Idaho Code; (3-15-22)
  - ii.** Involuntary manslaughter, as defined in Section 18-4006(2), Idaho Code; (3-15-22)
  - iii.** Felony vehicular manslaughter, as defined in Section 18-4006(3)(a) and (b), Idaho Code; (3-15-22)
- m.** Murder in any degree or assault with intent to commit murder, as defined in Sections 18-4001, 18-4003, and 18-4015, Idaho Code; (3-15-22)
- n.** Poisoning, as defined in Sections 18-4014 and 18-5501, Idaho Code; (3-15-22)
- o.** Rape, as defined in Section 18-6101, Idaho Code; (3-15-22)
- p.** Robbery, as defined in Section 18-6501, Idaho Code; (3-15-22)
- q.** Felony stalking, as defined in Section 18-7905, Idaho Code; (3-15-22)



- r. Sale or barter of a child, as defined in Section 18-1511, Idaho Code; (3-15-22)
  - s. Ritualized abuse of a child, as defined in Section 18-1506A, Idaho Code; (3-15-22)
  - t. Female Genital Mutilation, as defined in Section 18-1506B, Idaho Code; (3-15-22)
  - u. Sexual abuse or exploitation of a child, as defined in Sections 18-1506, Idaho Code; (3-15-22)
  - v. Felony sexual exploitation of a child, as defined in Section 18-1507, Idaho Code; (3-15-22)
  - w. Sexual battery of a minor child under sixteen (16) or seventeen (17) years of age, as defined in Section 18-1508A, Idaho Code; (3-15-22)
  - x. Video voyeurism, as defined in Section 18-6609, Idaho Code; (3-15-22)
  - y. Enticing of children, as defined in Sections 18-1509 and 18-1509A, Idaho Code; (3-15-22)
  - z. Inducing individuals under eighteen (18) years of age into prostitution or patronizing a prostitute, as defined in Sections 18-5609 and 18-5611, Idaho Code; (3-15-22)
  - aa. Any felony punishable by death or life imprisonment; (3-15-22)
  - bb. Attempted strangulation, as defined in Section 18-923, Idaho Code; (3-15-22)
  - cc. Felony domestic violence, as defined in Section 18-918, Idaho Code; (3-15-22)
  - dd. Battery with intent to commit a serious felony, as defined in Section 18-911, Idaho Code; (3-15-22)
  - ee. Assault with intent to commit a serious felony, as defined in Section 18-909, Idaho Code; or (3-15-22)
  - ff. Attempt, conspiracy, accessory after the fact, or aiding and abetting, as defined in Sections 18-205, 18-306, 18-1701, and 19-1430, Idaho Code, to commit any of the disqualifying designated crimes. (3-15-22)
- 02. Disqualifying Five-Year Crimes.** The Department will issue an unconditional denial for an individual who has been convicted of the following described crimes for five (5) years from the date of the conviction for the crimes listed in this rule, or any substantially conforming foreign criminal violation: (3-15-22)
- a. Any felony not described in Subsection 210.01, of this rule; (3-15-22)
  - b. Misdemeanor domestic violence, as defined in Section 18-918, Idaho Code; (3-15-22)
  - c. Failure to report abuse, abandonment or neglect of a child, as defined in Section 16-1605, Idaho Code; (3-15-22)
  - d. Misdemeanor forgery of and fraudulent use of a financial transaction card, as defined in Sections 18-3123 through 18-3128, Idaho Code; (3-15-22)
  - e. Misdemeanor forgery and counterfeiting, as defined in Sections 18-3601 through 18-3620, Idaho Code; (3-15-22)
  - f. Misdemeanor identity theft, as defined in Section 18-3126, Idaho Code; (3-15-22)
  - g. Misdemeanor insurance fraud, as defined in Sections 41-293 and 41-294, Idaho Code; (3-15-22)
  - h. Public assistance fraud, as defined in Sections 56-227, 56-227A, 56-227D, 56-227E and 56-227F, (3-15-22)

Idaho Code; (3-15-22)

**i.** Sexual exploitation of a child by electronic means, felony or misdemeanor, as defined in Section 18-1507A, Idaho Code; (3-15-22)

**j.** Stalking in the second degree, as defined in Section 18-7906, Idaho Code; (3-15-22)

**k.** Misdemeanor vehicular manslaughter, as defined in Section 18-4006(3)(c), Idaho Code; (3-15-22)

**l.** Sexual exploitation by a medical care provider, as defined in Section 18-919, Idaho Code; (3-15-22)

**m.** Operating a certified family home without certification, as defined in Section 39-3528, Idaho Code; or (3-15-22)

**n.** Attempt, conspiracy, accessory after the fact, or aiding and abetting, as defined in Sections 18-205, 18-306, 18-1701, and 19-1430, Idaho Code, to commit any of the disqualifying five (5) year crimes. (3-15-22)

**03. Underlying Facts and Circumstances.** The Department may consider the underlying facts and circumstances of felony or misdemeanor conduct including a guilty plea or admission in determining whether or not to issue a clearance, regardless of whether or not the individual received one (1) of the following: (3-15-22)

**a.** A withheld judgment; (3-15-22)

**b.** A dismissal, suspension, deferral, commutation, or a plea agreement where probation or restitution was or was not required; (3-15-22)

**c.** An order according to Section 19-2604, Idaho Code, or other equivalent state law; or (3-15-22)

**d.** A sealed record. (3-15-22)

**211. -- 219. (RESERVED)**

**220. CONDITIONAL DENIAL.**

The Department may issue a conditional denial within fourteen (14) days of the completion of a criminal history and background check. An individual who receives a conditional denial is not available to provide services or be licensed or certified by the Department. (3-15-22)

**01. Reasons for a Conditional Denial Issuance.** A conditional denial is issued when the criminal history and background check reveals a relevant record as described in Section 230 of these rules. (3-15-22)

**02. Effective Date of a Conditional Denial.** A conditional denial is effective immediately. An applicant may not reapply for a criminal history and background check for three (3) years from the date of the conditional denial. (3-15-22)

**03. Request an Exemption Review.** An individual may request an exemption review as described in Section 250 of these rules when a conditional denial has been issued. (3-15-22)

**221. -- 229. (RESERVED)**

**230. RELEVANT RECORDS RESULTING IN A CONDITIONAL DENIAL.**

An individual is not available to provide direct care or services when the individual discloses or the criminal history and background check reveals a relevant record on their record as described Subsections 230.01 and 230.02 of this rule. (3-15-22)

**01. Individuals Licensed or Certified by the Department or a Department Employee.** A conditional denial may be issued when an individual who is licensed or certified by the Department, or who is a

Department employee discloses, or the criminal history and background check reveals, a relevant record as defined in Subsections 230.01.a. through 230.01.d. of this rule: (3-15-22)

- a. A substantiated child protection complaint or a substantiated adult protection complaint; (3-15-22)
- b. The Department determines there is a potential health and safety risk to vulnerable adults or children; (3-15-22)
- c. The individual has falsified or omitted information on the application form; or (3-15-22)
- d. The Department determines additional information is required. (3-15-22)

**02. Employees of Providers or Contractors.** A conditional denial may be issued when an individual who is employed by a provider or contractor discloses, or the criminal history and background check reveals, a relevant record as defined in Subsections 230.02.a. through 230.02.b. of this rule. (3-15-22)

- a. A substantiated child protection complaint or a substantiated adult protection complaint; or (3-15-22)
- b. The Department determines additional information is required. (3-15-22)

**03. Underlying Facts and Circumstances.** The Department may consider the underlying facts and circumstances of felony or misdemeanor conduct including a guilty plea or admission in determining whether or not to issue a clearance, regardless of whether or not the individual received one (1) of the following: (3-15-22)

- a. A withheld judgment; (3-15-22)
- b. A dismissal, suspension, deferral, commutation, or a plea agreement where probation or restitution was or was not required; (3-15-22)
- c. An order according to Section 19-2604, Idaho Code, or other equivalent state law; or (3-15-22)
- d. A sealed record. (3-15-22)

**231. -- 239. (RESERVED)**

**240. MEDICAID EXCLUSION.**

Individuals subject to these rules, who are excluded by the Office of the Inspector General, Department of Health and Human Services; or, are listed in the State of Idaho Medicaid Exclusion list, cannot provide Department funded services within the scope of these rules. At the expiration of the exclusion, the individual may reapply for a criminal history and background check. (3-15-22)

**241. -- 249. (RESERVED)**

**250. EXEMPTION REVIEWS.**

An individual cannot request an exemption review for an unconditional denial. An individual may request an exemption review within fourteen (14) days from the date of the issuance of a conditional denial by the Department, unless good cause is shown for a delay. Once the Department receives the request for an exemption review, the Department will initiate a review for crimes or actions not designated in Section 210 of these rules. The review may consist of examining documents and supplemental information provided by the individual, a telephone interview, an in-person interview, or any other review the Department determines is necessary. Exemption reviews are governed and conducted as provided in Subsections 250.01 through 250.05 of this rule. (3-15-22)

**01. Scheduling an Exemption Review.** Upon receipt of a request for an exemption review, the Department will determine the type of review and conduct the review within thirty (30) days from the date of the request. Where an in-person review is appropriate, the Department will provide the individual at least seven (7) days notice of the review date unless the time is waived by the individual. When an in-person review is scheduled, the

individual is notified by the Department that they are able to bring witnesses and present evidence during the review. (3-15-22)

**02. Factors Considered at the Exemption Review.** The Department will consider the following factors or evidence during the exemption review: (3-15-22)

- a.** The severity or nature of the crime or other findings; (3-15-22)
- b.** The period of time since the incident under review occurred; (3-15-22)
- c.** The number and pattern of incidents; (3-15-22)
- d.** Circumstances surrounding the incident that would help determine the risk of repetition; (3-15-22)
- e.** Relationship of the incident to the care of children or vulnerable adults; (3-15-22)
- f.** Activities since the incident, such as continuous employment, education, participation in treatment, payment of restitution, or any other factors that may be evidence of rehabilitation; (3-15-22)
- g.** Granting of a pardon by the Governor or the President; and (3-15-22)
- h.** The falsification or omission of information on the application form and other supplemental forms submitted. (3-15-22)

**03. Exemption Review Determination.** The Department determines the individual's suitability based upon the information provided during the exemption review. The Department will issue a notice of decision within fifteen (15) business days of the close of the review. (3-15-22)

**04. Exemption Review Decision Effective Dates.** The Department's exemption review decision is effective for three (3) years from the date of the notice of decision. (3-15-22)

**05. Exemption Review Appeal.** Exemption reviews conducted under this section of rule may be appealed under IDAPA 16.05.03, "Contested Cases Proceedings and Declaratory Rulings." The filing of a notice of appeal does not stay the action of the Department. The individual who files an appeal must establish that the Department's denial was arbitrary and capricious. (3-15-22)

**251. -- 259. (RESERVED)**

**260. PREVIOUS EXEMPTION REVIEW DENIALS.**

The individual's current request for a criminal history and background check for any Department program when there has been a denial from an exemption review within the last three (3) years will automatically be denied. (3-15-22)

**261. -- 269. (RESERVED)**

**270. CRIMINAL OR RELEVANT RECORD - ACTION PENDING.**

**01. Notice of Inability to Proceed.** When the applicant is identified as having a pending criminal action for a crime or relevant record that may disqualify them from receiving a clearance for the criminal history and background check, the Department may issue a notice of inability to proceed. (3-15-22)

**02. Availability to Provide Services.** The applicant is not available to provide service when a notice of inability to proceed or denial is issued by the Department. Any previous clearance issued by the Department will be revoked as described in Section 190 of these rules. (3-15-22)

**03. Reconsideration of Action Pending.** In the case of an inability to proceed status, the applicant can submit documentation that the matter has been resolved to the Department for reconsideration within one hundred and twenty (120) calendar days from the date of notice. When the Department receives this documentation, the

Department will notify the applicant of the reconsideration and issue a clearance or denial. When the Department's reconsideration results in a clearance after review, any previously revoked clearance will be restored as described in Section 190 of these rules. (3-15-22)

**271. -- 299. (RESERVED)**

**300. UPDATING CRIMINAL HISTORY AND BACKGROUND CHECKS.**

The employer is responsible for confirming that the applicant has completed a criminal history and background check as provided in Section 190 of these rules. Once a clearance is issued by the Department, verifiable continuous employment of the applicant with the same employer eliminates the requirement for a new background check. (3-15-22)

**01. New Criminal History and Background Check.** Any individual required to have a criminal history and background check under these rules must complete a new application, including fingerprints when: (3-15-22)

**a.** Accepting employment with a new employer, and their last Department criminal history and background check was completed more than three (3) years prior to their employment date; or (3-15-22)

**b.** Applying for licensure or certification with the Department, and their last Department criminal history and background check was completed more than three (3) years prior to their employment date or licensure application date; (3-15-22)

**c.** If an applicant is terminated by the employer, is rehired by the same employer, and the applicant background check is older than three (3) years at the time of the rehire, the provisions of Subsections 300.01.a. through 300.01.b. of this rule apply. (3-15-22)

**02. Use of Criminal History Check Within Three Years of Completion.** Any employer may use a Department criminal history and background check clearance obtained under these rules if: (3-15-22)

**a.** The individual has received a Department's criminal history and background check clearance within three (3) years from the date of employment; (3-15-22)

**b.** Prior to allowing the individual to provide services, the employer must obtain access to the individual's background check results and clearance through the Department's website by having the employer's identification number added to the individual's background check results, and (3-15-22)

**c.** The employer completes a state-only background check of the individual through the Idaho State Police Bureau of Criminal Identification, and no disqualifying crimes are found. (3-15-22)

**i.** The action must be initiated by the employer within thirty (30) calendar days of obtaining access to the individual's criminal history and background check clearance issued by the Department; and (3-15-22)

**ii.** The employer must be able to provide proof of this action by maintaining a copy of the records required in Subsections 300.02.a. and 300.02.c. of this rule for a period consistent with the employer's own personnel documentation retention schedule. (3-15-22)

**d.** If an applicant is terminated by the employer, is rehired by the same employer, and the applicant background check was completed less than three (3) years from the time of the rehire, the provisions of Subsections 300.02.b. and 300.02.c. of this rule apply. (3-15-22)

**e.** An employer not listed in Section 126 of these rules, may use an individual's Department clearance or enhanced clearance that was obtained within three (3) years from date of employment. (3-15-22)

**f.** An individual with a current clearance that is not Enhanced but is completed within three (3) years from date of employment, who applies to a new agency or employer identified in Section 126 of these rules, must submit an application for a new criminal history and background check to obtain an enhanced clearance. An agency

or employer identified in Subsections 126.07 and 126.09 of these rules may not hire an employee with a clearance obtained prior to January 1, 2020, unless the Enhanced clearance complies with the requirements found in 42 USC Section 9858. (3-15-22)

**03. Employer Discretion.** Any agency or employer, at its discretion, may require an individual to complete a Department criminal history and background check at any time, even if the individual has received a criminal history and background check clearance within three (3) years. (3-15-22)

**04. Department Discretion.** The Department may, at its discretion or as provided in program rules, require a criminal history and background check of any individual covered under these rules at any time during the individual's employment, internship, or while volunteering. Any individual required to complete a criminal history and background check under Sections 100 and 101 of these rules, must be fingerprinted within fourteen (14) days from the date of notification by the Department that a new criminal history and background check is required. (3-15-22)

**301. -- 349. (RESERVED)**

**350. CRIMINAL HISTORY AND BACKGROUND CHECK RECORDS.**

Criminal history and background checks done under this chapter become the property of the Department and are held confidential. (3-15-22)

**01. Release of Criminal History and Background Check Records.** A copy of the criminal history and background check as defined in Section 010 of these rules will be released: (3-15-22)

**a.** To the individual who has requested the criminal history and background check and upon receipt of a written request to the Department, provided the individual releases the state from all liability; (3-15-22)

**b.** In response to a subpoena issued by a court of competent jurisdiction; or (3-15-22)

**c.** As otherwise required by law. (3-15-22)

**02. Retention of Records.** (3-15-22)

**a.** If an exemption is granted, the criminal history and background record, supplemental documentation received, notes from the review, and the decision will be retained by the Department for a period of at least five (5) years after the criminal history and background check is completed. (3-15-22)

**b.** If an exemption is denied, the Department retains all records and electronic recordings pertaining to the review for five (5) years after the criminal history and background check is completed. (3-15-22)

**03. Use and Dissemination Restrictions for FBI Criminal Identification Records.** According to the provisions under 28 CFR 50.12, the Department will: (3-15-22)

**a.** Notify the individual fingerprinted that the fingerprints will be used to check the criminal history records of the FBI; (3-15-22)

**b.** In determining the suitability for licensing or employment, provide the individual the opportunity to complete or challenge the accuracy of the information contained in the FBI identification record; (3-15-22)

**c.** Notify the individual that they have fifteen (15) days to correct or complete the FBI identification record or to decline to do so; and (3-15-22)

**d.** Advise the individual who wishes to correct the FBI identification record that procedures for changing, correcting, or updating are provided in 28 CFR 16.34. (3-15-22)

**351. -- 999. (RESERVED)**