

Criminal History Screening- Exclusion from Employment

Length of Time Barred from Working	Types of Conviction
Lifetime Ban	<ul style="list-style-type: none"> * Felony related to manufacture, distribution, prescription or dispensing of a controlled substance. (Felony must have occurred after August 21, 1996) * Felony or misdemeanor related to delivery of item or service under any state or federally funded health care program. * Felony of health care fraud (Felony must have occurred after August 21, 1996). * Felony or misdemeanor patient abuse. Felony for abuse, neglect, assault, battery, criminal sexual conduct (1st, 2nd, or 3rd degree), fraud or theft against a minor or vulnerable adult. More than one felony conviction Felony involving cruelty or torture.
Fifteen Years After Completion of Parole or Probation	<ul style="list-style-type: none"> Felonies involving the use of a firearm or dangerous weapon. Felonies involving cruelty or torture Any conviction relating to the abuse of or fraud against a vulnerable adult. Felony involving abuse or neglect Felony involving criminal sexual conduct Felony that involves the intent to, or results in, death or serious impairment of a body function Felonies involving the diversion or adulteration of a prescription drug or other medications. Felonies involving the use or threat of violence.
Ten Years After Completion of Parole or Probation	<ul style="list-style-type: none"> Any other felony.
Ten Years From the Date of Conviction	<ul style="list-style-type: none"> Misdemeanors involving the use or threat of violence. Misdemeanors involving the use of a firearm or dangerous weapon. Misdemeanors involving abuse or neglect. Misdemeanor related to delivery of item or service under any state or federally funded medical insurance program. Misdemeanor related to submission of falsified records or reports to a state licensing authority or the interference of an individual attempting to submit a report to a state licensing authority. Misdemeanor involving cruelty or torture. Misdemeanor criminal sexual conduct. (4th degree)
Five Years From the Date of Conviction	<ul style="list-style-type: none"> Misdemeanor cruelty if committed by an individual who is less than 16 years of age Misdemeanor home invasion Misdemeanor embezzlement Misdemeanor negligent homicide Misdemeanor involving a moving violation that causes serious impairment of a body function to another person Misdemeanor larceny Misdemeanor second degree retail fraud Any other misdemeanor involving assault, fraud, theft, or possession or delivery of a controlled substance.
Three Years From the Date of Conviction	<ul style="list-style-type: none"> Misdemeanor assault without use of firearm or dangerous weapon and no intent to commit murder or inflict great bodily injury Misdemeanor third degree retail fraud. Misdemeanor involving the creation, delivery, or possession with intent to manufacture or deliver a controlled substance.
One Year from the Date of Conviction	<ul style="list-style-type: none"> Misdemeanor involving the creation, delivery, or possession with intent to manufacture or deliver a controlled substance if committed by an individual who is less than 18 years of age.