

**CONSUMER DIRECTED SERVICES  
HOME CARE INDEPENDENCE  
CRIMINAL BACKGROUND CHECK POLICY**

**Results of recorded Criminal Background checks and NC Healthcare Registry checks conducted by GT Financial Services for Home Care Independence applicants for positions as Personal Assistants will be reviewed by the Home Care Independence Participant, Care Advisor, and the person who is the director of the agency providing the Home Care Independence program. One of the services provided by GT Financial Services is to assist and educate the Home Care Independence Participant with the hiring process. GT Financial will educate the Participant to the definitions of all specific charges that appear on the Criminal Background check and the NC Healthcare Registry check so that the Participant can make an informed decision regarding hiring of the prospective Personal Assistant. *If any of the convictions or substantiations listed in the chart below appear on either of the background checks, the prospective Personal Assistant cannot be hired by the Participant to work for them in the Home Care Independence program.* Hiring decisions regarding criminal activities, other than those listed below, of potential Personal Assistants revealed in the check of records by GT Financial will be at the discretion of the Participant after input/advice from the Care Advisor and director of the provider agency.**

| <b>Length of Time Barred from Working</b> | <b>Types of Convictions or Substantiated Allegations</b>  |
|---|---|
| Lifetime Ban                              | <ul style="list-style-type: none"> <li>• Felonies related to manufacture, distribution, prescription or dispensing of a controlled substance</li> <li>• Felony health care fraud</li> <li>• More than one felony conviction</li> <li>• Felony for abuse, neglect, assault, battery, criminal sexual conduct (1<sup>st</sup>, 2<sup>nd</sup>, or 3<sup>rd</sup> degree), fraud or theft against a minor or vulnerable adult</li> <li>• Felony or misdemeanor patient abuse</li> <li>• Felony involving cruelty or torture</li> <li>• Misdemeanor Healthcare Fraud</li> <li>• Misdemeanor for abuse, neglect, or exploitation of a minor or disabled adult</li> <li>• Substantiated allegation of abuse, neglect or exploitation listed with the NC Health Care Registry</li> <li>• Any substantiated allegations listed with the NC Health Care Registry that would prohibit an individual from working in the health care field in the state of NC</li> </ul> |