

NORTHWOOD TECHNICAL COLLEGE
ASSOCIATE DEGREE NURSING
STUDENT POLICIES

CAREGIVER BACKGROUND CHECKS

State and federal laws require all students to complete a caregiver background check before participating in a clinical requirement that involves contact with patients or children in a caregiver role. This legislation is described at the Wisconsin Department of Health Services (DHS) website at <http://dhs.wisconsin.gov/caregiver>.

Since the ADN program requires students to perform in a caregiver role in clinical facilities, Northwood Tech is required to perform background checks prior to placement in those clinical facilities. **Pertinent clinical facilities utilized by the campus that the student attends will be notified of ALL discrepancies found by the background check process.** The facility is notified of the discrepancies with the inclusion of specific student names. It is the prerogative of the clinical facility to refuse to allow a student to complete clinical experiences at their facility based on background check information. Efforts will be made to place a student in a clinical facility. If denied at one clinical facility, an attempt will be made to make a clinical placement at one other clinical facility for a total of two attempts. The student will be notified by email that clinical placement was not successful due the background discrepancies. The student may petition again at another campus in the next petition cycle. If a background discrepancy occurs after the student is enrolled, the discrepancy will be sent to the clinical facility for their decision. Inability to attend clinical experiences based on background discrepancies may result in dismissal from the program, since clinical competencies could not be met.

SECTION A.1 of the BACKGROUND INFORMATION DISCLOSURE requires disclosure of all pending criminal charges and convictions. This includes **pending charges, as well as conviction** of a felony, misdemeanor, or municipal ordinance violation in **any** court, including all military courts, or a tribal court. If a student is uncertain as to whether a pending charge or conviction is covered, they should disclose it. Convictions are reviewed on an individual basis with respect to impact upon admission to the program and will not necessarily prevent a student from entering and participating in the program. Failure to disclose a previous or new charge or conviction may prevent program admission or result in dismissal from the program.

From the time the Background Information Disclosure form is completed until graduation or dismissal from the program, if the student is charged with or convicted of a crime or a municipal ordinance violation of any type, before any court, or investigated for any violation of a local, state, or federal law, the student must report this to the Northwood Technical College Associate Degree Nursing Program Director within seven (7) business days. Failure to report may result in program dismissal.

Although a conviction history might not prevent students from being admitted and participating in the ADN program, state Boards of Nursing to whom application is made to take the State Board Exam for Nursing (NCLEX) will investigate certain convictions. Depending on their determination, an applicant may not be allowed to earn a license in nursing. Please check with the Board of Nursing in the state you are taking the NLCEX to request information if they offer predetermination for the application and licensing.

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The following background checks are required:

1. A Wisconsin Caregiver Background Check completed no more than 90 days prior to entry into the ADN core program. If a student does not attend clinical or withdraws/fails a clinical for two semesters, a repeat background check may be required before the student may reenter the program.
2. A National Criminal Background Check completed one time upon entry into the ADN program. This will need to be completed again if the student is out of clinical for more than two semesters.
3. For students on the Superior campus, a Minnesota Background Check completed upon entry to the ADN program. The Minnesota background check requires fingerprints and photo. You will find the link to Minnesota Department of human Services applicant background study in Student Passport.

Students are responsible for all fees associated with background checks.

Procedure

1. Students will complete a **Background Information Disclosure (BID)** form after the Associate Degree of Nursing orientation session to the program and will submit by the date specified in Student Passport System.
2. A **Self-Reporting Requirement** form must be completed within seven (7) business days if the student has a new charge. This must be sent to the Program Director with a copy retained by the student.
3. The fee for the background check must be paid when completing the background check forms. Students who will have clinical rotations in Minnesota will also need to have a Minnesota background check completed (students at the Superior campus).
4. Background checks completed at places of employment or other colleges are not acceptable for use as a student.
5. Forms are processed within the DOJ and the DHS to identify or confirm the existence or absence of a record of previous convictions or pending charges.
6. Students will upload the results of the MN background checks to the Student Passport System. The ADN program coordinator will review the results.
7. Students will complete a national criminal background check and WI background checks through an external source, Castle Branch and directions will be given out at orientation. The students will upload the results of this background check to Student Passport System. The fee for this background check is paid directly to Castle Branch.
8. If a record of conviction or pending charges exists, the ADN Program Coordinator will contact the student to review the record.

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9. The ADN Program Coordinator will notify the clinical facility of the conviction status of the student. A copy of the record may be submitted to the pertinent clinical facility.
10. The clinical facility will decide if the student will be able to complete clinical experiences at that facility. The clinical facility reserves the right to refuse to allow students with a conviction record to complete experiences at that facility. If denied by two clinical facilities, you will be denied entry but may petition again during the next petition cycle to one other campus. You may not petition again to multiple campuses.
11. If a determination is made that the student cannot be placed in a clinical facility, the student will be unable to complete the competencies of the clinical course. This will result in failure of that course and may result in dismissal from the program. Students are notified of this policy through inquiry information and at the orientation session.
12. Students have access to their background studies through both Castle Branch and Student Passport System.