Background Checks

Adore U Healthcare Services, LLC will conduct monthly, quarterly (once every three (3) months starting the beginning of calendar year), and annually Criminal Background Checks pursuant to the Family Care Safety Registry (FCSR), OIG LEIE, and the Employee Disqualification List (EDL) and all applicable regulations to ensure all Caregivers that are currently employed have maintained their ability to be employable under these guidelines. Any Caregiver found to not meet these previously stated guidelines will be terminated **IMMEDIATELY**.

Caregivers can:

- *Apply for a Good Cause Waiver (GCW), pursuant to 19CSR 30-82.060 and 660.317. RSMo All other procedures previously listed for potential Caregiver(s) are applicable.*
    - *If the Caregiver is **granted** a GCW, we will immediately verify it with the FCSR and then the process to rehire may begin.*
    - *If the application for a GCW is **denied**, they are immediately disqualified. (potential and previous caregivers on the EDL **CANNOT** apply for the GCW.)*
- *Reapply if the circumstances related to the conviction have changed or one (1) time every twelve (12) months.*

If the FCSR screening discloses that the applicant is listed on the background check lists pursuant to the applicable state laws and regulations he/she will not eligible for employment due to hiring restrictions pursuant to 19CSR30-82.060 and 660.317RSMo unless a GCW is first obtained from DHSS. Adore U Healthcare will not hire or attempt to work with Caregivers during the time that a GCW application is being processed. All background checks and screening must be completed and cleared before employment may be granted.

Good Cause Waiver Circumstances include:

- Individual who has committed a specific felony conviction (crimes against persons)
- Individual who has a finding reported by FCSR

Hiring restrictions based on the DHSS EDL are not subject to a Good Cause Waiver.

I, _____ hereby understand the policy and procedures behind pre-employment qualifications. I must have a clean criminal background before confirming employment with Adore U Healthcare Services, LLC. However, I do understand if there are findings on the FCSR report that I can apply for the Good Cause Waiver, but I am still unable to have contact with the Loved-one until waiver is approved and verified by Adore U Healthcare. I also understand that if Good Cause Waiver is denied, I am automatically disqualified for the position, but hold the right to apply if and when the circumstance changes or once every twelve (12) months.

Signature: _____ Date: _____