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**HOUSE BILL NO. 658**

Offered January 9, 2002

Prefiled January 8, 2002

*A BILL to amend and reenact §§ 37.1-183.3 and 37.1-197.2 of the Code of Virginia, relating to criminal background checks; substance abuse treatment professionals.*

Patrons—Devolites and Christian

Referred to Committee on Health, Welfare and Institutions

**Be it enacted by the General Assembly of Virginia:**

**1. That §§ 37.1-183.3 and 37.1-197.2 of the Code of Virginia are amended and reenacted as follows:**

§ 37.1-183.3. Background checks required.

A. Every provider licensed pursuant to this chapter shall, on and after July 1, 1999, require any applicant who accepts employment in any direct consumer care position to submit to fingerprinting and provide personal descriptive information to be forwarded through the Central Criminal Records Exchange to the Federal Bureau of Investigation (FBI) for the purpose of obtaining national criminal history record information regarding the applicant. Except as otherwise provided in subsection B, no provider licensed pursuant to this chapter shall hire for compensated employment persons who have been (i) convicted of murder or manslaughter as set out in Article 1 (§ 18.2-30 et seq.) of Chapter 4 of Title 18.2; malicious wounding by mob as set out in § 18.2-41; abduction as set out in § 18.2-47 A; abduction for immoral purposes as set out in § 18.2-48; assault and bodily wounding as set out in Article 4 (§ 18.2-51 et seq.) of Chapter 4 of Title 18.2; robbery as set out in § 18.2-58; carjacking as set out § 18.2-58.1; extortion by threat as set out in § 18.2-59; threat as set out in § 18.2-60; any felony stalking violation as set out in § 18.2-60.3; sexual assault as set out in Article 7 (§ 18.2-61 et seq.) of Chapter 4 of Title 18.2; arson as set out in Article 1 (§ 18.2-77 et seq.) of Chapter 5 of Title 18.2; burglary as set out in Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2; any felony violation relating to distribution of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2; drive-by shooting as set out in § 18.2-286.1; use of a machine gun in a crime of violence as set out in § 18.2-289 or aggressive use of a machine gun as set out in § 18.2-290; use of a sawed-off shotgun in a crime of violence as set out in § 18.2-300 A; pandering as set out in § 18.2-355; crimes against nature involving children as set out in § 18.2-361, taking indecent liberties with children as set out in § 18.2-370 or § 18.2-370.1, abuse and neglect of children as set out in § 18.2-371.1, including failing to secure medical attention for an injured child as set out in § 18.2-314, obscenity offenses as set out in § 18.2-374.1, possession of child pornography as set out in § 18.2-374.1:1, or electronic facilitation of pornography as set out in § 18.2-374.3; incest as set out in § 18.2-366; abuse and neglect of incapacitated adults as set out in § 18.2-369; employing or permitting a minor to assist in an act constituting an offense under Article 5 (§ 18.2-372 et seq.) of Chapter 8 of Title 18.2 as set out in § 18.2-379; delivery of drugs to prisoners as set out in § 18.2-474.1; escape from jail as set out in § 18.2-477; felonies by prisoners as set out in § 53.1-203; or an equivalent offense in another state; or (ii) convicted of any felony violation relating to possession of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2 in the five years prior to the application date for employment or convicted of any felony violation relating to possession of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2 and continue on probation or parole or have failed to pay required court costs.

The Central Criminal Records Exchange, upon receipt of an individual's record or notification that no record exists, shall submit a report to the requesting authorized officer or director of a provider licensed pursuant to this chapter. If any applicant is denied employment because of information appearing on the criminal history record and the applicant disputes the information upon which the denial was based, the Central Criminal Records Exchange shall, upon written request, furnish to the applicant the procedures for obtaining a copy of the criminal history record from the Federal Bureau of Investigation. The information provided to the authorized officer or director of a provider licensed pursuant to this chapter shall not be disseminated except as provided in this section.

B. Notwithstanding the provisions of subsection A, a provider may hire for compensated employment at adult substance abuse treatment facilities persons who were convicted of a felony violation relating to (i) distribution of drugs pursuant to Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2, except an offense pursuant to subsections H or I of § 18.2-248; or (ii) burglary pursuant to Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2, where the building was not occupied at the time of the incident

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HB658

59 ~~resulting in the conviction~~ assault and bodily wounding as set out in Article 4 (§ 18.2-51 et seq.) of  
60 Chapter 4 of Title 18.2; robbery as set out in § 18.2-58; threat as set out in § 18.2-60; burglary as set  
61 out in Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2; any felony violation relating to the  
62 possession or distribution of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2;  
63 or abuse and neglect of children as set out in § 18.2-371.1, including failing to secure medical attention  
64 for an injured child as set out in §18.2-314, if the hiring provider determines, based upon a screening  
65 assessment, that such criminal behavior was substantially related to the applicant's use of substances, and  
66 that the person has been successfully rehabilitated and is not a risk to consumers based on his criminal  
67 history background and substance use, abuse or addiction histories.

68 C. The hiring provider and a screening contractor designated by the Department shall screen  
69 applicants who meet the criteria set forth in subsection B to assess whether such persons have been  
70 successfully rehabilitated and are not a risk to consumers based on their criminal history backgrounds  
71 and substance use, abuse or addiction histories. To be eligible for such screening, the applicant shall  
72 have completed all prison or jail terms, shall not be under probation or parole supervision, or any  
73 suspended sentence, shall have no pending charges in any locality, shall have paid all fines, restitution,  
74 and court costs for any prior convictions, and shall have been free of any suspended sentence, parole or  
75 probation for at least seven years for drug convictions and five years for all other convictions. In  
76 addition to any such supplementary information as the provider or screening contractor may require or  
77 the applicant wishes to present, the applicant shall provide to the screening contractor a statement from  
78 his most recent probation or parole officer, if any, outlining his period of supervision, together with a  
79 copy of any pre-sentencing or post-sentencing report in connection with the felony conviction. The cost  
80 of such screening shall be paid by the applicant, unless the licensed provider decides, at its option, to  
81 pay such cost.

82 D. Providers licensed pursuant to this chapter shall also require, as a condition of employment for all  
83 such applicants, written consent and personal information necessary to obtain a search of the registry of  
84 founded complaints of child abuse and neglect maintained by the Department of Social Services  
85 pursuant to § 63.1-248.8.

86 E. The cost of obtaining the criminal history record and search of the child abuse and neglect  
87 registry record shall be borne by the applicant, unless the provider licensed pursuant to this chapter, at  
88 its option, decides to pay such cost.

89 F. As used in this section, the term "direct consumer care position" means any position with a job  
90 description that includes responsibility for (i) treatment, case management, health, safety, development or  
91 well-being of a consumer or (ii) immediately supervising a person in a position with such responsibility.

92 G. As used in this section, "hire for compensated employment" does not include (i) a promotion from  
93 one adult substance abuse treatment position to another such position within the same licensee licensed  
94 pursuant to this chapter, or (ii) new employment in an adult substance abuse treatment position in  
95 another office or program of the same licensee licensed pursuant to this chapter for which the person  
96 has previously worked in an adult substance abuse treatment position. As used in this section, "hire for  
97 compensated employment" includes, but is not limited to, (a) a promotion or transfer from an adult  
98 substance abuse treatment position to any mental health or mental retardation direct consumer care  
99 position within the same licensee licensed pursuant to this chapter, or (b) new employment in any  
100 mental health or mental retardation direct consumer care position in another office or program of the  
101 same licensee licensed pursuant to this chapter for which the person has previously worked in an adult  
102 substance abuse treatment position.

103 H. A person who complies in good faith with the provisions of this section shall not be liable for  
104 any civil damages for any act or omission in the performance of duties under this section unless the act  
105 or omission was the result of gross negligence or willful misconduct.

106 § 37.1-197.2. Background checks required.

107 A. Every operating community services board, administrative policy board, local government  
108 department with a policy-advisory board, behavioral health authority, and agency licensed pursuant to  
109 Chapter 8 (§ 37.1-179 et seq.) of this title that provides services under contract with a community  
110 services board, behavioral health authority or local government department shall require any applicant  
111 who accepts employment in any direct consumer care position with the operating community services  
112 board, administrative policy board, local government department with a policy-advisory board,  
113 behavioral health authority or agency licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of this title that  
114 provides services under contract with a community services board, behavioral health authority or local  
115 government department to submit to fingerprinting and provide personal descriptive information to be  
116 forwarded through the Central Criminal Records Exchange to the Federal Bureau of Investigation (FBI)  
117 for the purpose of obtaining national criminal history record information regarding such applicant.  
118 Except as otherwise provided in subsection B, no operating community services board, administrative  
119 policy board, local government department with a policy-advisory board, behavioral health authority, and  
120 agency licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of this title that provides services under

contract with a community services board, behavioral health authority or local government department shall hire for compensated employment persons who have been (i) convicted of murder or manslaughter as set out in Article 1 (§ 18.2-30 et seq.) of Chapter 4 of Title 18.2; malicious wounding by mob as set out in § 18.2-41; abduction as set out in § 18.2-47 A; abduction for immoral purposes as set out in § 18.2-48; assault and bodily wounding as set out in Article 4 (§ 18.2-51 et seq.) of Chapter 4 of Title 18.2; robbery as set out in § 18.2-58; carjacking as set out § 18.2-58.1; extortion by threat as set out in § 18.2-59; threat as set out in § 18.2-60; any felony stalking violation as set out in § 18.2-60.3; sexual assault as set out in Article 7 (§ 18.2-61 et seq.) of Chapter 4 of Title 18.2; arson as set out in Article 1 (§ 18.2-77 et seq.) of Chapter 5 of Title 18.2; burglary as set out in Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2; any felony violation relating to distribution of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2; drive-by shooting as set out in § 18.2-286.1; use of a machine gun in a crime of violence as set out in § 18.2-289 or aggressive use of a machine gun as set out in § 18.2-290; use of a sawed-off shotgun in a crime of violence as set out in § 18.2-300 A; pandering as set out in § 18.2-355; crimes against nature involving children as set out in § 18.2-361, taking indecent liberties with children as set out in § 18.2-370 or § 18.2-370.1, abuse and neglect of children as set out in § 18.2-371.1, including failing to secure medical attention for an injured child as set out in § 18.2-314, obscenity offenses as set out in § 18.2-374.1, possession of child pornography as set out in § 18.2-374.1:1, or electronic facilitation of pornography as set out in § 18.2-374.3; incest as set out in § 18.2-366; abuse and neglect of incapacitated adults as set out in § 18.2-369; employing or permitting a minor to assist in an act constituting an offense under Article 5 (§ 18.2-372 et seq.) of Chapter 8 of Title 18.2 as set out in § 18.2-379; delivery of drugs to prisoners as set out in § 18.2-474.1; escape from jail as set out in § 18.2-477; felonies by prisoners as set out in § 53.1-203; or an equivalent offense in another state; or (ii) convicted of any felony violation relating to possession of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2 in the five years prior to the application date for employment or convicted of any felony violation relating to possession of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2 and continue on probation or parole or have failed to pay required court costs.

The Central Criminal Records Exchange, upon receipt of an individual's record or notification that no record exists, shall submit a report to the requesting (a) authorized officer or director of agencies licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of this title that provide services under contract with a community services board, behavioral health authority or local government department or (b) executive director or personnel director serving the operating community services board, administrative policy board, local government department with a policy-advisory board or the behavioral health authority. If any applicant is denied employment because of information appearing on the criminal history record and the applicant disputes the information upon which the denial was based, the Central Criminal Records Exchange shall, upon written request, furnish to the applicant the procedures for obtaining a copy of the criminal history record from the Federal Bureau of Investigation. The information provided to (a) the authorized officer or director of agencies licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of this title that provide services under contract with a community services board, behavioral health authority or local government department or (b) the executive director or personnel director serving any operating community services board, administrative policy board, local government department with a policy-advisory board or behavioral health authority shall not be disseminated except as provided in this section.

B. Notwithstanding the provisions of subsection A, the operating community services board, administrative policy board, local government department with a policy advisory board, behavioral health authority, or agency licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of Title 37.1 that provides services under contract with a community services board, behavioral health authority or local government department may hire for compensated employment at adult substance abuse treatment facilities persons who were convicted of a felony violation relating to (i) distribution of drugs pursuant to Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2, except an offense pursuant to subsections H or I of § 18.2-248; or (ii) burglary pursuant to Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2, where the building was not occupied at the time of the incident resulting in the conviction assault and bodily wounding as set out in Article 4 (§ 18.2-51 et seq.) of Chapter 4 of Title 18.2; robbery as set out in § 18.2-58; threat as set out in § 18.2-60; burglary as set out in Article 2 (§ 18.2-89 et seq.) of Chapter 5 of Title 18.2; any felony violation relating to the possession or distribution of drugs as set out in Article 1 (§ 18.2-247 et seq.) of Chapter 7 of Title 18.2; or abuse and neglect of children as set out in § 18.2-371.1, including failing to secure medical attention for an injured child as set out in § 18.2-314, if the prospective employer determines, based upon a screening assessment, that such criminal behavior was substantially related to the applicant's use of substances, and that the person has been successfully rehabilitated and is not a risk to consumers based on his criminal history background and substance use, abuse or addiction histories.

182 C. The operating community services board, administrative policy board, local government  
183 department with a policy advisory board, behavioral health authority, or agency licensed pursuant to  
184 Chapter 8 (§ 37.1-179 et seq.) of Title 37.1 that provides services under contract with a community  
185 services board, behavioral health authority or local government department and a screening contractor  
186 designated by the Department shall screen applicants who meet the criteria set forth in subsection B to  
187 assess whether such persons have been successfully rehabilitated and are not a risk to consumers based  
188 on their criminal history backgrounds and substance use, abuse or addiction histories. To be eligible for  
189 such screening, the applicant shall have completed all prison or jail terms, shall not be under probation  
190 or parole supervision, or any suspended sentence, shall have no pending charges in any locality, shall  
191 have paid all fines, restitution, and court costs for any prior convictions, and shall have been free of any  
192 suspended sentence, parole or probation for at least seven years for drug convictions and five years for  
193 all other convictions. In addition to any such supplementary information as the prospective employer or  
194 screening contractor may require or the applicant wishes to present, the applicant shall provide to the  
195 screening contractor a statement from his most recent probation or parole officer, if any, outlining his  
196 period of supervision, together with a copy of any pre-sentencing or post-sentencing report in connection  
197 with the felony conviction. The cost of such screening shall be paid by the applicant, unless the board,  
198 authority, local department or licensed agency decides, at its option, to pay such cost.

199 D. Operating community services boards, administrative policy boards, local government departments  
200 with policy-advisory boards, behavioral health authorities and agencies licensed pursuant to Chapter 8  
201 (§ 37.1-179 et seq.) of this title that provide services under contract with a community services board,  
202 behavioral health authority or local government department shall also require, as a condition of  
203 employment for all such applicants, written consent and personal information necessary to obtain a  
204 search of the registry of founded complaints of child abuse and neglect maintained by the Department of  
205 Social Services pursuant to § 63.1-248.8.

206 E. The cost of obtaining the criminal history record and search of the child abuse and neglect  
207 registry record shall be borne by the applicant, unless the operating community services board,  
208 administrative policy board, local government department with a policy-advisory board, behavioral health  
209 authority, or agency licensed pursuant to Chapter 8 (§ 37.1-179 et seq.) of this title that provides  
210 services under contract with a community services board, behavioral health authority or local  
211 government department, at its option, decides to pay such cost.

212 F. As used in this section, the term "direct consumer care position" means any position with a job  
213 description that includes responsibility for (i) treatment, case management, health, safety, development or  
214 well-being of a consumer or (ii) immediately supervising a person in a position with such responsibility.

215 G. As used in this section, "hire for compensated employment" does not include (i) a promotion from  
216 one substance abuse treatment position to another such position within the same licensee licensed  
217 pursuant to this chapter, or (ii) new employment in a substance abuse treatment position in another  
218 office or program of the same licensee licensed pursuant to this chapter for which the person has  
219 previously worked in a substance abuse treatment position. As used in this section, "hire for  
220 compensated employment" does include, but is not limited to, (a) a promotion or transfer from an adult  
221 substance abuse treatment position to any mental health or mental retardation direct consumer care  
222 position within the same community services board, local government department, behavioral health  
223 authority, or licensed contract agency or (b) new employment in any mental health or mental retardation  
224 direct consumer care position in another office or program of the same community services board, local  
225 government department, behavioral health authority or licensed contract agency for which the person has  
226 previously worked in an adult substance abuse treatment position.

227 H. A person who complies in good faith with the provisions of this section shall not be liable for  
228 any civil damages for any act or omission in the performance of duties under this section unless the act  
229 or omission was the result of gross negligence or willful misconduct.