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HOUSE BILL NO. 1525

Offered January 11, 2023

Prefiled January 5, 2023

A BILL to amend and reenact §§ 37.2-314, 37.2-416, and 37.2-506 of the Code of Virginia, relating to background checks; peer recovery specialists; barrier crime exceptions.

Patrons—Coyner, Carr, Hudson, Kory, McQuinn, Price, Sickles, Taylor and Ward; Senator: Favola

Referred to Committee on Health, Welfare and Institutions

Be it enacted by the General Assembly of Virginia:

1. That §§ 37.2-314, 37.2-416, and 37.2-506 of the Code of Virginia are amended and reenacted as follows:

§ 37.2-314. Background check required.

A. As a condition of employment, the Department shall require any applicant who (i) accepts a position of employment at a state facility and was not employed by that state facility prior to July 1, 1996, or (ii) accepts a position with the Department that receives, monitors, or disburses funds of the Commonwealth and was not employed by the Department prior to July 1, 1996, to submit to fingerprinting and provide personal descriptive information to be forwarded along with the applicant's fingerprints 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.

B. For purposes of clause (i) of subsection A, the Department shall not hire for compensated employment persons who have been convicted of (i) any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii) any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five years prior to the application date for employment or (b) if such person continues on probation or parole or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02.

C. Notwithstanding the provisions of subsection B, the Department may hire for compensated employment at an adult substance abuse or adult mental health treatment program a person who was convicted of any violation of § 18.2-51.3; any misdemeanor violation of § 18.2-56 or 18.2-56.1 or subsection A of § 18.2-57; any first offense misdemeanor violation of § 18.2-57.2; any violation of § 18.2-60, 18.2-89, 18.2-92, or 18.2-94; any misdemeanor violation of § 18.2-282, 18.2-346, or 18.2-346.01; any offense set forth in clause (iii) of the definition of barrier crime in § 19.2-392.02, except an offense pursuant to subsection H1 or H2 of § 18.2-248; or any substantially similar offense under the laws of another jurisdiction, if the Department determines, based upon a screening assessment, that the criminal behavior was substantially related to the applicant's substance abuse or mental illness and that the person has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.

D. *Notwithstanding the provisions of subsection B, the Department may hire for compensated employment at an adult substance abuse or mental health treatment program any peer recovery specialist who was convicted of any offense set forth in clause (ii), (iii), or (iv) of the definition of barrier crime in § 19.2-392.02 if the Department determines, based upon a screening assessment, that the criminal behavior was substantially related to the peer recovery specialist's substance abuse or mental illness and that the peer recovery specialist has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.*

For the purposes of this subsection, "peer recovery specialist" means any person who meets the definition of "registered peer recovery specialist" provided in § 54.1-3500.

E. The Department and a screening contractor designated by the Department shall screen applicants who meet the criteria set forth in subsection C to assess whether the applicants have been rehabilitated successfully and are not a risk to individuals receiving services based on their criminal history backgrounds and substance abuse or mental illness histories. To be eligible for such screening, the applicant shall have completed all prison or jail terms; shall not be under probation or parole supervision; shall have no pending charges in any locality; shall have paid all fines, restitution, and court costs for any prior convictions; and shall have been free of parole or probation for at least five years for all convictions. In addition to any supplementary information the Department or screening contractor may require or the applicant may wish to present, the applicant shall provide to the screening contractor a statement from his most recent probation or parole officer, if any, outlining his period of supervision and a copy of any pre-sentencing or post-sentencing report in connection with the felony

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59 conviction. The cost of this screening shall be paid by the applicant, unless the Department decides to
60 pay the cost.

61 ~~E.~~ F. The Central Criminal Records Exchange, upon receipt of an applicant's record or notification
62 that no record exists, shall submit a ~~report~~ record to the state facility or to the Department. If an
63 applicant is denied employment because of information appearing on his criminal history record and the
64 applicant disputes the information upon which the denial was based, the Central Criminal Records
65 Exchange shall, upon written request, furnish to the applicant the procedures for obtaining a copy of the
66 criminal history record from the FBI. The information provided to the state facility or Department shall
67 not be disseminated except as provided in this section.

68 ~~F.~~ G. Those applicants listed in clause (i) of subsection A also shall provide to the state facility or
69 Department a copy of information from the central registry maintained pursuant to § 63.2-1515 on any
70 investigation of child abuse or neglect undertaken on them.

71 ~~G.~~ H. The Board may adopt regulations to comply with the provisions of this section. Copies of any
72 information received by the state facility or Department pursuant to this section shall be available to the
73 Department and to the applicable state facility but shall not be disseminated further, except as permitted
74 by state or federal law. The cost of obtaining the criminal history record and the central registry
75 information shall be borne by the applicant, unless the Department or state facility decides to pay the
76 cost.

77 **§ 37.2-416. Background checks required.**

78 A. As used in this section:

79 "Direct care position" means any position that includes responsibility for (i) treatment, case
80 management, health, safety, development, or well-being of an individual receiving services or (ii)
81 immediately supervising a person in a position with this responsibility.

82 "Hire for compensated employment" does not include (i) a promotion from one adult substance abuse
83 or adult mental health treatment position to another such position within the same licensee licensed
84 pursuant to this article or (ii) new employment in an adult substance abuse or adult mental health
85 treatment position in another office or program licensed pursuant to this article if the person employed
86 prior to July 1, 1999, in a licensed program had no convictions in the five years prior to the application
87 date for employment. "Hire for compensated employment" includes (a) a promotion or transfer from an
88 adult substance abuse treatment position to any mental health or developmental services direct care
89 position within the same licensee licensed pursuant to this article or (b) new employment in any mental
90 health or developmental services direct care position in another office or program of the same licensee
91 licensed pursuant to this article for which the person has previously worked in an adult substance abuse
92 treatment position.

93 "*Peer recovery specialist*" means any person who meets the definition of "*registered peer recovery*
94 *specialist*" provided in § 54.1-3500.

95 "Shared living" means an arrangement in which the Commonwealth's program of medical assistance
96 pays a portion of a person's rent, utilities, and food expenses in return for the person residing with and
97 providing companionship, support, and other limited, basic assistance to a person with developmental
98 disabilities receiving medical assistance services in accordance with a waiver for whom he has no legal
99 responsibility.

100 B. Every provider licensed pursuant to this article shall require (i) any applicant who accepts
101 employment in any direct care position, (ii) any applicant for approval as a sponsored residential service
102 provider, (iii) any adult living in the home of an applicant for approval as a sponsored residential
103 service provider, (iv) any person employed by a sponsored residential service provider to provide
104 services in the home, (v) any person who enters into a shared living arrangement with a person
105 receiving medical assistance services pursuant to a waiver, and (vi) any person under contract with the
106 provider to serve in a direct care position to submit to fingerprinting and provide personal descriptive
107 information to be forwarded through the Central Criminal Records Exchange to the Federal Bureau of
108 Investigation (FBI) for the purpose of obtaining national criminal history record information regarding
109 the applicant. Except as otherwise provided in subsection C, D, E, or F G, no provider licensed pursuant
110 to this article shall:

111 1. Hire for compensated employment any person who has been convicted of (i) any offense set forth
112 in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii) any offense set forth
113 in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five years prior to the
114 application date for employment or (b) if such person continues on probation or parole or has failed to
115 pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in §
116 19.2-392.02;

117 2. Approve an applicant as a sponsored residential service provider if the applicant, any adult
118 residing in the home of the applicant, or any person employed by the applicant has been convicted of (i)
119 any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii)
120 any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five

years prior to the application date to be a sponsored residential service provider or (b) if such applicant continues on probation or parole or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02;

3. Permit to enter into a shared living arrangement with a person receiving medical assistance services pursuant to a waiver any person who has been convicted of (i) any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii) any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five years prior to entering into a shared living arrangement or (b) if such person continues on probation or parole or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02; or

4. Allow any person under contract with the provider to serve in a direct care position who has been convicted of (i) any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii) any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five years prior to the application date for employment or (b) if such person continues on probation or parole or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02.

The Central Criminal Records Exchange, upon receipt of an applicant'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 article. 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 FBI. The information provided to the authorized officer or director of a provider licensed pursuant to this article shall not be disseminated except as provided in this section.

C. Notwithstanding the provisions of subsection B, a provider may hire for compensated employment or permit any person under contract with the provider to serve in a direct care position or permit any person employed by a temporary agency that has entered into a contract with the provider to provide direct care services on behalf of the provider at adult substance abuse or adult mental health treatment programs a person who was convicted of any violation of § 18.2-51.3; any misdemeanor violation of § 18.2-56 or 18.2-56.1 or subsection A of § 18.2-57; any first offense misdemeanor violation of § 18.2-57.2; any violation of § 18.2-60, 18.2-89, 18.2-92, or 18.2-94; any misdemeanor violation of § 18.2-282, 18.2-346, or 18.2-346.01; any offense set forth in clause (iii) of the definition of barrier crime in § 19.2-392.02, except an offense pursuant to subsections H1 and H2 of § 18.2-248; or any substantially similar offense under the laws of another jurisdiction, if the hiring provider determines, based upon a screening assessment, that the criminal behavior was substantially related to the applicant's substance abuse or mental illness and that the person has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.

D. Notwithstanding the provisions of subsection B, a provider may hire for compensated employment or permit any peer recovery specialist under contract with the provider to serve in a direct care position or permit any peer recovery specialist employed by a temporary agency that has entered into a contract with the provider to provide direct care services on behalf of the provider at adult substance abuse treatment facilities a peer recovery specialist who was convicted of any offense set forth in clause (ii), (iii), or (iv) of the definition of barrier crime in § 19.2-392.02 if the hiring provider determines, based upon a screening assessment, that the criminal behavior was substantially related to the peer recovery specialist's substance abuse or mental illness and that the peer recovery specialist has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.

E. Notwithstanding the provisions of subsection B, a provider may hire for compensated employment or permit any person under contract with the provider to serve in a direct care position or permit any person employed by a temporary agency that has entered into a contract with the provider to provide direct care services on behalf of the provider at adult substance abuse treatment facilities a person who has been convicted of not more than one offense under subsection C of § 18.2-57, or any substantially similar offense under the laws of another jurisdiction, if (i) the person has been granted a simple pardon if the offense was a felony committed in Virginia, or the equivalent if the person was convicted under the laws of another jurisdiction; (ii) more than 10 years have elapsed since the conviction; and (iii) the hiring provider determines, based upon a screening assessment, that the criminal behavior was substantially related to the applicant's substance abuse and that the person has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse history.

~~E. F. The hiring provider and a screening contractor designated by the Department shall screen~~

182 applicants who meet the criteria set forth in subsections C ~~and~~, D, *or* E to assess whether the applicants
183 have been rehabilitated successfully and are not a risk to individuals receiving services based on their
184 criminal history backgrounds and substance abuse or mental illness histories. To be eligible for such
185 screening, the applicant shall have completed all prison or jail terms, shall not be under probation or
186 parole supervision, shall have no pending charges in any locality, shall have paid all fines, restitution,
187 and court costs for any prior convictions, and shall have been free of parole or probation for at least
188 five years for all convictions. In addition to any supplementary information the provider or screening
189 contractor may require or the applicant may wish to present, the applicant shall provide to the screening
190 contractor a statement from his most recent probation or parole officer, if any, outlining his period of
191 supervision and a copy of any pre-sentencing or post-sentencing report in connection with the felony
192 conviction. The cost of this screening shall be paid by the applicant, unless the licensed provider decides
193 to pay the cost.

194 ~~F.~~ G. Notwithstanding the provisions of subsection B, a provider may (i) hire for compensated
195 employment, (ii) approve as a sponsored residential service provider, (iii) permit to enter into a shared
196 living arrangement, or (iv) permit any person under contract with the provider to serve in a direct care
197 position on behalf of the provider or permit any person employed by a temporary agency that has
198 entered into a contract with the provider to provide direct care services on behalf of the provider persons
199 who have been convicted of not more than one misdemeanor offense under § 18.2-57 or 18.2-57.2, or
200 any substantially similar offense under the laws of another jurisdiction, if 10 years have elapsed
201 following the conviction, unless the person committed the offense while employed in a direct care
202 position. A provider may also approve a person as a sponsored residential service provider if (a) any
203 adult living in the home of an applicant or (b) any person employed by the applicant to provide services
204 in the home in which sponsored residential services are provided has been convicted of not more than
205 one misdemeanor offense under § 18.2-57 or 18.2-57.2, or any substantially similar offense under the
206 laws of another jurisdiction, if 10 years have elapsed following the conviction, unless the person
207 committed the offense while employed in a direct care position.

208 ~~G.~~ H. Providers licensed pursuant to this article also shall require, as a condition of employment,
209 approval as a sponsored residential service provider, permission to enter into a shared living arrangement
210 with a person receiving medical assistance services pursuant to a waiver, or permission for any person
211 under contract with the provider to serve in a direct care position, written consent and personal
212 information necessary to obtain a search of the registry of founded complaints of child abuse and
213 neglect that is maintained by the Department of Social Services pursuant to § 63.2-1515.

214 ~~H.~~ I. The cost of obtaining the criminal history record and search of the child abuse and neglect
215 registry record shall be borne by the applicant, unless the provider licensed pursuant to this article
216 decides to pay the cost.

217 ~~I.~~ J. A person who complies in good faith with the provisions of this section shall not be liable for
218 any civil damages for any act or omission in the performance of duties under this section unless the act
219 or omission was the result of gross negligence or willful misconduct.

220 ~~J.~~ K. Notwithstanding any other provision of law, a provider licensed pursuant to this article that
221 provides services to individuals receiving services under the state plan for medical assistance services or
222 any waiver thereto may disclose to the Department of Medical Assistance Services (i) whether a
223 criminal history background check has been completed for a person described in subsection B for whom
224 a criminal history background check is required and (ii) whether the person described in subsection B is
225 eligible for employment, to provide sponsored residential services, to provide services in the home of a
226 sponsored residential service provider, or to enter into a shared living arrangement with a person
227 receiving medical assistance services pursuant to a waiver.

228 ~~K.~~ L. Any person employed by a temporary agency that has entered into a contract with the provider
229 and who will serve in a direct care position on behalf of the provider licensed pursuant to this article
230 shall undergo a background check that shall include:

231 1. A criminal history records check through the Central Criminal Records Exchange pursuant to
232 § 19.2-389; and

233 2. A search of the central registry maintained pursuant to § 63.2-1515 for any founded complaint of
234 child abuse and neglect.

235 Except as otherwise provided in subsection C, D, E or ~~F~~ G, no provider licensed pursuant to this
236 article shall permit any person employed by a temporary agency that has entered into a contract with the
237 provider to provide direct care services on behalf of the provider if that person has been convicted of (i)
238 any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (ii)
239 any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (a) in the five
240 years prior to the application date for employment or (b) if such person continues on probation or parole
241 or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of
242 barrier crime in § 19.2-392.02.

243 **§ 37.2-506. Background checks required.**

A. As used in this section:

"Direct care position" means any position that includes responsibility for (i) treatment, case management, health, safety, development, or well-being of an individual receiving services or (ii) immediately supervising a person in a position with this responsibility.

"Hire for compensated employment" does not include (i) a promotion from one adult substance abuse or adult mental health treatment position to another such position within the same community services board or (ii) new employment in an adult substance abuse or adult mental health treatment position in another office or program of the same community services board if the person employed prior to July 1, 1999, had no convictions in the five years prior to the application date for employment. "Hire for compensated employment" includes (a) a promotion or transfer from an adult substance abuse treatment position to any mental health or developmental services direct care position within the same community services board or (b) new employment in any mental health or developmental services direct care position in another office or program of the same community services board for which the person has previously worked in an adult substance abuse treatment position.

"Shared living" means an arrangement in which the Commonwealth's program of medical assistance pays a portion of a person's rent, utilities, and food expenses in return for the person residing with and providing companionship, support, and other limited, basic assistance to a person with developmental disabilities receiving medical assistance services in accordance with a waiver for whom he has no legal responsibility.

B. Every community services board shall require (i) any applicant who accepts employment in any direct care position with the community services board, (ii) any applicant for approval as a sponsored residential service provider, (iii) any adult living in the home of an applicant for approval as a sponsored residential service provider, (iv) any person employed by a sponsored residential service provider to provide services in the home, (v) any person who enters into a shared living arrangement with a person receiving medical assistance services pursuant to a waiver, and (vi) any person under contract to serve in a direct care position on behalf of the community services board 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 C, D, E, or F G, no community services board shall hire for compensated employment, approve as a sponsored residential service provider, permit to enter into a shared living arrangement with a person receiving medical assistance services pursuant to a waiver, or permit any person under contract to serve in a direct care position on behalf of the community services board persons who have been convicted of (a) any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime in § 19.2-392.02 or (b) any offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02 (1) in the five years prior to the application date for employment, the application date to be a sponsored residential service provider, or entering into a shared living arrangement or (2) if such person continues on probation or parole or has failed to pay required court costs for such offense set forth in clause (iv) of the definition of barrier crime in § 19.2-392.02.

The Central Criminal Records Exchange, upon receipt of an applicant's record or notification that no record exists, shall submit a ~~report~~ record to the requesting executive director or personnel director of the community services board. If any applicant is denied employment because of information appearing on his 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 FBI. The information provided to the executive director or personnel director of any community services board shall not be disseminated except as provided in this section.

C. Notwithstanding the provisions of subsection B, the community services board may hire for compensated employment or permit any person under contract to serve in a direct care position on behalf of the community services board or permit any person employed by a temporary agency that has entered into a contract with the community services board to provide direct care services on behalf of the community services board at adult substance abuse or adult mental health treatment programs a person who was convicted of any violation of § 18.2-51.3; any misdemeanor violation of § 18.2-56 or 18.2-56.1, subsection A of § 18.2-57, or § 18.2-57.2; any violation of § 18.2-60, 18.2-89, 18.2-92, or 18.2-94; any misdemeanor violation of § 18.2-282, 18.2-346, or 18.2-346.01; any offense set forth in clause (iii) of the definition of barrier crime in § 19.2-392.02, except an offense pursuant to subsection H1 or H2 of § 18.2-248; or any substantially similar offense under the laws of another jurisdiction, if the hiring community services board determines, based upon a screening assessment, that the criminal behavior was substantially related to the applicant's substance abuse or mental illness and that the person has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.

D. Notwithstanding the provisions of subsection B, the community services board may hire for compensated employment or permit any peer recovery specialist under contract to serve in a direct care position on behalf of the community services board or permit any peer recovery specialist employed by a temporary agency that has entered into a contract with the community services board to provide direct care services on behalf of the community services board at adult substance abuse treatment programs a peer recovery specialist who has been convicted of any offense set forth in clause (ii), (iii), or (iv) of the definition of barrier crime in § 19.2-392.02 if the hiring provider determines, based upon a screening assessment, that the criminal behavior was substantially related to the peer recovery specialist's substance abuse or mental illness and that the peer recovery specialist has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse or mental illness history.

E. Notwithstanding the provisions of subsection B, the community services board may hire for compensated employment or permit any person under contract to serve in a direct care position on behalf of the community services board or permit any person employed by a temporary agency that has entered into a contract with the community services board to provide direct care services on behalf of the community services board at adult substance abuse treatment programs a person who has been convicted of not more than one offense under subsection C of § 18.2-57, or any substantially similar offense under the laws of another jurisdiction, if (i) the person has been granted a simple pardon if the offense was a felony committed in Virginia, or the equivalent if the person was convicted under the laws of another jurisdiction; (ii) more than 10 years have elapsed since the conviction; and (iii) the hiring community services board determines, based upon a screening assessment, that the criminal behavior was substantially related to the applicant's substance abuse and that the person has been successfully rehabilitated and is not a risk to individuals receiving services based on his criminal history background and his substance abuse history.

F. The community services board and a screening contractor designated by the Department shall screen applicants who meet the criteria set forth in subsections C and, D, or E to assess whether the applicants have been rehabilitated successfully and are not a risk to individuals receiving services based on their criminal history backgrounds and substance abuse or mental illness histories. To be eligible for such screening, the applicant shall have completed all prison or jail terms, shall not be under probation or parole supervision, shall have no pending charges in any locality, shall have paid all fines, restitution, and court costs for any prior convictions, and shall have been free of parole or probation for at least five years for all convictions. In addition to any supplementary information the community services board or screening contractor may require or the applicant may wish to present, the applicant shall provide to the screening contractor a statement from his most recent probation or parole officer, if any, outlining his period of supervision and a copy of any pre-sentencing or post-sentencing report in connection with the felony conviction. The cost of this screening shall be paid by the applicant, unless the board decides to pay the cost.

G. Notwithstanding the provisions of subsection B, a community services board may (i) hire for compensated employment, (ii) approve as a sponsored residential service provider, (iii) permit to enter into a shared living arrangement, or (iv) permit any person under contract to serve in a direct care position on behalf of the community services board or permit any person employed by a temporary agency that has entered into a contract with the community services board to provide direct care services on behalf of the community services board persons who have been convicted of not more than one misdemeanor offense under § 18.2-57 or 18.2-57.2, or any substantially similar offense under the laws of another jurisdiction, if 10 years have elapsed following the conviction, unless the person committed the offense while employed in a direct care position. A community services board may also approve a person as a sponsored residential service provider if (a) any adult living in the home of an applicant or (b) any person employed by the applicant to provide services in the home in which sponsored residential services are provided has been convicted of not more than one misdemeanor offense under § 18.2-57 or 18.2-57.2, or any substantially similar offense under the laws of another jurisdiction, if 10 years have elapsed following the conviction, unless the person committed the offense while employed in a direct care position.

H. Community services boards also shall require, as a condition of employment, approval as a sponsored residential service provider, permission to enter into a shared living arrangement with a person receiving medical assistance services pursuant to a waiver, or permission for any person under contract to serve in a direct care position on behalf of the community services board, written consent and personal information necessary to obtain a search of the registry of founded complaints of child abuse and neglect that is maintained by the Department of Social Services pursuant to § 63.2-1515.

I. The cost of obtaining the criminal history record and search of the child abuse and neglect registry record shall be borne by the applicant, unless the community services board decides to pay the cost.

J. Notwithstanding any other provision of law, a community services board that provides services

367 to individuals receiving services under the state plan for medical assistance services or any waiver
368 thereto may disclose to the Department of Medical Assistance Services (i) whether a criminal history
369 background check has been completed for a person described in subsection B for whom a criminal
370 history background check is required and (ii) whether the person described in subsection B is eligible
371 for employment, to provide sponsored residential services, to provide services in the home of a
372 sponsored residential service provider, or to enter into a shared living arrangement with a person
373 receiving medical assistance services pursuant to a waiver.

374 ~~J.~~ K. A person who complies in good faith with the provisions of this section shall not be liable for
375 any civil damages for any act or omission in the performance of duties under this section unless the act
376 or omission was the result of gross negligence or willful misconduct.

377 ~~K.~~ L. Any person employed by a temporary agency that has entered into a contract with a
378 community services board and who will serve in a direct care position on behalf of the community
379 services board shall undergo a background check that shall include:

380 1. A criminal history records check through the Central Criminal Records Exchange pursuant to
381 § 19.2-389; and

382 2. A search of the central registry maintained pursuant to § 63.2-1515 for any founded complaint of
383 child abuse and neglect.

384 Except as otherwise provided in subsection C, D, E, or ~~F~~ G, no community services board shall
385 permit any person employed by a temporary agency that has entered into a contract with the community
386 services board to provide direct care services on behalf of the community services board if that person
387 has been convicted of (i) any offense set forth in clause (i), (ii), or (iii) of the definition of barrier crime
388 in § 19.2-392.02 or (ii) any offense set forth in clause (iv) of the definition of barrier crime in
389 § 19.2-392.02 (a) in the five years prior to the application date for employment, the application date to
390 be a sponsored residential service provider, or entering into a shared living arrangement or (b) if such
391 person continues on probation or parole or has failed to pay required court costs for such offense set
392 forth in clause (iv) of the definition of barrier crime in § 19.2-392.02.