

Automated Background Checks: Cutting Costs for Employers and Strengthening Protection for Vulnerable Ohioans

- Ohio employers are required to conduct a criminal background check through the Bureau of Criminal Identification and Investigation (BCI) before hiring a person to work in a long-term care setting with direct access to patients, and conduct additional post-hiring checks every five years.
- The current system is administratively burdensome and expensive for employers, and sometimes allows inappropriate individuals to hold positions of trust because crimes committed between five-year follow up checks may remain undisclosed until the next periodic check.
- The Mid-Biennium Review (MBR) allows private employers that are required to perform background checks to query BCI's existing "rap back" service, which uses stored fingerprint records to track new criminal information. Once an applicant undergoes an initial fingerprint check, the rap back service provides an automated notification to the employer if that person is later fingerprinted as a result of an arrest or conviction.
- The BCI rap back service provides better protection for the public because it allows employers to immediately terminate employment if an employee is convicted of a crime that disqualifies them from having access to patients. Also, rap back saves time and administrative costs for participating employers.
- A broad coalition of health care providers supports the rap back provision, including the Ohio Provider Resource Association, Area Agencies on Aging, county developmental disabilities boards, Council for Home Care and Hospice, Ohio Health Care Association, Mid-West Care Alliance, and others.