

Are you applying to work:

- **at a daycare or childcare facility?**
- **at a nursing home or other long-term care facility?**
- **as a paid in-home caregiver for your disabled family member?**

These jobs require special fingerprint background checks through the state of Georgia. If you have a criminal record, keep reading to understand the background check process and your legal rights.

I. After you receive a job offer in childcare or long-term care:

You will get fingerprinted, and your fingerprints will be sent to a Georgia state agency. You cannot start the job until your background check comes back.

You will also need to be fingerprinted if you are applying to become a paid family caregiver through the Georgia Structured Family Caregiving Program.

II. The Background Check

The agency will look at your criminal record and determine whether it is SATISFACTORY or UNSATISFACTORY for the type of job. The agency does not care about everything on your criminal record. They are looking for specific types of offenses.

See the back of this flyer to understand what your background check result will be.

III. Getting Your Decision

The agency will send you a letter with the result of your background check. Keep this letter because it has important information about your options.

IV. What Next?

If your background check is SATISFACTORY, you can start working right away!

If your background check is UNSATISFACTORY, you will need to go through a special appeal process. You can often get permission to work through the appeal process. You can talk to a judge at a hearing and explain the positive things you have done since your conviction and that you are qualified for the job, and the judge can give you a clear background check.

For More Information: Licensing Intake

Intake@GJP.org

404-827-0027 ext. 1

WHAT WILL MY BACKGROUND CHECK SHOW?

FOR CHILDCARE AND DAYCARE WORK:

You will get a background check through the Georgia Department of Early Childcare and Learning (“DECAL”).

Generally speaking, your background check will be unsatisfactory if you have any felony convictions in your lifetime, or if you have a misdemeanor conviction relating to children or a misdemeanor sexual offense. Your background check will also be unsatisfactory if you are on any sex offender registry.

If you have a conviction for a violent or sexual misdemeanor against a child or a felony conviction for murder, child abuse or neglect, a crime against a child, spousal abuse, rape or sexual assault, kidnapping, arson, assault or battery, you will be permanently disqualified from working in a childcare setting. If you are on the sex offender registry, you are also permanently disqualified from working in childcare.

For all other offenses: if you get an unsatisfactory background check, you will have the opportunity to appeal and argue that you should be allowed to work in childcare or daycare based on the positive things you have done since your conviction and your qualifications for the job.

For more info, see: <https://www.dec.al.ga.gov/documents/attachments/crcpolicy.pdf>

FOR NURSING HOME, LONG-TERM CARE, AND PAID FAMILY CAREGIVING WORK:

You will get a background check through the Georgia Department of Community Health (“DCH”).

Generally speaking, your background check will be unsatisfactory if you have served a sentence in the last 10 years for most felonies or for a couple specific misdemeanors.

- Unsatisfactory felonies include: controlled substance felonies, theft felonies, fraud or forgery felonies, and sexual or violent felonies.
- Unsatisfactory misdemeanors include: child molestation misdemeanors and failing to report elder abuse.

If you have a conviction for a serious violent felony, a sexual offense, labor or sexual trafficking, elder neglect or exploitation, or aggravated assault or battery of a law enforcement officer, you are permanently disqualified from working in a long-term care facility or as a paid family caregiver.

For all other offenses: if you get an unsatisfactory background check, you will have the opportunity to appeal and argue that you should be allowed to work as a caregiver based on the positive things you have done since your conviction and your qualifications for the job.

For more info, see: <https://dch.georgia.gov/divisionsoffices/hfrd/facility-licensure/georgia-criminal-history-check-system-gchexs>