

Stage of review	Investigations of alleged abuse/neglect (existing process)	At the time findings are made (mostly existing process)	Abuse Review Panel * (new process)	Abuse Review Panel Appeal process (new process)
	<ul style="list-style-type: none"> Report received by division/ investigation triggered Investigation completed using statute/program rule definitions and protocols regarding investigative procedures, weighing relevant evidence, mitigating and aggravating factors, Findings completed—investigator makes recommendations 	<ul style="list-style-type: none"> Findings reviewed by management Findings are determined--founded/ substantiated or not Subject notified Appeal completed if requested Department action determined—licensing/ personnel action/case management action Management review of findings using the HB 2175 criteria/ classification system to determine referral for review by the Abuse Review Panel* Subject notified* 	<ul style="list-style-type: none"> Abuse Review Panel reviews case using the HB 2175 criteria/ classification system Interviews the subject individual Consults with expertise in program area or protective services if needed Makes determination regarding placement on the Abuse Review Registry Notifies subject individual of appeal rights Subject individual appeals 	<ul style="list-style-type: none"> Subject individual submits request, given information regarding the process DHS hearings representative prepares case Administrative review with subject individual and key witnesses Final determination made—referral for Administrative Hearing with ALJ or no referral but will use information for a screening for fitness determination for that position Administrative Hearing—presentation of the case, witnesses interviewed, ALJ makes findings
Decision makers	CPS/APS/OIT Investigator/supervisor	Higher level review by CPS/APS/OIT divisions	Abuse Registry Review Panel (composed of DHS and stakeholders)	Administrative Hearing Review Process; administrative law judge
Key decision made	Did abuse/neglect occur, and was subject individual responsible?	Found or not; If yes, use criteria to determine if abuse/neglect rises to the level to refer to the panel for consideration?	Should the subject individual be put on the registry barring them from employment working with DHS clients?	Did review panel make reasonable decision about placement on registry?
Decision options	Recommend finding of founded, unfounded, insufficient evidence/unable to determine	Founded, unfounded, unable to determine Refer to panel for review, or not	Add to registry to bar any employment, or allow for case by case weighing	Uphold or reverse