POTENTIALLY DISQUALIFYING & MANDATORY EXCLUSION ABUSE
ODHS|OHA Employees and Volunteers, and OSH Contractors

For individuals going through a background check by the Background Check Unit (BCU), this flyer explains potentially disqualifying abuse and mandatory exclusion abuse. This information is for you if you are or are seeking to be an employee of the Oregon Department of Human Services (ODHS) or Oregon Health Authority (OHA); a volunteer or student intern for ODHS or OHA; or a contractor for Oregon State Hospital.

Potentially Disqualifying Abuse

For your background check, any abuse investigation held or received by ODHS or OHA may be potentially disqualifying if:

- The outcome is substantiated, founded, or valid; AND
- You are found to be responsible for the abuse (you are named as the alleged perpetrator, reported perpetrator or respondent in the investigation).

If formal review or appeal rights are offered to the alleged perpetrator (that is, you), BCU may consider the abuse as potentially disqualifying after these rights are completed or timed out.

BCU looks at all records of abuse regardless of how long ago it occurred. BCU considers any type of child abuse or abuse of vulnerable adults (those with developmental disabilities, severe mental illness, or physical disabilities, and adults over 65 years old). Examples of abuse are: financial exploitation, neglect, physical abuse, sexual abuse, verbal or emotional abuse, isolation, mistreatment, or threat of harm, etc.

In most cases when BCU finds abuse, it is potentially disqualifying. This means that BCU reviews details and information about the abuse before making a final fitness determination on your background check.

Mandatory Exclusion Abuse

There is one situation when an abuse outcome of substantiated is considered a mandatory exclusion: if you are an employee of a Stabilization and Crisis Unit (SACU) facility and you were hired on or after 1/1/2018. See OAR 407-007-0445 for details. Mandatory exclusion results in immediate ineligibility for the position your background check is for.