

## **Criminal Background Information:**

*Veterinary Technician Credentialing carries "the connotation of trust, belief, and confidence, for without these attributes, the certification or the license would have little worth" (www.navta.net).*

The nature of the veterinary medicine field demands professional conduct and ethics. The access to controlled substances and the Drug Enforcement Agency's (DEA) involvement in veterinary settings justifies the need for assessing criminal backgrounds for veterinary internships, credentialing, and employment. Before applicants with a criminal background commit their resources to the program, they need to discuss whether or not their specific background will be a barrier to entering the field of veterinary medicine with Bel-Rea's Director of Student Services.

### **Typical Disqualifying Offenses for Human and Veterinary Nursing Employment:**

- *Any misdemeanor or felony committed in the course of veterinary practice.*
- *Any crime related to the sale, possession, transfer, or distribution of controlled substances or narcotics.*
- *Any violent felony, felony theft crime, misdemeanor theft crime.*
- *Any crime of violence (i.e. assault, arson, domestic violence, animal cruelty).*
- *Any sex crime or crime of child abuse; Registered Sex Offenders.*
- *Crimes of moral turpitude (i.e. prostitution, public exposure).*
- *More than one D.U.I. or D.W.I..*

Note: This is not an all-inclusive list. Some offenses have no time limit, others will have a time limit of 5 to 10 years. Applications are reviewed on a case-by-case basis. The training program, credentialing organization, internship site, or employer may request additional applicant information as part of the decision-making process.

### **Potential Additional Screenings for Employment:**

- *Credit history (i.e. for positions that involve money handling or accounting).*
- *Drug screening (i.e. for positions with pharmacological duties).*
- *Driving record (i.e. for mobile clinic vehicle operation or transporting of animals).*
- *FBI fingerprinting (i.e. for positions that involve sensitive information or working with children).*

### **Internships, Credentialing, and Employment:**

- **All veterinary internship hospitals have the right to perform background checks on all applicants. Students who cannot participate in a clinical internship due to criminal or other adverse activities are unable to fulfill the requirements for an Associate of Applied Science in Veterinary Technology.**
- All Licensure (LVT) and many Registration (RVT) states will require a background check as part of the credentialing process. Since Colorado is a voluntary Certification (CVT) state, our state association does not automatically perform a background check on applicants, but encourages all employers to do so as part of the hiring process.
- Government jobs will always require a background check.
- Due to the pharmaceutical access in veterinary settings, felonies or certain misdemeanors will also likely prevent individuals from obtaining typical student-level positions (i.e. kennel worker, stable hand, receptionist, or veterinary assistant).

### **Equal Employment Opportunity Commission Guidelines/Title VII (www.eeoc.gov):**

- All employers have the right to ask about an applicant's arrest or conviction history.
- If an employer chooses to perform background checks, they must do so consistently, and show that they have a business need to bar employees with conviction records from the job being sought (i.e. access to controlled substances). If minorities are disproportionately affected by policies concerning arrest/conviction records, the employer can maintain the policy if they prove a business need. Decisions must be made based on the nature and gravity of the offense, the time since the conviction and/or completion of the sentence, and the nature of the job held or sought.

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