

Agile Partnering Background Check Policy

It is our policy to run a background check on all W2 employees, including, but not limited to, the following items:

- National Criminal Database Check, seven years
- Criminal Check County Level, seven years
- SSN Trace
- Sex Offender Search, National

For candidates seeking employment with the Florida Agency for Healthcare Administration, we utilize the background screening provided by the AHCA Background Screening Clearinghouse.

We consider eligibility for employment based on these criteria:

- Relevancy of the crime to the job description
- Severity of the crime
- How long ago the crime was committed
- Repeat offenses

Each candidate's background check results are reviewed against these criteria, and in consideration of the specific job description, our staff determines eligibility for employment. In the event that more information is needed, we reach out directly to the candidate with an invitation to refute or clarify the report details. If the results are not satisfactory, we begin an Adverse Action process with a Pre-adverse action letter to the candidate and postpone their employment eligibility until further notice.