



Department of  
Developmental Disabilities

# **BACKGROUND CHECKS FOR EMPLOYMENT**





# **Background Checks For Employment**

**New definitions for who is  
required to have a background  
check**



Department of  
Developmental Disabilities







# **Background Checks For Employment**

**New definitions for who is required to conduct background checks**

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**Tier 3 Disqualifying Offenses (Seven-Year Exclusion):**

959.13 (cruelty to animals)

959.131 (prohibitions concerning companion animals)

**Tier 4 Disqualifying Offenses (Five-Year Exclusion):**

2903.13 (assault)

2903.22 (menacing)

2907.09 (public indecency)

2907.24 (soliciting after positive human immunodeficiency virus test)

2907.25 (prostitution)

2907.33 (deception to obtain matter harmful to juveniles)

2911.13 (breaking and entering)

2921.12 (tampering with evidence)

2921.21 (compounding a crime)

2921.24 (disclosure of confidential information)

2921.32 (obstructing justice)

2921.321 (assaulting/harassing police dog or horse/service animal)

2921.51 (impersonation of peace officer)

2923.01 (conspiracy) when the underlying offense is any of the offenses or violations on this list.

**Tier 5 Disqualifying Offenses (No Exclusion):**

2925.11 (drug possession that is minor drug possession offense)

2925.14 (illegal use or possession of drug paraphernalia)

2925.141 (illegal use or possession of marihuana drug paraphernalia)

2913.43 (securing writings by deception)

2913.44 (personating an officer)

2913.441 (unlawful display of law enforcement emblem)

2913.45 (defrauding creditors)

2913.51 (receiving stolen property)

2919.12 (unlawful abortion)

2919.121 (unlawful abortion upon minor)

2919.123 (unlawful distribution of an abortion-inducing drug)

2919.23 (interference with custody)

2919.24 (contributing to unruliness or delinquency of child)

2929.01 (violation of municipal ordinance or law)

A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

2927.01 (tampering with drugs)

2927.12 (ethnic intimidation)

A violation of an existing or former municipal ordinance or law of this state, any other state, or the United States that is substantially equivalent to any of the offenses or violations on this list.

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Disqualify  
levels. C  
list of off

Tier C

Tier T

Tier T

Tier Four

Tier Five

Each tier

bilities

Ohio





























# **Background Checks For Employment**

## **Background checks for current employees**

### **Post Hire Criminal Record Checks**

For agency providers and county boards who completed a 3-year background check under the Provider Certification rule, the next criminal background check is due 5 years from the date of the last post hire criminal record check.















