Rap Back Service for Fingerprint Criminal Background Checks and Q & A

Office of Inspector General
Background Investigations Unit

August 19, 2021
Mission

The mission of the Department of Community Health is to provide access to affordable, quality health care to Georgians through effective planning, purchasing, and oversight.

We are dedicated to A Healthy Georgia.
Agenda

- Background Investigations Unit Overview
- Melanie Simon, Executive Director, Healthcare Facility Regulation Division
- Rap Back Overview
- GCHEXS Employment Verification Overview
- Points of Contact
- Questions
The Office of Inspector General Background Investigations Unit performs state and federal criminal history background investigations on behalf of the Department, including the Office of Health Care Facility Regulation and the Office of Human Resources.
What is Rap Back?

“Record of Arrest and Prosecution Background”

- Rap Back is the retention of applicant or employee fingerprints for an ongoing monitoring or continuous evaluation of the criminal history status so long as the individual remains employed or licensed by the department or provider.
A “Rap Back” program will inform a government agency when an individual who has undergone a fingerprint-based background check, and whose civil fingerprints are retained by a criminal history repository after the check, is subsequently arrested or other criminal justice information is received.

A state Rap Back Program offers ongoing monitoring of direct access employees working with vulnerable populations.
SB 336 and HB91

- SB 336 is the first ever Georgia Rap Back legislation.

- On April 28, 2019, the Governor signed HB 91 into law which allows the Georgia Bureau of Investigation (GBI) to retain an applicant’s fingerprints.
Once the Rap Back is implemented certain Georgia state agencies that have oversight of vulnerable populations (e.g., disabled, children and/or the elderly) are authorized through legislation to voluntary participate in the Rap Back program.

DCH is the first Department in Georgia to go live with Rap Back.
When will the Rap Back program be deployed?

- The DCH will implement Rap Back on Monday, August 30, 2021.

- When an applicant or employee is fingerprinted under the Georgia Long Term Care Program authority, the applicant is automatically enrolled into the Rap Back Program.
Continuous Monitoring

• The individual’s civil fingerprints, will be retained and monitored until termination of employment or end of license.

• The provider will be notified by DCH if an adverse action is determined based on the arrest or criminal justice information received through the Rap Back Program.
Provider Responsibility

- Ensure the GCHEXS employee roster is updated/validated.
- Properly separate employees in GCHEXS roster if the employee is terminated, not hired, or resigns. It doesn’t matter if there will be a one-day separation.
- Ensure the applicant or employee acknowledge the GBI/FBI Privacy Rights and Caregiver Portal Disclosure.
Employment Verification

• At a Glance
  – Employment Verification Needed (Within 30 Days)
  – Employment Verification Past Due
Employment Verification

Search dates default to next 30 days

Key Dates!

Select check box for those you intend to verify employment
Employment Verification

![Employment Verification Image]

**Filter Options**
- Employment Verification Needed From: [08/10/2021]
- Employment Verification Needed By: [09/10/2021]
- Provider:
- Last Name:

**Search**

**Results**
- If an individual name has changed, update name on Person Summary page.

<table>
<thead>
<tr>
<th>Provider</th>
<th>Last Name</th>
<th>First Name</th>
<th>Position</th>
<th>Permanent Hire Date</th>
<th>Employment Verification Last Verified</th>
<th>Employment Verification Needed By</th>
</tr>
</thead>
<tbody>
<tr>
<td>Test Provider</td>
<td>Barnett</td>
<td>George</td>
<td>NTP Administrator</td>
<td>09/02/2020</td>
<td>09/02/2020</td>
<td>09/02/2021</td>
</tr>
</tbody>
</table>

1 Total Results

[Click Verify Selected]

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