



Important Notification- All MHMR Tarrant Employees

Please take the time to review this document in its entirety.

Currently, criminal history checks are conducted at date of hire and annually thereafter for each employee of our organization. These background checks are processed the month prior to an employee's anniversary month. Please be advised that it will be the responsibility of our organization to ensure that none of our employees have been convicted of any of the offenses listed on the "Permanent Bars to Employment". If any of the following bars to employment appear on an employee's background check, be advised that this is grounds for immediate termination. The statute including any changes to the statute applies to **all employees** regardless of length of employment. (Example: If you have been employed by MHMRTC prior to new statutes, your employment with the organization will be terminated if any of the **Permanent Bars to Employment** appear **as a conviction** on your background check).

The statute is found in the Health and Safety Code Chapter 250, which lists bars to employment, and can be reviewed at:

<http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.250.htm>

Please be informed that MHMR of Tarrant County must adhere to the statute and any changes in the statute in order to remain in compliance with all state laws. Listed on the attached pages are the bars to employment and any additional bars added as a result of any changes in statute since October 2007. We continually monitor the statute and will revise this list as needed:

Permanent bars to employment:

- Criminal Homicide
- Kidnapping and Unlawful Restraint
- Continuous Sexual abuse of young child or children
- Indecency with a Child
- Sexual Assault
- Aggravated Assault
- Injury to a Child, Elderly Individual, or Disabled Individual
- Abandoning or endangering a Child
- Aiding Suicide
- Agreement to Abduct from Custody
- Sale or Purchase of a Child

Arson
Robbery
Aggravated Robbery
Indecent Exposure
Improper Relationship between Educator and Student
Improper Photography or Visual Recording
Deadly Conduct
Aggravated Sexual Assault
Terroristic Threat
Online solicitation of a Minor
Money Laundering
Medicaid Fraud
Obstruction or retaliation
Cruelty to livestock animals
Cruelty to non-livestock animals

A conviction under the laws of another state, federal law, or the Uniform Code of Military Justice for an offense containing elements that are substantially similar to the elements of an offense listed by this subsection.

The following Convictions Bar Employment for Five Years From Date of Conviction:

Assault (Punishable as a Class A Misdemeanor or as a Felony)
Burglary
Theft (Punishable as a Felony)
Misapplication of Fiduciary Property or Property of a Financial Institution (that is punishable as a Class A Misdemeanor or a Felony)
Securing Execution of a Document by Deception (that is punishable as a Class A Misdemeanor or a Felony)
False Identification as a Peace Officer
Disorderly Conduct

Deferred Adjudication

A person who is placed on deferred adjudication community supervision for an offense listed in the “**Bars to Employment**”, successfully completes the period of deferred adjudication community supervision, and receives a dismissal and discharge in accordance with Section 5(c), Article 42.12, Code of Criminal Procedure, is not considered to be convicted of the offense for which the person received deferred adjudication community supervision.