

**Iowa Department of Inspections and Appeals  
Health Facilities Division  
Citation**

Citation Number: <b>9048</b>		Date: <b>1-21-21</b>		
Facility Name: <b>Friendship Home</b>		Survey Dates: <b>January 4-7, 2021</b>		
Facility Address/City/State/Zip <b>714 North Division Street Audubon, IA 50025</b>		SB		
Rule or Code Section	Nature of Violation	Class	Fine Amount	Correction date

<b>58.11(3)</b>	<p><b>481—58.11(135C) Personnel.</b>  <b>58.11(3)</b> Employee criminal record checks, child abuse checks and dependent adult abuse checks and employment of individuals who have committed a crime or have a founded abuse. The facility shall comply with the requirements found in Iowa Code section 135C.33 as amended by 2013 Iowa Acts, Senate File 347, and rule 481—50.9(135C) related to completion of criminal record checks, child abuse checks, and dependent adult abuse checks and to employment of individuals who have committed a crime or have a founded abuse.  (I, II, III)</p> <p><b>DESCRIPTION:</b></p> <p>Based on personnel file reviews, policy review, and staff interview the facility failed to obtain a complete criminal background check within 30 days prior to the date of hire for 1 of 5 currently employed staff (Staff B). The facility reported a census of 37 residents.</p> <p>Findings include:</p> <p>The personnel file for Staff B, Certified Nurse's Aide (CNA), documented a hire date of 11/8/20. The file contained a criminal background check dated 11/9/20, with documentation that there was</p>	<b>II</b>	<b>\$500</b>	<b>Upon receipt</b>
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Facility Administrator

\_\_\_\_\_  
Date

**If, within thirty (30) days of the receipt of the citation, you (1) do not request a formal hearing or; (2) withdraw your request for formal hearing, and (3) pay the penalty; the assessed penalty will be reduced by thirty-five percent (35%) pursuant to Iowa Code section 135C.43A (2013).**

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	<p>an error running license or abuse registries check and to try later. The Sex Offender Registry results revealed database unavailable and directed the facility to try again later.</p> <p>On 1/5/21 at 5:30 PM, the Administrator confirmed Staff B's criminal background check was incomplete, with no results for the Sex Offender Registry.</p> <p>On 1/6/21 at 9:00 AM, the Administrator stated she received confirmation from the Division of Criminal Investigation, Sex Offender Registry; as of today's date Staff B was not on the Sex Offender Registry Public Website. Email dated 1/6/21 at 8:45 AM, confirmed this notification.</p> <p>On 1/6/21 at 2:10 PM, the Administrator stated the facility did not have a policy in place regarding Criminal Background Checks prior to employment. The Administrator stated the facility had a new hire checklist in place that indicates what is required prior to hire and prior staff to starting employment. The Administrator stated she had confidence in her team that the re-check was completed. The Administrator stated it had never been the practice of the facility to hire or start employment for staff without the new hire paperwork completed.</p>			
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	<p>Interview on 1/7/21 at 10:23 AM the Administrator stated the facility did have, and provided, a policy regarding background checks prior to staff employment.</p> <p>Policy titled Background Screening Investigations undated, stated the personnel/human resource director or designee would conduct employment background checks on persons making application for employment with the facility. Such investigation would be initiated within two days of employment or offer of employment. Inquiries concerning nursing services employee background investigation screenings should be referred to the director of nursing.</p> <p><b>FACILITY RESPONSE:</b></p>			
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