



Client Minor Policy

Freedom Now Home Care (FNHC) ensures that all members of the client's family are safe and protected before we send an employee into their home. If a client has a minor in the house at the same time as the employee, FNHC will have them check off that they will have a minor at the time of services being provided. With this signed form, FNHC will obtain a child abuse clearance from the potential employee schedule to work with the client before the employee is sent to the house. FNHC will not send any employee to the client's house who have no child abuse clearance if a minor is in that client's home. Once the clearance comes back and it is clear, we will then continue with the services and get the employee oriented before going to the client's house. All employees who work for the client who has a minor in the house will be required to have child abuse clearances. There is no exception in this case. FNHC will annually monitor the employee files to ensure the clearance is in the folder and is not misplaced. FNHC will also monitor the employees to ensure nothing is going on in the home for safety measures. We ensure that our clients and clients families are safe while our workers are there providing services. If a client or family member ever feels uncomfortable with a certain

employee, that employee will be removed immediately, and FNHC will investigate the situation to make sure nothing has happened.

Background Clearances

Criminal Background Check and Child Abuse Clearance Policy

All employees of Freedom Now Home Care (FNHC) are subject to PA State Criminal Background Check prior to being hired. FNHC reserves the right to do additional background checks annually or at the discretion of the Agency. This policy can also include an FBI Background Check, if the individual has not resided in Pennsylvania for at least two years prior to seeking employment with FNHC. Criminal history background checks are obtained within 30 working days from the date the employee/agency initiates services to the Participant.

In the case of minor children residing in the home of a Participant or if such an addition to a household serviced by FNHC should occur, the perspective/ current employee will also be required to submit for PA State Child Abuse History Clearance through the Department of Public Welfare Child-line and Abuse Registry.

If an employee is deemed eligible through the provisions regarding the Nixon v. Commonwealth of PA et al. 2003 decision they will have to provide documentation from previous employer(s) that they did indeed complete five years of care-dependent work history before starting an assignment with a Participant.

All applicants to FNHC do affirm the absence of any crimes against children, elderly or the infirmed, however, in order to maintain a greater standard of security for those we service this policy is instituted without exception.

Caregiver Name:

Date:



1. According to the Adult Protective Services Act (APS) what defines an “Adult” according to age.
 - a. 21 and older
 - b. 18 to 59
 - c. 18 and older
 - d. 21 to 59

2. What Act requires law enforcement officials to conduct an investigation to determine if charges will be filed if suspected abuse is sexual, a serious injury, or results in a suspicious death?
 - a. Older Adults Protective Services Act (OAPSA)
 - b. Adult Protective Services Act (APS)
 - c. Home Care Abuse Reporting Act (HCARA)
 - d. None of the above

3. Under According to the Adult Protective Services Act (APS) who is considered a mandated reporter who has reason to suspect that a client is a victim of abuse. **(Choose all that apply)**
 - a. Child of the client
 - b. Caregiver
 - c. Administrator of Caregiving Company
 - d. Friend of client

4. Under both the Older Adults Protective Services Act (OAPSA) and Adult Protective Services Act (APS) do adults have the right to make choices that could cause risk to themselves or their property?
 - a. Yes
 - b. No

5. Who do you call if the individual suspected of being abused is under the age of 18?
 - a. Police
 - b. ChildLine
 - c. The clients’ Service Coordinator
 - d. Office of Long Term Living (OLTL)

6. When is a client’s right to take a risk no longer a right?
 - a. When the client is older than you and can justify their actions.
 - b. When the client’s own life or the lives of others are jeopardized by the at-risk behavior.
 - c. When your supervisor says so

7. According to Adult Protective Services Act (APS) what is the caregiving agency’s **(for example: Freedom Now Home Care)** responsibility if an employee is allegedly abusing clients? **(Choose all that apply)**
 - a. Call the police
 - b. Fire the caregiver
 - c. Suspend the caregiver
 - d. Use an approved supervised plan to monitor the caregiver until resolution of the accusation.