

# Ex-Offender Reentry Employment Final Report October 2007

FCFC Economic Self-Sufficiency Outcome Team  
Ex-Offender Reentry Employment Work Group



## **FCFC Economic Self-Sufficiency Outcome Team**

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Montgomery County Board of Commissioners

Mr. Willie F. Walker, Co-Chair  
The Dayton Urban League

## **Ex-Offender Reentry Work Group**

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# Ex-Offender Reentry Employment Work Group

## Executive Summary & Recommendations

### October 2007

#### Introduction and Overview of the Issue

“Reentry,” as defined by the Urban Institute Justice Policy Center, “is the process of leaving the prison system and returning to society.” Fashioning a reentry strategy for Montgomery County will require our community to develop a comprehensive, collaborative, and holistic approach that couples services, supports and structure with systemic change—including advocating for the state legislature to eliminate collateral sanctions which are barriers to employment.

After spending an average of 2.3 years in prison, sixteen hundred (1,600) inmates will be released from the Ohio Department of Rehabilitation and Correction (ODRC) and return to Montgomery County during 2007. Prior to release from prison, many inmates are not prepared for the challenges and barriers they will encounter while trying to become productive tax-paying citizens. Research has shown that ex-offenders who return with little or no family and community support, no income, poor job skills, untreated alcohol or drug abuse problems, and no stable place to live, are much more likely to re-offend and return to prison within three years of their release. Although employment is a key component to successful reentry, it is not a stand alone strategy that will reduce recidivism. The concept of providing a continuum of services and support to help ex-offenders return from prison and successfully re-establish themselves in their communities is becoming an important priority for a growing number of cities and counties in the U.S.

Montgomery County will spend approximately \$110M, which is 69% of its General Fund budget—up from 56% in 2000—on Criminal Justice services during 2007. Three thousand and fifty (3,050) Montgomery County residents are currently incarcerated in Ohio prisons—with fifty percent (50%) returning without supervision from the Adult Parole Authority. Sixty percent (60%) of Montgomery County residents committed to ODRC serve one year or less. In 2006, thirty-one percent (31%) of ODRC facilities were overcrowded. Due to overcrowding and the short lengths of stay, many ex-offenders do not receive the necessary rehabilitation services, (i.e., mental health, drug and/or alcohol treatment, literacy and GED education, job training or job readiness skills) while incarcerated. Thus, most will return to the community with the same employment barriers that they had prior to incarceration.

The demographic profile of individuals from Montgomery County committed to and returning from ODRC is both instructive and compelling. Most (87%) of those returning are men. Fifty-four percent (54%) are African-American; forty-six percent (46%) are White. Eighty-nine percent (89%) are single, divorced or separated. Forty-two percent (42%) have less than a high school diploma. Seventy-five percent (75%) reported abusing drugs, and forty percent (40%) reported abusing alcohol during the six months prior to their incarceration. Seventy-four percent (74%) had one or more prior felony convictions before being sent to prison. The rate of recidivism for Montgomery County (44.4%) exceeds both the Ohio rate (39%) and the rates of all of the other five large urban counties in Ohio. The recidivism rate is not without great financial cost—\$24,586 to incarcerate one inmate per year—underwritten by the taxpayers of Ohio.

Being concerned about the ex-offender’s successful transition from prisoner to contributing, tax paying citizen is in everyone’s self-interest. Considering the negative impact that unsuccessful reentry has on individuals, families, neighborhoods, communities, public safety, state and local government budgets, and the local economy, **the Ex-Offender Reentry Employment Work Group believes that the time for action is now.**

In November 2006, the Family and Children First Council’s Economic Self Sufficiency Outcome Team established the Ex-Offender Reentry Employment Work Group as a subcommittee of their Outcome Team. The Ex-offender Reentry Employment Work Group was given the following charge:

- Research and assess the current status of formerly incarcerated individuals reentering Montgomery County;
- Conduct analysis of local programs, services and available resources;
- Identify barriers to employment and economic self-sufficiency;
- Identify and review effective local and national programs and “best practice” models that have overcome barriers and led to stable employment; and,
- Recommend to the Family and Children First Council funding, program development and system change that will create increased employability and self sufficiency for ex-offenders returning to the community.

## Work Group Methodology & Key Principles

The Ex-Offender Reentry Work Group focused its attention in two areas: A) The experiences of best practice models nationally that increased employability and self-sufficiency for ex-offenders, and B) The current efforts and challenges of local providers in Montgomery County that assist ex-offenders in becoming employed.

The Work Group conducted an Ex-Offender Reentry Symposium “*Reentry and its Impact on Montgomery County*” in November 2006; examined and researched reentry best practice models locally and nationally; convened telephone conferences with reentry employment focused programs in Richmond, Philadelphia and Cleveland, as well as, the National Transitional Jobs Network. The Work Group met with a delegation from the Singapore Prison System who was in Dayton for a reentry conference. The visitors from Singapore were invited to Dayton by PowerNet (a local community-based organization working with reentering ex-offenders) to discuss the campaign they developed that has engaged their citizens in supporting and accepting ex-offenders back into communities throughout Singapore. In addition, staff surveyed local service providers to identify the services and supports that they provide, as well as the challenges encountered in serving ex-offenders.

The recommendations of the Ex-Offender Reentry Employment Work Group are based on the following guiding key principles, developed from best practices underway locally and nationally:

- Reducing recidivism is a County-wide issue, not just an issue for the City of Dayton. Public education and advocacy is necessary to create community awareness, generate community acceptance and inspire community action in supporting the successful reentry of ex-offenders.
- Ongoing engagement and relationship building with employers and other stakeholders is necessary to increase the community’s willingness to give ex-offenders a second chance, and improve employment outcomes for local residents returning from prison.
- Successful reentry planning and preparation must begin at the point of sentencing and commitment, and continue throughout the period of reentry.
- A comprehensive Continuum of Care that provides a coordinated network of employment, housing, legal, health, behavioral health and supportive services is key to successful reentry.
- Improving employment outcomes for ex-offenders will require community collaboration and public/private/non-profit partnerships, shared

accountability by all stakeholders, and adequate financial resources.

- Reentry Information System will be necessary to establish and track the reentry outcomes and indicators that will be used to assess progress and share results with the community.
- Employment preparation and retention services will be designed to meet both the needs of the ex-offender (employee-focused) as well as the employer (employer-driven).

## Local Ex-Offender Reentry Situation

*Upon release from prison, ex-offenders are faced with an array of challenges, such as:*

- *How and where do I eat and sleep?*
- *How do I get a job or training for a job?*
- *How do I cope with the broken relationships that I left behind?*
- *How do I recover from self-destructive habits?*
- *How do I become part of a productive, law-abiding community?*
- *And the question underlying all the others: Who cares?*

**Source: Boaz & Ruth, Inc.**

Included in the list below are barriers identified by the local employment service providers, the Ex-Offender Reentry Work Group and the various national reentry experts that the Work Group members spoke with. The gaps and barriers to employment identified by the local and national providers working with ex-offenders were remarkably consistent.

## Stigma Toward Ex-offender

- Criminal History
- Community / Employer Fear / Bias Toward Giving Ex-offenders a Second Chance
- Problem Recruiting Employers Willing to Hire Ex-offenders

## Inadequate Community Supports

- Lack of or Inadequate Informal Support Networks (Family, Friends, Mentors)
- Lack of Stable Housing Arrangements
- Uncoordinated Community Support Systems
- Difficulties Obtaining Subsidized Housing
- Lack of or Inadequate Transportation
- Untreated Physical / Mental Health Problems (diagnosed and undiagnosed)

## Difficulties Obtaining & Retaining Employment

- Poor Educational & Work Skills Attainment
- Sporadic Work History
- Lacking Basic Support & Life Skills / Job Retention Skills
- Untreated Substance Abuse
- Difficulties with Interpersonal Relationships

## Legal Issues

- Collateral Sanctions Impeding Ex-offender Progress
- Lack of Legal Assistance on a variety of issues (Child Support Arrearages, Suspended Drivers License, Bad Debts, Arrest & Criminal Records, etc.)

## Benefits to the Community

Despite the many barriers to employment discussed above, former inmates leave prison hoping to become productive citizens. For many ex-offenders, work is both a relevant goal and a way to rebuild their lives by earning the income necessary to secure permanent housing, and create better lives for themselves and their families. Even though the barriers appear to be numerous, they are not insurmountable. Research has shown that the family, friends and community of the formerly incarcerated can play an important role in helping to create a stable social environment that leads to successful reintegration. Successful reintegration of the formerly incarcerated through employment benefits the individuals, their families, as well as the community. These benefits include:

- More Stable, Productive Tax Paying Citizens
- Reduction in Crime—Safer Communities, Safer Schools
- Reduction in Criminal Justice Costs
- Reduced Rates of Recidivism
- Employers Receive Assistance Filling “Hard to Fill Jobs”
- Employers Have Strong Pool of Productive Employees
- Greater Acceptance of Ex-Offenders by the Community

Locally there have been encouraging, but limited, community efforts to assist ex-offenders with employment opportunities and self sufficiency. However, to have a greater community impact regarding successful reentry, the community will need to invest time, attention and resources to assist those returning from prison prior to and throughout the reentry process. State and local public and private services and supports need to be woven together into

an effective Continuum of Care that is outcome driven and easy for those returning to access and navigate. This will require community champions who can build the case for taking action, committing resources, establishing benchmarks and driving implementation to achieve successful outcomes.

## Ex-Offender Reentry Employment Recommendations

The Ex-Offender Reentry Employment recommendations are based on the seven (7) guiding principles developed from the best practices underway locally and in other communities.

- 1. Create a Community-Wide Reentry Task Force modeled after the Out of School Youth Task Force and the Homeless Solutions Leadership Team. Charge the Task Force with developing a comprehensive plan and Continuum of Care that sets goals for successfully rehabilitating and reintegrating ex-offenders within Montgomery County. Within the plan, address housing, collateral sanctions, behavioral health care, informal support networks, community advocacy, as well as employment issues and needs.**
- 2. Under the auspices of the Community-Wide Reentry Task Force, develop and carry out a community outreach, engagement and advocacy campaign to create awareness of the benefits of successful reentry; generate acceptance of ex-offenders; and, inspire community action.**
- 3. Develop pilot programs using public and private funding, and establish a partnership between Montgomery County and the Ohio Dept. of Rehabilitation & Correction (ODRC) that will prepare incarcerated residents for successful reentry and productive employment.**

The planning and preparation for successful reentry will begin when the offender is adjudicated. A comprehensive assessment will be done at the point of intake by ODRC and entered into an internet care management system that, with the permission of the inmate, will be available for access by local partner organizations (certified by ODRC). A range of education and training resources will be provided to the offender during his or her incarceration. Community supports will be developed and begin prior to release, and continue through the first six months of reentry.

**4.0 -Designate a Reentry Employment Implementation Team to seek and secure funding and oversee implementation of the following recommendations to increase employment outcomes for ex-offenders:**

**4.1 -Significantly increase funding for and use of transitional jobs programs with ex-offenders.**

Transitional jobs provide structure, literacy, life skills training and work experience, while enabling participants to build good work habits and a sense of responsibility and accomplishment. They also enable the participants to earn much needed income during the initial 3-6 months of reentry.

**4.2 -Seek and use input from employers regarding their needs including what employment resources and incentives matter to them and what community supports would make hiring ex-offenders a good bottom line practice for their business / organization. Develop a package of incentives and supports that is responsive to the needs of both employers and the ex-offenders they hire.**

**4.3 -Develop a real time job bank for employing ex-offenders. Engage employers who do hire ex-offenders; involve them in the development of the job bank; recognize them for their role in addressing this important community need; and enlist their assistance in engaging other employers to participate.**

**4.4 -Assure access to needed training resources to build the employment skills of ex-offenders, including GED, life skills, behavioral skills, computer skills, financial literacy, job readiness and retention skills, apprenticeships, education and skills training for high demand career path jobs.**

**4.5 -Develop a single point of entry, assessment and linkage to comprehensive services for ex-offenders within a One-Stop Employment and Support Services Center that provides training, access to jobs, drug and alcohol treatment, probation and parole services, legal services, and other needed supports and resources.**

**4.6 -Help re-entering adults manage their income by increasing their financial literacy, avoiding predatory lending, and providing them with improved access to affordable mainstream banking services.**

**5.0 -Strengthen the existing Continuum of Care within Montgomery County:**

**5.1 -Utilize the Montgomery County Criminal Justice Information System (CJIS) and, if feasible, the ODRC Community Corrections Information System (CCIS) to track and monitor the services and supports provided to each individual re-entering as well as the progress and outcomes achieved.**

**5.2 -Seek commitments for multi-year public and private funding to enable the delivery of client-centered, comprehensive assessments, services and supports that result in the successful reentry of ex-offenders. These resources should be flexible to meet the varied service needs of returning ex-offenders rather than allocated in the traditional way that involves funding for agency programs.**

**5.3 -Build the organizational capacity and coordination of community and faith-based reentry programs as a key component of the Continuum of Care's public-private partnerships.**

**5.4 -Recognize the importance of stable housing as a key component of the Continuum of Care. Develop a plan and the necessary commitments for providing a range of housing options, including transitional and permanent supportive housing.**

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# Ex-Offender Reentry Employment Work Group

## Final Report & Recommendations

### October 2007

#### **Support Systems & Community Matters**

*“As frontline solution providers, we understand that release from jail or prison is only the first step toward freedom. True freedom comes as a person reconnects with himself, with friends and family and with society. His or her journey to freedom includes securing food, housing and jobs as well as reconnecting with family and friends. Our desire is to educate the greater Richmond community about the challenges facing ex-offenders – challenges that not only impact the released prisoners, but ultimately have an effect on our community as a whole.*

*Detachment from conventional society is one of the primary reasons that job-training programs have not produced the positive outcomes for which proponents had hoped. . . . If you come out of prison without a real support system of family and friends, nine out of ten times, you won't make it. It's a vicious cycle. When someone is released from prison, they generally return to the old neighborhood, desperately hoping for a new life. But a decent job, a safe home and healthy relationships are hard to come by in a community weighed down by the very problems and issues that helped spawn the crime to begin with. You can't change a life without changing the community as well.”*

**Martha Rollins, Boaz & Ruth, Inc. Richmond, VA**  
(Faith-based Reentry & Community Development Organization)

#### **Introduction and Overview of the Issue**

“Reentry,” as defined by the Urban Institute Justice Policy Center, “is the process of leaving the prison system and returning to society.” Fashioning a reentry strategy for Montgomery County will require our community to develop a comprehensive, collaborative, and holistic approach that couples services, supports and structure with systemic change—including advocating for the state legislature to eliminate collateral sanctions which are barriers to employment. The Ohio Department of Rehabilitation and Correction (ODRC) has initiated a new policy focus that stresses successful reentry partnerships with local communities. Through the preparation of this report, Montgomery County has taken the initial steps to develop a partnership and one or more reentry pilot programs with ODRC.

One of the greatest challenges facing reentry lies within the Ohio Revised Code. The *Cleveland Plain Dealer* reports:

*“...all the money and programs in the world can't erase the barriers erected by tough-on-crime politicians in Ohio and throughout the country, who pass laws that punish those convicted of crimes long after they've served their time. Stealth consequences -- known as collateral sanctions -- are buried like landmines*

*throughout the Ohio code. There are 361 of them, and most defendants don't even know they exist when they plead guilty to avoid prison time or receive shorter sentences. While some collateral sanctions affect civil and political rights, most are designed to keep ex-offenders from holding specific jobs and earning various licenses. They leave prison with certificates of completion for a variety of jobs but can't become bona fide tradesmen such as plumbers or electricians, or cut hair or fix refrigerators, and they should forget about pursuing a career as a nurse, accountant or dental hygienist. The list goes on, tax dollars wasted on vocational programs, ex-felons left with a stark choice: They can scrape by on the straight and narrow or prosper by traveling the most crooked path.”*

**Andrea Simakis, *The Plain Dealer Sunday Magazine*, November 27, 2005**  
(See Appendix A for more information on collateral sanctions.)

Research has shown that ex-offenders who return with little or no family and community support, no income, poor job skills, untreated alcohol or drug abuse problems, and no stable place to live, are much more likely to re-offend and return to prison within three years of their release. Although employment is a key component to successful reentry, it is not a stand alone strategy that will reduce recidivism. The concept of providing a continuum of services and support to help ex-offenders return from prison and successfully re-establish themselves in their communities has become a critical priority for a growing number of cities and counties in the U.S.

Montgomery County will spend approximately \$110M, which is 69% of its General Fund budget—up from 56% in 2000—on Criminal Justice services during 2007. Three thousand and fifty (3,050) Montgomery County residents are currently incarcerated in Ohio prisons—with fifty percent (50%) returning without supervision from the Adult Parole Authority. Sixteen hundred (1,600) of them will be released during 2007, after spending an average of 2.3 years in prison. Sixty percent (60%) of Montgomery County residents committed to ODRC serve one year or less. In 2006, ODRC facilities were overcrowded by thirty-one percent (31%). Due to overcrowding and the short lengths of stay, many ex-offenders do not receive the

necessary rehabilitation services, (i.e., mental health, drug and/or alcohol treatment, literacy and GED education, job training or job readiness skills) while incarcerated. Thus, most will return to the community with the same employment barriers that they had prior to incarceration.

The demographic profile of individuals from Montgomery County committed to and returning from ODRC is both instructive and compelling. Most (87%) of those returning are men. Fifty-four percent (54%) are African-American and forty-six percent (46%) are White. Eighty-nine percent (89%) are single, divorced or separated. Forty-two percent (42%) have less than a high school diploma. Seventy-five percent (75%) reported abusing drugs and forty percent (40%) reported abusing alcohol during the six months prior to their incarceration. Seventy-four percent (74%) had one or more prior felony convictions before being sent to prison. The rate of recidivism for Montgomery County (44.4%) exceeds both the Ohio rate (39%) and the rates of all of the other five large urban counties in Ohio. The recidivism rate is not without great financial cost—\$24,586 to incarcerate one inmate per year—underwritten by the taxpayers of Ohio.

Nationally, as well as locally, the flow of ex-offenders returning home is not evenly distributed among all neighborhoods within a community. Many ex-offenders return to the lowest income neighborhoods with poor housing, few jobs, higher levels of crime, and higher costs for groceries and other basic necessities. There they join other residents struggling to obtain and maintain basic shelter, food, clothing and employment. However, every community within Montgomery County has residents who are ex-offenders. Being concerned about the ex-offender's successful transition from prisoner to contributing, tax-paying citizen is in everyone's self-interest.

While the challenges facing our communities and neighborhoods are daunting, best practice re-entry initiatives underway locally and nationally are showing positive results. Collaborative partnerships that focus time, attention and resources while providing structure and opportunities, can help ex-offenders turn their lives around, and become tax paying and productive citizens contributing to their community. Considering the negative impact that unsuccessful reentry has on individuals, families, neighborhoods, communities, public safety, state and local government budgets and the local economy, **the Ex-Offender Reentry Employment Work Group believes that the time for action is now.**

### Ex-offender Reentry Work Group Charge

In November 2006, the Family and Children First Council's Economic Self Sufficiency Outcome Team established the Ex-Offender Reentry Employment Work Group as a subcommittee of their Outcome Team. The Ex-Offender Reentry Employment Work Group was given the following charge:

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- Conduct analysis of local programs, services and available resources;
- Identify barriers to employment and economic self-sufficiency;
- Identify and review effective local and national programs and "best practice" models that have overcome barriers and led to stable employment; and,
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A) The experiences of best practice models nationally that increased employability and self sufficiency for ex-offenders. B) The current efforts and challenges of local providers in Montgomery County that assist ex-offenders in becoming employed.

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**The recommendations of the Ex-Offender Reentry Work Group are based on the following guiding principles, developed from best practices underway locally and in other communities:**

1. Reducing recidivism is a County-wide issue, not just an issue for the City of Dayton. Public education and advocacy is necessary to create community awareness, generate community acceptance and inspire community action in supporting the successful reentry of ex-offenders.
2. Ongoing engagement and relationship building with employers and other stakeholders is necessary to increase the community's willingness to give ex-offenders a second chance and improve employment outcomes for local residents returning from prison.
3. Successful reentry planning and preparation must begin at the point of sentencing and commitment and continue throughout the period of reentry.
4. A comprehensive Continuum of Care that provides a coordinated network of employment, housing, legal, health, behavioral health and supportive services is key to successful reentry.
5. Improving employment outcomes for ex-offenders will require community collaboration and public/private/non-profit partnerships, shared accountability by all stakeholders and adequate financial resources.
6. A Reentry Information System will be necessary to establish and track the re-entry outcomes and indicators that will be used to assess progress and share results with the community.
7. Employment preparation and retention services will be designed to meet both the needs of the ex-offender (employee-focused) as well as the employer (employer-driven).

*Upon release from prison, ex-offenders are faced with an array of challenges, such as:*

- *How and where do I eat and sleep?*
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- *How do I become part of a productive, law-abiding community?*
- *And the question underlying all the others: Who cares?*

**Source: Boaz & Ruth, Inc**

### **Part I: Local Ex-Offender Reentry Situation**

Between 1971 and the late 1990s, Ohio's prison population grew dramatically from 9,411 to 49,028. Since 1997, Ohio's prison population has stayed somewhat steady with minor fluctuations. In 2006, there were 46,839 inmates in Ohio's 32 prisons. However, it is projected that Ohio's prison population will grow to 64,970 by 2016, which reflects a 37% increase over a ten year period. At least, ninety-five percent (95%) of all state prisoners will be released at some point. In Ohio, 26,635 individuals were released from Ohio prisons during 2003. By 2006, 39% of them had re-offended and were returned to prison.

This section of the report provides an overview of reentry data for Montgomery County; identifies the local agencies providing employment and support services to ex-offenders; describes the barriers faced by ex-offenders; and, identifies both needs and changes required to increase employment outcomes and reduce recidivism among this population.

## A Look at the Numbers

- **69%** Percent of Montgomery County's 2007 General Fund budget or approximately \$110M will be spent for Criminal Justice services (up from 56% in 2000)
- **1,540** Number of persons committed from Montgomery County to the Ohio Dept. of Rehabilitation & Correction (ODRC) in 2006
- **1,314** Number of men and women released by ODRC to Montgomery County communities in 2005
- **1,600** Number of men and women expected to be released by ODRC to Montgomery County communities in 2007
- **50%** Percent of individuals released from ODRC without supervision, due to legislative changes in the law—attempting to reduce the caseloads of the Ohio Adult Parole Authority. Many ex-offenders returning after short lengths of stay do not receive the necessary rehabilitation services (i.e., mental health, drug and/or alcohol treatment, literacy and GED education, job training or job readiness skills) while incarcerated. Thus, most will return to the community with the same employment barriers that they had prior to incarceration.
- **44.4%** Percent of Montgomery County inmates released by ODRC in 2003 that had returned to State prisons by 2006 (3 years is time period used to determine recidivism rate)
- **75** Estimated number of men and women released from Federal prisons to Montgomery County annually
- **0** Number of Montgomery County communities with no ex-offenders
- **3,054** Number of Montgomery County men and women incarcerated in ODRC facilities in 2007
- **31%** Percent of overcrowding in ODRC facilities in 2006
- **2.3** Years average length of stay for inmates in ODRC prisons in 2007. Sixty percent (60%) of Montgomery County men and women committed to ODRC serve one year or less
- **\$0** Income level of ex-offenders at the point of release and arrival in their home community
- **Highest** Montgomery County's recidivism rate among the six largest urban counties in Ohio
- **\$24,586** Cost to incarcerate one inmate per year

## Demographic Profile

Note: the gender and racial data presented are based on a 100% count of Montgomery County residents who were committed to ODRC facilities during 2006. The remaining demographic information is based on a 12% sample taken at intake of persons committed to ODRC from Montgomery County in 2005. The sample of intake records was taken during a time period that ODRC considers representative of the entire 2005 calendar year.

*Source: ODRC Data Reports  
(See Appendix B, Montgomery County 2005 Intake Profile)*

|                             |  |
|-----------------------------|--|
| <b>Age:</b>                 | 32 years (Average Age at Commitment to ODRC)<br>62% are between the ages of 19-39                          |
| <b>Gender:</b>              | 86.9% Male<br>13.1% Female   |
| <b>Race:</b>                | 53.8% African-American<br>45.7% White<br><.1% Asian<br><.1% Native American<br><.2% Hispanic<br><.1% Other |
| <b>Marital Status:</b>      | 64.5% Single<br>24% Divorced or Separated<br>11.5% Married   |
| <b>Education:</b>           | 41.5% <H.S Dip.<br>54.4% H.S. Dip. or GED<br>4.1% College Grad.  |
| <b>Employment:</b>          | 54.3% Unemployed<br>25.7% Employed FT  |
| <b>Substance Abuse:</b>     | 74.9% abused drugs in previous 6 months<br>39.9% abused alcohol in previous 6 months                       |
| <b>Adult Felony Record:</b> | 74% had one or more prior felonies at point of commitment  |

## Geographic Dimensions of Prisoner Reentry

A January 2007 analysis of the addresses of offenders on supervision within Montgomery County concluded that offenders on supervision live in communities and neighborhoods throughout Montgomery County. However, a large percentage (66%) of those under supervision is concentrated in Zip Codes and neighborhoods already challenged with significant pockets of poverty and high unemployment.

## Community Organizations Providing Employment Resources & Support Services to the Ex-Offender Population

Several local community organizations assist ex-offenders in finding employment. *(See Table on page 8 for a listing of the 13 agencies and a brief description of their programs. See Appendix C for full report.)*

The organizations were surveyed to identify the services that they provide and the challenges that they face when serving ex-offenders. Most of the providers are nonprofit, community-based organizations. A few of the organizations have significant numbers of staff and program resources devoted to employment programming. Most of the programs and organizations, however, are small and have limited service capacity and modest budgets. Two of the organizations provide services exclusively to ex-offenders. Eleven of the organizations assist other target populations as well as ex-offenders with obtaining employment. Six of these organizations separately track the ex-offenders that they serve, while five do not. The organizations surveyed expressed a willingness to increase services to ex-offenders, but said to do so would require additional staff and financial resources.

## Specific Challenges Identified by Employment Service Providers:

- Problems recruiting employers willing to hire ex-offenders;
- Lack of central data base of employers willing to hire ex-offenders;
- Lack of staff to network with employers and develop relationships;
- Difficulties establishing and maintaining contact with ex-offenders to provide service and to do follow-up;
- Problem with contacting employers on behalf of these clients (sensitive situation—participant doesn't want employer to know that he/she is an ex-offender);
- Agency has problems creating a strategy to assist target population in acquiring and retaining employment.

These organizations provided invaluable information to the Work Group that was used to develop the following section describing the employment barriers, assets and needs of ex-offenders, as well as several of the recommendations contained in Part III.



*Life skills training class.*

# Employment Resources & Support Services to Ex-Offenders in Montgomery County

| Agency  | Current Services Provided   | Annual # Ex-Offenders Served        |
|---|---|-------------------------------------|
| <b><i>Serve Only Ex-Offenders</i></b>                               |   |                                     |
| <b><i>Mercy Manor</i></b>   | Transitional Housing & Support Services For Female Ex-Offenders   | 40                                  |
| <b><i>PowerNet of Dayton</i></b>                                    | Job Coaching, Case Management, Referrals, Leadership Dev. & Training, Mentoring, Group Mentoring                      | 75 Day Corr. Inst.<br>350 Community |
| <b><i>Serve Low Income Populations (Including Ex-Offenders)</i></b> |   |                                     |
| <b><i>Community Action Partnership (CAP)</i></b>                    | Job Readiness, Job Search, Support Services   | 50                                  |
| <b><i>Dayton Urban League</i></b>                                   | Job Readiness, Job Skills, GED, Job Placement   | Unknown                             |
| <b><i>DePaul Center</i></b>   | Transitional Housing, Life Skills, Support Services   | 42                                  |
| <b><i>Goodwill Industries Community Emp. Program</i></b>            | Job Readiness, Job Search, Job Placement  | 90                                  |
| <b><i>Job Bank @ Job Center</i></b>                                 | Job Search Assistance   | Unknown                             |
| <b><i>Ohio Rehabilitation Services Commission</i></b>               | Assessment, On-The-Job Training<br>Job Placement  | Unknown                             |
| <b><i>Salvation Army Booth House</i></b>                            | Transitional Housing, Job Readiness, Job Search, Job Placement, Support Services                                      | 100                                 |
| <b><i>Spirit of Peace CDC</i></b>                                   | Case Management, Referral Services  | 90                                  |
| <b><i>UMADOAP</i></b>   | Mandatory Drug Offender Release Program<br>Peer Support, Job Readiness, Substance Abuse Prevention, Referral Services | 95                                  |
| <b><i>Volunteers of America</i></b>                                 | Job Readiness, Job Search, Support Services, GED  | Unknown                             |
| <b><i>Wesley Center</i></b>   | Job Readiness, Job Search, Support Services, GED  | Unknown                             |

*(See Appendix C, Local Agency Program Descriptions)*

## **Employment Barriers, Assets & Needs of Ex-Offenders**

### **Barriers**

In general, upon release from prison most ex-offenders face many barriers and challenges to employment. The mere fact of having a criminal record is a significant barrier to employment. Most employment service providers identified too few employers willing to hire ex-offenders at a livable wage as a problem. The agencies also noted that many of the ex-offenders reside in unstable housing, and move from place to place. This constant moving creates a problem with obtaining up-to-date, reliable contact information. This creates a problem with keeping track of the individual, and reduces the agency's ability to provide much needed follow-up and support services once the participant is placed in the job.

Apart from their criminal record, many ex-offenders may lack the confidence and skills that would enable them to seek out potential employers and present themselves in a manner that is likely to result in a job offer. For those who obtain employment, anger management and the lack of coping skills on the job are often an issue. Prior to release from prison, many inmates are not prepared for the challenges and barriers they will encounter when they return to the community. It stands to reason that an ex-offender, returning to a community with a lack of family and community support, untreated substance abuse issues, a highly competitive job market, limited affordable housing options and few supportive services, is more likely to relapse and recidivate.

Included in the list below are barriers identified by the local employment service providers, the Ex-offender Reentry Work Group and the various national reentry experts interviewed. The gaps and barriers to employment identified by the local and national providers working with ex-offenders were remarkably consistent.

### **Barriers to Employment for the Ex-offender Population**

#### **Stigma Toward Ex-offender**

- Criminal History
- Community / Employer Fear / Bias Toward Giving Ex-offenders a Second Chance
- Problem Recruiting Employers Willing to Hire Ex-offenders

#### **Inadequate Community Supports**

- Lack of or Inadequate Informal Support Networks (Family, Friends, Mentors)
- Lack of Stable Housing Arrangements
- Uncoordinated Community Support Systems
- Difficulties Obtaining Subsidized Housing
- Lack of or Inadequate Transportation

- Untreated Physical / Mental Health Problems (diagnosed and undiagnosed)

### **Difficulties Obtaining & Retaining Employment**

- Poor Educational & Work Skills Attainment
- Sporadic Work History
- Lacking Basic Support & Life Skills / Job Retention Skills
- Untreated Substance Abuse
- Difficulties with Interpersonal Relationships

### **Legal Issues**

- Collateral Sanctions Impeding Ex-offender Progress (See Appendix A)
- Lack of Legal Assistance on a variety of issues (Child Support Arrearages, Suspended Drivers License, Bad Debts, Arrest & Criminal Records, etc.)

### **Community Benefits**

Despite the many barriers to employment discussed above, most former inmates leave prison hoping to become productive citizens. For many ex-offenders, work is both a relevant goal and a way to rebuild their lives by earning the income necessary to secure permanent housing and create better lives for themselves and their families. Even though the barriers appear to be numerous, they are not insurmountable. Research has shown that the family, friends and community of the formerly incarcerated can play an important role in helping to create a stable social environment that leads to successful reintegration. Successful reintegration of the formerly incarcerated through employment, benefits the individuals, their families, as well as the community. These benefits include:

- More Stable, Productive Tax Paying Citizens
- Reduction in Crime—Safer Communities, Safer Schools
- Reduction in Criminal Justice Costs
- Reduced Rates of Recidivism
- Employers Receive Assistance Filling “Hard to Fill Jobs”
- Employers Have Strong Pool of Productive Employees
- Greater Acceptance of Ex-Offenders by the Community

### **Needs**

Considering the many barriers to employment, the formerly incarcerated have many needs. Included in the list below are barriers identified by the local employment service providers, the Ex-Offender Reentry Employment Work Group and the various national reentry experts interviewed.

- **Transitional Jobs that Provide Immediate Employment and Wages at the Point of Reentry and Lead to Full Time Jobs**
- **A Broader Range of Employment Options including:** Transitional Jobs, Micro Enterprise, Apprenticeship Programs, Social Enterprise Businesses
- **Increased Access to Employment Skills:** Behavioral / Life Skills Training, Job Readiness Training, Subsidized On-the-Job Training and Employment, Education & Skills Training for High Demand Career Path Jobs
- **Recruitment of Employers Willing to Hire Ex-offenders**
- **Real Time Job Bank of Employers Willing to Hire Ex-offenders**
- **Stable and Affordable Housing**
- **Supportive Services:** Case Management, Reinforcement of Positive Behavioral Skills, Mentoring, Substance Abuse Treatment, Physical and Mental Health Care, Personal Empowerment Skills (supports that have an emphasis on establishing healthy, mutually respectful relationships among family, peers, supervisors and the community at large)
- **IDs, Drivers Licenses, Birth Certificates**
- **Work Clothes & Tools**
- **Transportation/ RTA Tokens & Passes**

### **Need for System Change to Improve Employment Outcomes**

Locally there have been encouraging, but limited, community efforts to assist ex-offenders with employment opportunities and self-sufficiency. However, to have a greater community impact regarding successful reentry, the community will need to invest time, attention and resources to assist those returning from prison prior to and throughout the reentry process. State and local public and private services and supports need to be woven together into an effective Continuum of Care that is outcome driven and easy for those returning to access and navigate. This will require community champions who can build the case for taking action, committing resources, establishing benchmarks and driving implementation to achieve successful outcomes.

### **Better Collaboration & Communication Needed Among Providers**

There is some truth to the old cliché that states, “There is power and strength in numbers.” No one agency can address all the challenges and barriers that are encountered by the ex-offender alone. Better collaboration and communication among providers is required to successfully address these challenges.

### **A. Interagency Planning & Programming Is Limited**

There does not appear to be regular communication, sharing of information, planning, or problem solving around employment outcomes and needs, opportunities, or program development among providers serving the ex-offender population. Recently a group of provider agencies has been meeting informally to discuss, develop and strengthen their outreach to employers, and to develop a centralized data base of employers who are willing to hire this population. This effort shows promise, but there should be a formal strategy to address the services, resources and collaboration required to address these needs.

### **B. Ex-offenders Must Visit Multiple Sites For Employment and Supportive Services**

In order to obtain services, the ex-offender typically must visit multiple providers at different locations throughout the community. The complications involved in knowing who to call, what to ask for and how to access multiple agencies for services creates frustration and/or causes many individuals to give up altogether.

### **C. Few Employment Providers Separately Track Their Ex-offenders Clients**

When service providers were asked, “How many ex-offenders do you serve?” most providers responded that they do not have the data base or systems in place to separately track clients who are ex-offenders within their service population. There is currently no shared tracking system in use or readily available to the providers that would allow for information sharing or joint accountability for tracking of employment outcomes of ex-offenders who aren’t part of the homeless system. (Homeless persons are tracked through the Homeless Management Information System.)

### **D. No Coordination Regarding Comprehensive Continuum of Care**

Planning for the reentry of the ex-offender into the community should begin at least six months prior to release. Many researchers believe it should begin when the Prosecutor makes the plea offer to the defendant and informs the defendant of the consequences of his / her release. This pre-planning would require collaboration and coordination between the Ohio Department of Rehabilitation and Correction and local public and community-based organizations. In order to provide for continuity of care, planning and coordinated services should begin in prison and continue throughout the period of reentry, usually a six month period. Best practice programs recommend that community-based organizations should devise ways to reach out and provide services to individuals during their incarceration to ensure a continuum of services prior to and after release. A few local non-profit organizations are utilizing staff and volunteers to reach out to local residents who are incarcerated prior to release, to prepare them for re-entry.

### ***Employment Helps to Reduce Recidivism***

*“...a) Prisoners realize that steady employment will be an important factor in staying out of prison, but few have a job lined up after release. b) Few prisoners receive employment related training in prison. c) Prisoners who participate in work-release jobs while in prison have a somewhat easier time finding employment after release. d) Case managed reentry services may increase the likelihood of finding and maintaining employment after release. e) Lack of transportation is a very significant barrier to employment. f) Finding and maintaining employment after release reduces recidivism. These findings are consistent with virtually all of the available research examining the relationship of employment to recidivism.”*

*The Urban Institute, 2006*

## **Part II: National Reentry Programs Best Practice Research**

The Work Group conducted an Ex-Offender Reentry Symposium “*Reentry and its Impact on Montgomery County*” in November 2006; examined and researched reentry best practice models locally and nationally; convened telephone conferences with reentry employment focused programs in Richmond, Philadelphia and Cleveland, as well as the National Transitional Jobs Network. The Work Group met with a delegation from the Singapore Prison System, who was in Dayton for a reentry conference. The visitors from Singapore were invited to Dayton by PowerNet (a local community-based organization working with reentering ex-offenders) to discuss the campaign they developed that has engaged their citizens in supporting and accepting ex-offenders back into communities throughout Singapore. In addition, staff surveyed local service provider to identify the services and supports that they provide, as well as the challenges encountered in serving ex-offenders.

The recommendations of the Justice Department’s Prisoner Reentry Initiative (see below) serve as a set of guiding principles on the continuum of prisoner reentry services and programs.

## **U.S. Department of Justice/Office of Justice Programs**

The U.S. Department of Justice (DOJ), Office of Justice Programs (OJP), U.S. Departments of Education, Health and Human Services, Housing and Urban Development, and the Department of Labor, have supported prisoner reentry initiatives by providing funding to develop, implement, enhance, and evaluate reentry strategies.

The Prisoner Reentry Initiative envisions the development of model reentry programs that begin in correctional institutions and continue throughout an offender’s transition to and stabilization in the community. Reentry programming, which often involves a comprehensive case management approach, is intended to assist offenders in acquiring the life skills needed to succeed in the community and become law-abiding citizens.

These programs provide for individual reentry plans that address issues confronting offenders as they return to the community. The initiative encompasses three phases and is implemented through appropriate programs:

**Phase 1-Protect and Prepare: Institution-Based Programs.** These programs are designed to prepare offenders to reenter society. Services provided in this phase include education, mental health and substance abuse treatment, job training, mentoring, and full diagnostic and risk assessment.

**Phase 2-Control and Restore: Community-Based Transition Programs.** These programs work with offenders prior to and immediately following their release from correctional institutions. Services provided in this phase include, as appropriate, education, monitoring, mentoring, life-skills training, assessment, job-skills development, and mental health and substance abuse treatment.

**Phase 3-Sustain and Support: Community-Based Long-Term Support Programs.** These programs connect individuals who have left the supervision of the justice system with a network of social services agencies and community-based organizations to provide ongoing services and mentoring relationships.

U.S. Department of Justice (DOJ)

## **Singapore Delegation**

**Teo Fang, Assistant Director Operations,  
Singapore Prison**

**Tan Eng Keong, Head Operations, Singapore  
Prison Service**

**Mr. Achuthappa, Division Manager, Community  
and Vocational Rehabilitation**

The Singapore Prison System launched a transformation project on prisoner reentry in 2004. It is called the Yellow Ribbon Project, "Help Unlock the Second Prison." The purpose of the project was to: 1) create awareness of giving second chances to ex-offenders; 2) generate acceptance of ex-offenders and their families into the community; and 3) inspire community action to support the rehabilitation and reintegration of ex-offenders. The Yellow Ribbon is a national awareness campaign designed to help the Singapore community change their attitude toward ex-offenders and to influence employers to hire them.

### **Program practices reported by the Singapore delegation:**

#### **Public Education and Advocacy**

- Extensive use of special events that receive media coverage
- Created awareness of the stigma connected to ex-offenders
- Showcased inspiring success stories of ex-offenders
- Held national songwriting and poetry competitions
- Organized and sponsored Job Fairs
- High level government officials participate in events and visit the prisons

#### **Training Provided During Incarceration**

- Literacy, vocational, computer, IT training, attitude change
- Specialized skill training provided through prison industries- (Food service, bakery, laundry, landscape technicians, and electronics)

#### **Community Coordination / CARE Network**

- Engages the public and non-governmental agencies in rehabilitation activities
- Coordinates member agencies' activities
- Develops innovative rehabilitative initiatives

#### **Measures of Success**

- Set Performance Indicators for Job Attainment and Job Retention

- Now receive affirmation and support when speaking to community groups about giving ex-offenders a second chance
- Before the transformation of their prison system, the Singapore Prison managed over 18,000 inmates and was severely overcrowded. Today, they have 11,700 inmates and the recidivism rate has dropped to 23%.

## **Reentry Conference Calls**

As part of the planning process, the Ex-Offender Reentry Employment Work Group held a series of conference calls with the Coordinator of the National Transitional Jobs Network and representatives of three (3) reentry programs that place a major emphasis on employment:

- Providing Real Opportunities for Ex-Offenders to Succeed (PROES), Cleveland, OH
- The Mayor's Office for Reentry of Ex-Offenders, Philadelphia, PA
- Boaz & Ruth, Inc., Richmond, VA

## **George Smith, Project Manager**

### **PROES Cleveland, OH**

The PROES program is a comprehensive employment and workforce service delivery model that is part of Cleveland's one-stop system. It addresses the employment needs of returning offenders through the City of Cleveland's Division of Workforce Development. Operating since 2004, the program provides to the ex-offender, a seamless transition from prison to employment. The focus of the program is to match participants with local employment opportunities so that they may provide for themselves and / or their families and lower their chance of recidivism. PROES has provided services to over 800 ex-offenders and placed more than 500 of them in jobs since 2004. The intensive four-week program includes assessment, life skills training, communication skills and job readiness preparation.

### **Program practices reported by George Smith include the following:**

#### **Community Education and Outreach**

- Attend community festivals and fairs
- Make presentations to churches and community service organizations
- Developed a PROES web site

## **Recruitment**

- Make presentations in prisons
- Communicate with residents of halfway houses
- Hold video conference with inmates who will be released in six months so they can apply to PROES at that point and begin the program as soon as they are released

## **Job Development**

- Staff builds relationships with employers
- Provide employers with information about the benefits of, and how to access, Work Opportunity Tax Credits and the Federal Bonding Program covering ex-offenders
- Develop different ways to provide the employer with an employee at no cost for a certain period of time; they may then be ready to hire the ex-offender after a successful try-out period

## **Job Readiness Training and Participation**

- Participants must have a GED to participate in the program
- In-depth assessment conducted to measure work skill and life skill levels
- Classes are held Monday through Thursday from 9 a.m.-1 p.m. or 9 a.m.-3 p.m.
- Program is designed to parallel a real-life job situation
- Program staff has a confrontational and no nonsense approach to working with the participants (staff is a mixture of male and female, felon and non-felon)
- Training also includes cognitive restructuring of the participant's belief systems

## **Supportive Services**

- Assist the ex-offender with bus passes, work clothes, child care, and transportation

## **Incentives**

- Provide each participant with a retention check every 30 days that they remain employed (30, 60, 90, 120, 150 and 180 days)

## **Harriett T. Spencer, JD Director, Ex-offender Reentry Services Mayor's Office for the Reentry of Ex-offenders City of Philadelphia**

In 2004, the City of Philadelphia initiated a City wide Reentry Summit and brought together academic researchers, service providers, ex-offenders, and community leaders to educate the city about reentry efforts. In 2005, the Mayors Office on Reentry Services was created. Soon after, the City commissioned the

University of Pennsylvania to complete a city wide assessment and community capacity study. The study identified the services that already exist as well as gaps in services. A total of 1,902 ex-offenders sought services through the program within the first year of operation. Since 2005, the Office of Reentry Services' contracted service providers have placed over 300 ex-offenders in jobs.

In February 2007, the One-Stop Reentry Center for ex-offenders was opened. The goal of the One Stop Center is to reduce recidivism and to increase public safety by offering a comprehensive array of employment, behavioral health, community corrections, and other support services to ex-offenders at a single location. Some of the Center's programs are provided through outside partners including, Adult Probation and Parole; Department of Behavioral Health; Office of Supportive Housing; Philadelphia Defender's Association; Faith Based Partners, Philadelphia Prison System and the District Attorney's Office.

## **Program Services include the following:**

### **Training Services**

- Job readiness, vocational training, job placement and retention services, life skills development, GED classes, legal education workshops, and motivational and educational seminars

### **Supportive Services**

- Housing assistance, mental health and substance abuse treatment services, case management services, utility assistance, mentoring services

## **Martha Rollins, President/CEO Boaz & Ruth, Inc. Richmond, VA**

Boaz & Ruth is a faith-based nonprofit organization that provides life/work skills and reentry assistance to released prisoners. Located in one of Richmond's most impoverished and crime-ridden neighborhoods, the program has tackled systemic issues of prisoner reentry, recidivism, community revitalization and cultural isolation. In three years, the organization has developed collaborative partnerships with the criminal justice system, non-profit and government agencies, faith based and academic communities, as well as individuals and businesses. Their program objective is to move the ex-offender to self-sufficiency through employment, by rebuilding lives through positive, healthy relationships. Their long term goal is that people will no longer look to society to support them, but that they will work to get and maintain a job, and give back to society.

**Program practices reported by Martha Rollins include the following:**

**Prison Reentry through Transitional Jobs**

- Focus on relational competency skills, emotional skills, life attitudes and leadership development skills
- Place participants in life labs offered by the organization’s social enterprise businesses that include furniture refinishing, housing rehabilitation, catering, and two cafés
- Apply classroom knowledge to real life situations provided through transitional jobs by enabling participants to learn from their mistakes without being fired, and provide positive reinforcement when they are performing correctly

**Melissa Young**

**National Transitional Jobs Network (NTJN)**

**Coordinator**

**Heartland Alliance for Human Needs & Human Rights**

**Chicago, IL**

The National Transitional Jobs Network is a coalition of more than 200 Transitional Jobs (TJ) programs, policy organizations and sponsoring organizations. A transitional jobs program is a workforce strategy designed to overcome employment obstacles by using time-limited, wage-paying jobs and combining real work, skill development, and supportive services to transition participants successfully into the labor market. The network provides technical assistance to strengthen existing and emerging programs, and to translate the lessons learned at the local level into federal policy.

**Lessons learned reported by Melissa Young include the following:**

- Transitional job and the supportive services provided, help participants to make changes in their lives and to transition through the changes by applying what they are learning to a real work situation.
- Because of the difficulty in recruiting private employers, transitional jobs programs have turned to social enterprise ventures to create workplace learning labs for participants.
- Most transitional jobs are sponsored by government and non-profit agencies.
- More and more transitional jobs programs are working with government entities to provide maintenance services for parks and other public spaces.

*Reconnecting with family.*



# Lessons Learned from National Reentry Demonstration Programs

## 1. High Profile Leadership Matters

The leadership of a highly visible champion(s) is necessary to engage community stakeholders, and marshal the necessary financial and human resources required for successful reentry results.

## 2. Successful Participants = Best Advocates

Ex-offenders, who have turned their lives around, and are contributing, tax-paying members of their community, are the best spokespersons to promote the importance of successful reentry.

## 3. Begin Reentry Planning Early Using the Continuum of Care Model

Partnerships between state departments of corrections and local communities are necessary to develop and deliver the comprehensive range of assessment, training, services, supports, and the monitoring and tracking required for successful re-entry. The process should begin at the point of adjudication, and continues throughout the periods of incarceration or community supervision, reentry and reintegration.

## 4. Use a Shared Information System to Track Results

A key component of the Reentry Continuum of Care is a shared information system used by both the state departments of corrections and local communities to monitor the progress of ex-offenders, and track and report outcomes.

## 5. Make a Business Case for Employer Participation in Reentry

Engage employers up-front; work to identify their needs for workforce demands, and the skills required of such employees; educate employers about financial incentives available to businesses who hire ex-offenders, (e.g., Federal Bonding Program, Work Opportunity Tax Credit, etc.); and, leverage publicly funded workforce programs with private funding to increase resources invested in employment and life skills training for ex-offenders.

## 6. Transitional Jobs Are a Good Pathway to Private Sector Employment

Transitional jobs, sponsored by public and non-profit providers, enable ex-offenders to earn income soon after they are released from prison. These jobs enable participants to learn through their experiences the customs and routines of work; acquire work-task skills; establish a work record; and, generate employer references to enhance their competitiveness for private sector employment.

## 7. For Successful Reentry, Interpersonal Skills and Relationships Matter

Because many ex-offenders lack positive support networks—family, friends, neighborhoods—effective reentry programs use a combination of intensive case management, experiential learning, regular feedback and mentoring by peers and others to help participants make the attitudinal and behavioral changes necessary to become and stay employed, and to give back to their community.

## 8. Provide One-Stop Services and Community-Based Intermediaries

One-Stop Centers and the use of trusted mentors / case managers / advocates improve outcomes and reduce the frustration of having to navigate multiple agencies in multiple locations to obtain needed services. One-stop partners can include: workforce and education, probation / parole, health and behavioral health, housing referral, legal services, and faith-based organizations

# Characteristics of the Best Practice Transitional Jobs Programs

Transitional Jobs offers a model of employment by which participants learn through their experiences the customs and routines of work, acquire work-task skills, establish a work record, and generate employer references to enhance their competitiveness for private sector employment. The subsidized job is a short-term, wage-paying employment opportunity located with employers who have agreed to assign a mentor on the job.

- Transitional Jobs programs can vary as to length, the type of employer (for profit, not-for-profit, or government), and the role of formal skills training, funding streams and the population served. Transitional jobs can be delivered in the context of social enterprise, a publicly or privately funded job, or work crews bidding on jobs.
- The populations served should be limited to—hardest to employ—typically those who have multiple employment barriers.
- Program services begin with initial screening and frequent drug testing, followed by a review of program requirements. Participants are assessed in the areas of academic skills, vocational skills development, employment experience, and vocational goals and interests. This process engages the individual in the program, and in “owning” and developing a service plan.
- Drug testing in Transitional Jobs programs is not for the purpose of excluding participants, but to expose them to the practices of many employers, to connect them to services, and to keep them engaged in moving to employment through a transitional job while they are in treatment.
- Because the Transitional Jobs program is an experiential learning model, life skills classes are short and activities focus on skills needed to succeed in the transitional job as well as exploration and resolution of challenges to success at work. Challenges can include child care, medical care, drug treatment, parole/probation, family problems,

housing, child support. For persons with criminal records, classes should address anger management, stress reduction, conflict resolution, and other life skills.

- Case management in Transitional Jobs programs is work focused. It includes: on-going employment counseling during job readiness training, review and evaluation of weekly performance on the job, weekly planning to improve workplace success through greater management of personal barriers and skill attainment, and, linkage to other supports to gain unsubsidized employment while in a transitional job.
- Individuals work with job development staff in the search for unsubsidized employment.
- Programs provide assistance with transportation, clothing for work, tools for work, emergency food, etc.
- Incentives for program participants serve as crucial program and job retention devices assisting both mentors and participants to remain engaged with the program.

*Source: National Transitional Jobs Network*

*Transitional jobs provide experience.*



*“The key issue is combating the myth that once you have left prison, you have paid your debt to society, and you are going to get a new start. In reality the debt is never paid...your criminal record follows you to your grave. As important as employment and other training and support programs are, they are only a piece of the reentry puzzle. If we do not address this issue of collateral sanctions, as well as housing, behavioral health needs and the lack of support networks, employment and jobs alone are not going to lead to the successful reintegration of ex-offenders within our community.”*

***The Honorable Walter H. Rice, United States District Judge for the Southern District of Ohio***

### **Part III: Ex-Offender Reentry Recommendations**

1. Create a Community-Wide Reentry Task Force modeled after the Out of School Youth Task Force and the Homeless Solutions Leadership Team. Charge the Task Force with developing a comprehensive plan and Continuum of Care that sets goals for successfully rehabilitating and reintegrating ex-offenders within Montgomery County. Within the plan, address housing, collateral sanctions, behavioral health care, informal support networks, community advocacy, as well as employment issues and needs.
2. Under the auspices of the Community-Wide Reentry Task Force, develop and carry out a community outreach, engagement and advocacy campaign to create awareness of the benefits of successful reentry; generate acceptance of ex-offenders; and, inspire community action.
3. Develop pilot programs using public and private funding, and establish a partnership between Montgomery County and the Ohio Dept. of Rehabilitation & Correction (ODRC) that will prepare incarcerated residents for successful reentry and productive employment.

The planning and preparation for successful reentry will begin when the offender is adjudicated. A comprehensive assessment will be done at the point of Intake by ODRC and entered into an internet care management system that, with the permission of the inmate, will be available for access by local partner organizations (certified by ODRC). A range of education and training resources will be provided to the offender during his or her incarceration. Community supports will be developed and begin prior to release, and continue through the first six months of reentry.

#### **4.0 -Designate a Reentry Employment Implementation Team to seek and secure funding and oversee implementation of the following recommendations to increase employment outcomes for ex-offenders:**

4.1 -Significantly increase funding for and use of transitional jobs programs with ex-offenders.

Transitional jobs provide structure, literacy, life skills training and work experience, while enabling participants to build good work habits and a sense of responsibility and accomplishment. They also enable the participants to earn much needed income during the initial 3-6 months of reentry.

4.2 -Seek and use input from employers regarding their needs including what employment resources and incentives matter to them and what community supports would make hiring ex-offenders a good bottom line practice for their business / organization. Develop a package of incentives and supports that is responsive to the needs of both employers and the ex-offenders they hire.

4.3 -Develop a real time job bank for employing ex-offenders. Engage employers who do hire ex-offenders; involve them in the development of the job bank; recognize them for their role in addressing this important community need; and, enlist their assistance in engaging other employers to participate.

4.4 -Assure access to needed training resources to build the employment skills of ex-offenders, including GED, life skills, behavioral skills, computer skills, financial literacy, job readiness and retention skills, apprenticeships, education and skills training for high demand career path jobs.

4.5 -Develop a single point of entry, assessment and linkage to comprehensive services for ex-offenders within a One-Stop Employment and Support Services Center that provides training, access to jobs, drug and alcohol treatment, probation and parole services, legal services, and other needed supports and resources.

4.6 -Help re-entering adults manage their income by increasing their financial literacy, avoiding predatory lending, and providing them with improved access to affordable mainstream banking services.

**5.0-Strengthen the existing Continuum of Care within Montgomery County:**

- 5.1-Utilize the Montgomery County Criminal Justice Information System (CJIS) and, if feasible, the ODRC Community Corrections Information System (CCIS) to track and monitor the services and supports provided to each individual re-entering as well as the progress and outcomes achieved.
- 5.2 -Seek commitments for multi-year public and private funding to enable the delivery of client-centered, comprehensive assessments, services and supports that result in the successful reentry of ex-offenders. These resources should be flexible to meet the varied service needs of returning ex-offenders, rather than allocated in the traditional way that involves funding for agency programs.
- 5.3 -Build the organizational capacity and coordination of community and faith-based reentry programs as a key component of the Continuum of Care’s public-private partnerships.
- 5.4 -Recognize the importance of stable housing as a key component of the Continuum of Care. Develop a plan and the necessary commitments for providing a range of housing options, including transitional and permanent supportive housing.



*Community wide task force will have representation from the business community, social service providers, local government and ex-offenders.*

# Appendix A: Collateral Sanctions

## Ohio Collateral Sanctions Project: Executive Summary

**Kimberly R. Mossoney and Cara A. Roecker**

The chart following this summary is a compilation of all collateral consequences to a criminal conviction in Ohio statutory and administrative law. Collateral consequences include both collateral sanctions and discretionary disqualifications. This summary explains the research methods and parameters of this project, clarifies the differences between collateral sanctions and discretionary disqualifications, provides a review and explanation of collateral consequences in Ohio by category, and analyzes the distinctions made between the types of consequences involved. Within this summary, two explanatory tables sum up the findings of the compilation.

### A. Terminology and Chart Key

To aid in better understanding the language used throughout this summary and the collateral consequences chart that follows this summary, each category of the chart is explained now.

#### 1. Section

The numbers listed under the section category correspond to the appropriate ORC or OAC section. The OAC contains two different types of citations. One type refers to the official code (e.g. 123:4-56-78), and the other to the Administrative Handbook (e.g. 987-65-43). If a code provision contains more than one consequence, it is cited repeatedly.

#### 2. Collateral Consequence Topic

The collateral consequence topic indicates the consequence subject covered in the legal regulation. The summary is not the actual title name found in the ORC or OAC, but is intended to define the specific topic covered in the section.

#### 3. M/D

The letter M or D indicates whether the consequence listed in the code section is a mandatory sanction or a discretionary disqualification. Information about restoration rights is discussed later in the chart.

#### 4. Categorization (C)

Each consequence is also categorized according to the kind of interest affected. These categories include civil, employment, political, and property rights. The classifications were decided upon by considering the general categories of rights affected within the Codes as well as the categories other collateral consequence compilations used.[1] Some sections affect rights in more than one category and, therefore, include more than one designation.

Civil rights, abbreviated CR, encompass limits on voting, educational, or similar rights as well as sex offender registration requirements. Employment consequences, abbreviated EM, encompass any restriction placed upon employment positions as well as professional licenses. Political rights, abbreviated PO, include restrictions on holding public office or the ability to participate in any political capacity. Finally, property rights, abbreviated PR, cover situations where property rights, such as zoning prohibitions on particular types of business, are affected.

#### 5. Restoration Rights (R)

Some consequences also contain provisions for restoration of the right lost. The chart indicates restoration rights through increasing numbers two through four and six. The numbers increase according to the ease with which the particular right in question may be restored.

**Category One:** The sanction is mandatory and no restoration rights exist for the particular privilege in question. Mandatory sanctions make up 36.4% of all the consequences in Ohio law. Further, most of the sanctions fall within the employment category (67%), 100 of the 150 total mandatory sanctions.

**Category Two:** The consequence is mandatory and the right may be restored after a particular waiting period and process is followed. Most of the time, the process is some sort of rehabilitation whereby the convicted person shows that he or she is capable of living a crime free life. Category two makes up 14.4% of the total number of consequences in Ohio law and, like category one, most of the consequences fall within the employment category.

**Category Three:** The consequence is mandatory but the right will automatically be restored after a specified waiting period. These consequences make up almost exactly the same percentage as category two, 14.9%, and once again, employment barriers are the biggest class of sanctions in the category.

**Category Four:** The consequence is mandatory but the right may be restored at any time after a specific process is followed.

**Category Five:** The consequence is discretionary and no restoration rights are associated with it.

**Category Six:** The consequence is discretionary and some sort of restoration process and/or time period is associated with it.

## 6. Notes

The final section of the chart summarizes each consequence, as well as any restoration rights associated with it.

### B. Project Parameters and Methodology

The Collateral Consequences Project compiles all collateral consequences in Ohio statutory and administrative law. The consequences included in this chart have come from either the Ohio Revised Code or the Ohio Administrative Code or Handbook. However, this compilation does not include any consequences that may be applicable through federal or local law, including administrative regulations and local ordinances. It is also important to remember that collateral consequence is a legal term of art, and it may exclude other disabilities that do not fall squarely within the legal definition of the term. Therefore, it is likely that the consequences found in this chart are not the only consequences that will apply to persons convicted of crimes in Ohio.

The research for this compilation was gathered using general searches on the Westlaw electronic database over an eight-month period.[2] In order to find all consequences, every search[3] was run with the word “convict” within the same sentence or within five words of the following terms: felony, misdemeanor, crime, and disqualify.[4] Therefore, every statute that had any form of the term “convict” associated with any sort of crime would be picked up by the searches. The general searches yielded approximately 1,500 statutes, each of which was individually analyzed to determine whether it included a collateral consequence.[5] After analyzing the statutes, the statutes were divided into the categories in the chart, detailing the kinds of rights affected. Finally, the statutes were analyzed again to further divide the consequences into those with and without restoration rights. In total, the statutes included in the compilation chart were thoroughly analyzed four times.

### C. Collateral Sanction and Discretionary Disqualification Meanings

The American Bar Association Standards for Criminal Justice defines a collateral sanction as “any legal penalty, disability, or disadvantage . . . that is imposed on a person automatically upon that person’s conviction for a felony, misdemeanor or other offense, even if it is not included in the sentence.”[6] Collateral sanctions are legal penalties that automatically become effective upon conviction, even if not considered part of the sentence.[7] A discretionary disqualification is “a penalty, disability or disadvantage . . . that a civil court, administrative agency, or official is authorized but not required to impose on a person convicted of an offense on grounds related to the conviction.”[8] These penalties are based on conduct underlying the conviction and the punishment could result whether or not a conviction occurs.[9]

Collateral consequences do not include punishments that occur as part of a criminal conviction. For example, some convictions require the person convicted to turn over a driver’s license immediately to the judge at the sentencing hearing. This is not a collateral consequence because it is part of the sentence, not collateral to it. Similarly, a property forfeiture that occurs as part of an underlying conviction is not considered a collateral consequence. Therefore, any consequence considered part of the conviction has not been included in this compilation.

### D. Rights Affected by Collateral Consequences

The types of rights affected by collateral consequences are broken down into four categories in this compilation. The consequences affect civil rights (CR), employment rights (EM), political rights (PO), and property rights (PR). This section discusses and provides examples of consequences in each category. The following table provides the total number of affected rights by category that result as collateral consequences of convictions as found in the Ohio Revised and Administrative Codes.

| Categories of Affected Rights | Degree of Severity |    |    |    |               |   | Total Number of Affected Rights by Category: |
|-------------------------------|--------------------|----|----|----|---------------|---|--|
|                               | Mandatory          |    |    |    | Discretionary |   |  |
|                               | 1                  | 2  | 3  | 4  | 5             | 6 |  |
| Civil Right (CR)              | 37                 | 6  | 9  | 5  | 22            | 0 | 79   |
| Employment (EM)               | 100                | 25 | 31 | 21 | 109           | 5 | 291  |
| Political Right (PO)          | 5                  | 0  | 1  | 1  | 0             | 0 | 7  |
| Property Right (PR)           | 8                  | 3  | 1  | 1  | 14            | 0 | 27   |
| <b>Grand Total:</b>           |                    |    |    |    |               |   | <b>404</b>                                   |

Civil rights make up almost 20% of the total consequences in the compilation. A consequence placed in the civil rights category relates to a statutory, common law, or Constitutional right given to a person or citizen. For example, adoption rights[10] are included in this category, as well as many types of privacy rights.[11] The greatest majority of these consequences fall within the mandatory and discretionary categories with no restoration rights: 46.8% are mandatory and 27.8% are discretionary. The end result is that once a person is convicted of an offense triggering the consequence, over half of the time that right will probably be lost forever.

Employment rights make up the largest category of consequences in Ohio law. These consequences include any punishment affecting employment eligibility, including licensing rights. Employment consequences make up 72% of the total number of consequences in the compilation. Similar to the civil rights category, most of the consequences fall within the mandatory and discretionary sections with no restoration rights. Mandatory sanctions make up 34.4% of the consequences, while discretionary disqualifications comprise 37.5%. Examples of employment rights consequences include the loss of an asbestos hazard abatement license[12] or the inability to apply for state government positions.[13]

Political rights relate to any consequence affecting the political process. Most of these consequences also relate to employment because nearly all disqualifications or sanctions disallow persons convicted to serve in a particular employment capacity. These rights are the smallest category in the chart, encompassing only 1.7% of the total number of consequences. All of these consequences are mandatory, some including restoration rights, others not. Examples include disqualification from serving as an elector[14] or official in the state, whether elected or appointed.[15]

Property rights make up the final category of privileges affected in the compilation. These consequences relate to any punishment that affects property interests of the person convicted, including future claims against the offender. They make up 6.7% of the total number of consequences in the chart. Illustrations of these consequences include loss of pension benefits for state highway patrol officers[16] and disallowance of forfeited property as a means of paying financial sanctions included as part of a sentence.[17]

## E. Analysis of Mandatory/Discretionary and Restoration Right Distinctions

The vast majority of consequences in Ohio law fall within the completely mandatory or discretionary categories with no restoration rights associated with them. Together, categories one (mandatory with no restoration rights) and five (discretionary with no restoration rights) make up 73.5% of the consequences in the compilation. Effectively, this means that assuming the discretionary sanctions were applied 100% of the time against offenders, 265 of the 361 consequences could be levied against those convicted, if the crime fell within those included in each statute. Of the remaining 26.5%, only five of ninety-six consequences are discretionary with available restoration rights. This section discusses the distinctions between the categories of crimes included in the mandatory and discretionary classes, the differences between the consequences with and without restoration rights, and the effect rehabilitation can have on consequences. The following table provides the total number of mandatory and discretionary consequences by degree of severity[18] and the number of available restoration rights.[19]

| Type of Collateral Consequence | Degree of Consequence Severity | Civil Rights (CR) | Employment & Licensing (EM) | Political Rights (PO) | Property Rights (PR) | Degree of Consequence Severity Totals: |
|--------------------------------|--------------------------------|-------------------|-----------------------------|-----------------------|----------------------|--|
| Mandatory                      | 1                              | 37                | 98                          | 5                     | 8                    | 129                                    |
|                                | 2                              | 6                 | 25                          | 0                     | 3                    | 32                                     |
|                                | 3                              | 9                 | 31                          | 1                     | 1                    | 33                                     |
|                                | 4                              | 5                 | 21                          | 1                     | 1                    | 26                                     |
|                                | Mandatory Total:               |                   |                             |                       |                      | <b>220</b>                             |
| Discretionary                  | 5                              | 22                | 109                         | 0                     | 14                   | 134                                    |
|                                | 6                              | 0                 | 5                           | 0                     | 0                    | 5                                      |
|                                | Discretionary Total:           |                   |                             |                       |                      | <b>139</b>                             |
| <b>Grand Total:</b>            |                                |                   |                             |                       |                      | <b>359</b>                             |

Mandatory and discretionary consequences make up approximately equal percentages of sanctions within Ohio law, 36.4% and 37.1% respectively. There does not seem to be an apparent pattern in the types of crimes concentrated in each category. Groups of crimes listed in each category range from very specific[20] to very broad.[21]

It is also important to note that while discretionary disqualifications seem less harmful than mandatory sanctions, too much discretion placed in one official allows a discretionary disqualification to be transformed into a mandatory sanction. Giving unstructured discretion to one person or a small group could prove discriminatory or unduly burdensome to particular groups of offenders. In this way, rehabilitation rights, discussed later, become even more important as a means of limiting official discretion. The distinctions between mandatory and discretionary consequences may seem appropriate and reasonable in some cases. For example, an automatic denial of a motor vehicle salesperson license to someone convicted of a fraudulent act in connection with motor vehicles[22] or discretion to deny a liquor license permit upon conviction of a felony reasonably related to the applicant's fitness to operate such a permit[23] might seem appropriate. However, other distinctions between mandatory and discretionary seem less cogent. A member of the state board of psychology must automatically be dismissed from such position for conviction of a felony in any state.[24] Conversely, a member of the organized crime investigation commission may be removed from the commission for a conviction of a felony or offense of moral turpitude.[25] Are these distinctions necessary or warranted? If so, what important state interests are being protected by the distinction between the mandatory and discretionary consequences? Unfortunately, a careful analysis of the sanctions in categories one and five, which together encompass 73.5% of the consequences in the compilation, does not provide clear answers to these questions.

The other issue raised in this section is whether distinctions between consequences with restoration rights and those without are necessary. Why is it necessary that a person convicted of a felony may never serve as a regional transit authority police officer[26] but a state lottery commission employee may later be re-employed by the commission after waiting a particular time period and completing a rehabilitation process?[27] What interest is furthered by requiring the state lottery commission employee mentioned in the previous sentence to wait a particular time period and complete a rehabilitation process when a private investigator is required merely to wait a time period with no proof of rehabilitation?[28] Finally, why is a credit union officer only required to go through a process in order to be re-hired[29] rather than waiting a particular time period or both? In all of these cases, the group of crimes listed in

the statutes is virtually the same.[30] Would a uniform process that allowed for restoration of rights lost make more sense than piecemeal processes enumerated in many different regulations and statutes throughout the Ohio Revised and Administrative Codes? It seems likely that such a process would be a more efficient and effective way for agencies and offenders to establish restoration rights.

Rehabilitation processes play an important role in restoration rights as well. Evidence of rehabilitation may deny an official discretion to impose a discretionary disqualification or play an important role in determining whether to impose the sanction.[31] In situations where one person or small group of individuals holds a great deal of unfettered discretion, rehabilitation may be especially important to offenders. Rehabilitation processes are also often the processes associated with mandatory sanctions that impose a process before the right can be restored.[32] These types of processes seem designed to help offenders achieve effective re-entry into society after conviction and to discourage recidivism. Therefore, it seems like an effective policy to encourage rehabilitation processes for all offenders convicted of crimes.

Legislators should consider four main issues when looking at collateral consequences in Ohio law. First, are the distinctions currently made between mandatory and discretionary sanctions necessary, and if so, what important interests are served by these distinctions? It would be wise to explicitly state the policies served by these differences so that lawmakers may later consider them when changing the law.[33] Second, officials should consider why some collateral consequences have restoration rights and others do not.[34] What policies are furthered by disqualifying offenders from particular activities forever or only for a particular time period? Third, politicians should think about why different restoration processes exist for different offenses. Would a uniform system for regaining rights increase efficiency and provide more effective relief to offenders and courts, or are different restoration methods necessary?[35] Finally, policymakers should consider how rehabilitation processes can help offenders, as well as further the goals that collateral consequences are meant to serve.[36]

## **E. Conclusion**

The following compilation shows all the collateral consequences to a criminal conviction in Ohio statutory and administrative law. The consequences are set out and categorized by topic, type of consequence (mandatory or discretionary), and type of right affected (civil, employment, property, or political rights). The chart also includes a summary of the title and the consequence(s) associated with each section. It is hoped that this chart will be useful to many people in practice including the lawmakers, judiciary, defense attorneys, and prosecutors in Ohio.

| Section | Collateral Consequence Topic                                | M/D | C  | R | Notes  |
|---------|---|-----|----|---|--|
| 2152.02 | Child Treated as Adult                                      | M   | CR | 1 | Any child transferred to adult court and convicted shall never be treated as a child again subsequently.   |
| 2152.12 | Transfer of Child from Juvenile Court to Adult Court        | M   | CR | 1 | In a juvenile proceeding where the child has previously been convicted of a felony in an adult criminal court, the juvenile court loses discretion and must transfer the case out of juvenile to adult division of the courts.   |
| 2744.03 | Government Defenses and Immunities                          | M   | CR | 1 | Political subdivisions or their officers are immune from civil liability if the person injured is serving any portion of the sentence imposed by the Revised Code by performing community service work for or in the political subdivision. The section also equally applies to juvenile adjudications.  |
| 2905.06 | Verification of Registration Information                    | M   | CR | 1 | Any person required to register with a sheriff must periodically update information regarding registration according to a sliding scale of offenses. Further, if the offender moves to a place without a registration requirement, the offender must still register with officials pursuant to this law.   |
| 2930.15 | Notice to Victim of Defendant's Conviction Appeal           | M   | CR | 1 | In a case where a person is convicted of a crime and chooses to appeal the conviction, the prosecution must notify the victim and tell them of all the information regarding the appeal.   |
| 2950.03 | Offenders of Sexually Oriented Offenses Duty to Register    | M   | CR | 1 | Each person convicted of a sexually oriented offense that is not registration-exempt and who has a duty to register under section 2950.04 of the Revised Code must register, provide notice of a change, and verify all addresses in another state where the offender resides, is temporarily domiciled and attends school.  |
| 2950.04 | Manner of Registering Sexually Oriented Offense Convictions | M   | CR | 1 | Each offender who is convicted of or pleads guilty to a sexually oriented offense that is not a registration-exempt offense shall register personally with the sheriff of the county within five days of the offender's coming into a county in which the offender resides or temporarily is domiciled for more than five days, or if the person comes into a town to attend a school or institution of higher education regardless of whether the offender resides or has a temporary domicile in this state. |

| Section  | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|----------|--|-----|----|---|--|
| 2950.041 | Offenders of Child-Victim Oriented Offenses Duty to Register           | M   | CR | 1 | Any person convicted of a sexual offense that is not a registration exempt offense or has a finding of delinquency shall register personally with the sheriff of the county immediately upon coming into a county in which the offender attends a school or institution of higher education on a full-time or part-time basis regardless of whether the offender resides or has a temporary domicile in this state or another state, shall register personally with the sheriff of the county in which the offender is employed if the offender resides or has a temporary domicile in this state and has been employed in that county for more than fourteen days or for an aggregate period of thirty or more days in that calendar year, shall register personally with the sheriff of the county in which the offender then is employed if the offender does not reside or have a temporary domicile in this state and has been employed at any location or locations in this state for more than fourteen days or for an aggregate period of thirty or more days in that calendar year, and shall register personally with the sheriff or other appropriate person of the other state immediately upon entering into any state other than this state in which the offender attends a school or institution of higher education on a full-time or part-time basis or upon being employed in any state other than this state for more than fourteen days or for an aggregate period of thirty or more days in that calendar year regardless of whether the offender resides or has a temporary domicile in this state, the other state, or a different state. |
| 2950.05  | Registered Offender Must Notify of Changes in Registration Information | M   | CR | 1 | Any person required to register with a sheriff shall also provide within twenty (20) days prior to and five (5) days afterward notice to the employer, school, or institution of higher education, a change in address.  |
| 2950.14  | Registration in Registry of Sexual Offenders                           | M   | CR | 1 | Any person who is convicted of a non-registration exempt sexual offense must provide their name, identifying factors, anticipated future residence, offense and delinquency history of the offender, whether treatment for mental abnormality was done, and any other pertinent information the bureau of corrections sees fit to include to the registry about the offender.  |
| 2950.99  | Failure to Register in Registry of Sexual Offender                     | M   | CR | 1 | If a person convicted of a sex offense who is required to register under previous sections fails to do so, the failure constitutes an additional conviction for failure to register. The severity of the offense of failing to register is based upon a sliding scale.   |
| 2951.041 | Drug Treatment in Lieu of Conviction Precluded if Past Drug Conviction | M   | CR | 1 | A person convicted of a felony or other drug offense in which drug treatment in lieu of a conviction was taken by the offender, the person convicted cannot take advantage of the program to have drug treatment instead of conviction in a subsequent conviction.   |
| 2953.08  | Appeals Based on Felony Sentencing Guidelines                          | M   | CR | 1 | A person previously convicted of a felony will not have an appeal as of right under this section because of the previous felony conviction.  |

| Section    | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|------------|--|-----|----|---|---|
| 2953.36    | Convictions Precluding Seal-in   | M   | CR | 1 | Convictions under the following sections cannot be sealed pursuant to 2953.31-2953.35 of the Revised Code: Convictions when the offender is subject to a mandatory prison term; Convictions under 2907.02, 2907.03, 2907.04, 2907.05, 2907.06, 2907.321, 2907.322, or 2907.323, former 2907.12 of the Revised Code, or Chapters 4507, 4510, 4511, or 4549 of the Revised Code, or a conviction for a violation of a municipal ordinance that is substantially similar to any section contained in any of those chapters; convictions of an offense of violence when the offense is a misdemeanor of the first degree or a felony and when the offense is not a violation of 2917.03 of the Revised Code and is not a violation of section 2903.13, 2917.01 or 2917.31 of the Revised Code that is a misdemeanor of the first degree; Convictions of an offense in circumstances in which the victim of the offense was under eighteen years of age when the offense is a misdemeanor of the first degree or a felony; Convictions of a felony of the first or second degree; Bail forfeitures in a traffic case as defined in Traffic Rule 2. |
| 2971.03    | Parole Eligibility for Offender With Multiple Sexual Offense Convictions | M   | CR | 1 | If a person is previously convicted of specified sexual offenses and commits another within the same group of sexual offenses, the court must impose a mandatory life without the possibility of parole sentence upon the offender.   |
| 3123.58    | Vehicular Licenses   | M   | CR | 1 | Upon receipt of conviction, the registrar shall determine whether motorcycle, driver's, or commercial driver's license has been issued to the person subject of the notice and repeal/suspend the license. The registrar cannot issue a license to the person.  |
| 3599.39    | Disenfranchisement   | M   | CR | 1 | Any person convicted of a violation of any provision of Title XXXV of the Revised Code, the election laws, who is again convicted of a violation of any such provision, whether such conviction is for the same offense or not, is on such second conviction guilty of a felony of the fourth degree, and in addition, shall be disfranchised.  |
| 5905.02    | Commitment to United States Veterans' Administration                     | M   | CR | 1 | Upon receipt of a certificate that facilities are available in any such hospital operated by the United States for the care or treatment of any person ordered to any hospital for the mentally ill or other hospital in this state for the care of persons similarly afflicted, and that such person is eligible for such care or treatment, such department may transfer any such person to the veterans' administration or other agency of the United States in the state. Upon effecting any such transfer, the ordering court shall be notified thereof by the transferring agency; provided that no such person shall be transferred if he is confined pursuant to conviction of any crime or misdemeanor.  |
| 109:5-2-03 | Community Notification of Sexual Predator or Habitual Sex Offender       | M   | CR | 1 | The sheriff of the jurisdiction in which a person adjudicated a sexual predator or habitual sex offender resides must notify specific parties enumerated in the statute. Sexual predators and habitual sex offenders are those who have committed any offenses located in division (D) of 2950.01 of the Revised Code or by other factors in the adjudication by the sentencing court.  |

| Section    | Collateral Consequence Topic  | M/D | C        | R | Notes  |
|------------|---|-----|----------|---|--|
| 109:5-2-04 | School and Child Care Facility's Use of Sex Offender and Juvenile Sex Offender Registrant Information | M   | CR       | 1 | The executive director or any employee of any school or child care facility shall notify law enforcement of any person adjudicated a habitual sex offender or sexual predator around the school, and law enforcement may take any necessary steps to control the situation.  |
| 5120-12-06 | Issuance of Prisoner Passes   | M   | CR       | 1 | No prisoner on transitional control shall be permitted to go on a pass with family members who are convicted felons nor shall the prisoner be transported by a vehicle operated by an individual convicted of a felony offense.  |
| 3319.311   | Educator License Suspension   | M   | CR<br>EM | 1 | The superintendent or board of education may automatically suspend the license of someone without a prior hearing for a conviction of aggravated murder, murder, aggravated arson, aggravated robbery, aggravated burglary, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, or unlawful sexual conduct with a minor.   |
| 3319.39    | Board of Education Employee Qualifications  | M   | CR<br>EM | 1 | No school district or board of education shall employ anyone who has been convicted of or plead guilty to A violation of 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.05, 2907.02, 2907.03, 2907.04, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.21, 2907.22, 2907.23, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2919.12, 2919.22, 2919.24, 2919.25, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.04, 2925.05, 2925.06, or 3716.11 of the Revised Code, a violation of 2905.04 of the Revised Code as it existed prior to July 1, 1996, a violation of 2919.23 of the Revised Code that would have been a violation of 2905.04 of the Revised Code as it existed prior to July 1, 1996, had the violation been committed prior to that date, a violation of 2925.11 of the Revised Code that is not a minor drug possession offense, or felonious sexual penetration in violation of former 2907.12 of the Revised Code; A violation of an existing or former law of this state, another state, or the United States that is substantially equivalent to any of the offenses or violations described in division (B)(1)(a) of this section. |
| 3345.04    | Appointment of State University Law Enforcement Officers  | M   | CR<br>EM | 1 | Any person convicted of a felony or misdemeanor which requires giving up his/her license shall not be employed as a state university law enforcement officer.  |
| 4506.17    | Alcohol and Controlled Substance Effect on Commercial Driver's License                                | M   | CR<br>EM | 1 | If a person submits to a test that discloses the presence of a controlled substance or an alcohol concentration of four-hundredths of one per cent or more, the person immediately shall surrender the person's commercial driver's license to the peace officer.  |

| Section     | Collateral Consequence Topic  | M/D | C              | R | Notes  |
|-------------|---|-----|----------------|---|--|
| 4510.13     | Mandatory Driver License Suspension Periods                               | M   | CR<br>EM       | 1 | No judge or mayor shall grant limited driving privileges for employment as a driver of commercial motor vehicles to an offender whose driver's or commercial driver's license or permit or nonresident operating privilege has been suspended under division (G) or (H) of section 4511.19 of the Revised Code, under division (B) or (C) of section 4511.191 of the Revised Code, or under section 4510.07 of the Revised Code for a municipal OVI conviction if the offender is disqualified from operating a commercial motor vehicle, or whose license or permit has been suspended, under section 3123.58 or 4506.16 of the Revised Code. |
| 4738.07     | Grounds for Denial of Driver License                                      | M   | CR<br>EM       | 1 | The registrar of motor vehicles shall deny the application of any person for a license under this chapter and refuse to issue him a license if the registrar finds that the applicant has been convicted of a felony.  |
| 4501:1-4-15 | Driver License Qualifications   | M   | CR<br>EM       | 1 | The registrar of motor vehicles shall deny the application of any person for a license and refuse to issue a license if the registrar finds the applicant has been convicted of a felony.  |
| 2307.60     | Person Injured by Criminal Act has Civil Remedy                           | M   | CR<br>PR       | 1 | Any person injured as a result of a person who has been convicted of a crime may recover full damages against the person convicted and perhaps also attorney's fees and litigation costs, as well as punitive damages, if authorized by rules of procedure or other Revised Code provision or common law.  |
| 2743.60     | Criminal Conviction Limit on Civil Recovery                               | M   | CR<br>PR       | 1 | Any person convicted of a felony or misdemeanor that is an offense of violence who is injured as a consequence of the crime cannot collect any relief because of their actions in the activity.  |
| 2743.65     | Attorney Fees   | M   | CR<br>PR       | 1 | An attorney may receive only \$200 if the claim of a victim or claimant for which the attorney is rendering services is convicted of a felony offense relating to the claim as opposed to a sliding scale much higher if claimant/victim does not have criminal conviction.  |
| 2933.43     | Forfeiture Property Use as Restitutio                                     | M   | CR<br>PR       | 1 | Property forfeited pursuant to section 2925.42 or 2925.43 of the Revised Code may not be used to pay any fine imposed upon the person convicted of the drug offense.   |
| 3309.41     | Public School Employees Retirement Disability Benefits                    | M   | CR<br>PR       | 1 | If a person resigned in lieu of dismissal because of a felony conviction, the employer does not have to rehire the person at all under this disability section.  |
| 2921.02     | Public Servant or Party Official Bribery Conviction                       | M   | CR<br>EM<br>PO | 1 | Any public servant or party official who is convicted of bribery is forever disqualified from holding any public office, employment, or position of trust in the state.  |
| 2921.41     | Soliciting or Receiving Improper Compensation by Public or Party Official | M   | CR<br>PR<br>PO | 1 | Any public official or party official is forever disqualified from holding public office, employment, or position of trust if convicted of soliciting or receiving improper compensation, and withholdings from public retirement system may be used to pay for restitution granted under this section.  |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 109.511 | Investigators and Special Agents Employment Qualifications   | M   | EM | 1 | The superintendent of the bureau of criminal identification and investigation shall not employ any person who has been convicted or pleaded guilty to a felony and shall terminate any person who pleads guilty to a felony or any offense which as a part of the conviction requires the person to give up the license/registration that allows him/her to be an investigator or special agent.                       |
| 306.352 | Offenses Affecting Employment of Regional Transit Authority Police Officers                                | M   | EM | 1 | A regional transit authority police officer will be terminated if he/she s convicted of or pleads guilty to a felony.  |
| 311.01  | Elected Sheriff Qualifications   | M   | EM | 1 | A person cannot be elected sheriff if convicted of or pleads guilty to a felony or any offense, involving moral turpitude under laws of this or any other state, or any offense considered a first degree misdemeanor.   |
| 311.04  | Deputy Sheriff Qualifications  | M   | EM | 1 | A sheriff shall not appoint and must fire any deputy sheriff if convicted of a felony or a misdemeanor in which part of the agreement is to surrender the sheriff certificate awarded under 109.77 of the Revised Code.  |
| 505.49  | Chief of Police and Patrol Officer Qualifications  | M   | EM | 1 | A person may not be appointed chief of police or be employed as a patrol officer if convicted of or pleaded guilty to a felony. Police officers or chief of police who plead guilty to a felony or a misdemeanor must give up the certificate that enabled them to work and shall be terminated from employment.   |
| 509.01  | Police Constables  | M   | EM | 1 | No person convicted of a felony shall be permitted to work as a police constable. Further, any person who is convicted of or pleads guilty to a felony or misdemeanor in which certificate enabling them to serve as a constable shall be terminated from employment as a constable.   |
| 511.232 | Law Enforcement Officers   | M   | EM | 1 | No person convicted of a felony shall be permitted to work as a law enforcement officer in a township park district. Further, any person who is convicted of or pleads guilty to a felony or misdemeanor in which certificate enabling them to serve as a law enforcement officer shall be terminated from employment as an officer.   |
| 737.052 | Offenses Affecting Employment of Chief of Police, Police Department Members, and Auxiliary Police Officers | M   | EM | 1 | No person convicted of a felony shall be permitted to work as a police chief, a member of the police department of a municipal corporation, or an auxiliary police officer in a municipal corporation. Further, any person who is convicted of or pleads guilty to a felony or misdemeanor in which certificate enabling them to serve as a law enforcement officer shall be terminated from employment as an officer. |

| Section  | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|----------|---|-----|----|---|--|
| 737.162  | Offenses Affecting Employment of Marshals, Deputy Marshals, Police Officers, and Night Watchpersons | M   | EM | 1 | No person convicted of a felony shall be permitted to work as a marshal, deputy marshal, police officer, night watchperson, special police officer, or auxiliary police officer in a township. Further, any person who is convicted of or pleads guilty to a felony or misdemeanor in which certificate enabling them to serve as a law enforcement officer shall be terminated from employment as an officer. |
| 1105.02  | Bank Director Qualifications  | M   | EM | 1 | No person convicted of or pleaded guilty to a felony involving dishonesty or breach of trust can serve as a bank director. If convicted of the previously mentioned crime while in office, the directorship is forfeited.  |
| 1123.01  | Bank Commission Membership Qualifications   | M   | EM | 1 | No person convicted of or pleaded guilty to a felony involving dishonesty or breach of trust can serve as a member of a banking commission. If convicted of the previously mentioned crime while in office, the membership is forfeited.   |
| 1181.16  | Savings and Loan Association and Savings Bank Board Membership                                      | M   | EM | 1 | No person convicted of or pleaded guilty to a felony involving dishonesty or breach of trust can serve as a member of a savings and loan association or savings banks board. If convicted of the previously mentioned crime while in office, the membership is forfeited.  |
| 1315.23  | Check Cashing Business License  | M   | EM | 1 | No person shall be granted a check cashing business license that has been convicted of, pleaded guilty to, or pleaded no contest to a felony.  |
| 1503.29  | Forest Officers   | M   | EM | 1 | A person may not be designated a forest officer or be employed as a patrol officer if convicted of or pleaded guilty to a felony. Forest officers who plead guilty to a felony or a misdemeanor in which they must give up certificate that enabled them to work must be terminated.   |
| 1517.10  | Preserve Officers   | M   | EM | 1 | A person may not be designated a preserve officer or be employed as a patrol officer if convicted of or pleaded guilty to a felony. Preserve officers who plead guilty to a felony or a misdemeanor in which they must give up the certificate that enabled them to work must be terminated as well.   |
| 1531.132 | Offenses Affecting Employment of Game Protectors  | M   | EM | 1 | A person may not be designated a game protector or be employed as a protector if convicted of or pleaded guilty to a felony. Game protectors who plead guilty to a felony or a misdemeanor in which they must give up the certificate that enabled them to work must be terminated.  |
| 1545.13  | Offenses Affecting Police Powers Eligibility  | M   | EM | 1 | A person may not be designated a person with police power in a state park if convicted of or pleaded guilty to a felony. Persons with police powers who plead guilty to a felony or a misdemeanor in which they must give up the certificate that enabled them to work must be terminated.   |
| 1547.523 | Offenses Affecting Employment of State Watercraft Officers  | M   | EM | 1 | A person may not be a watercraft officer if convicted of or pleaded guilty to a felony. Watercraft officers who plead guilty to a felony or a misdemeanor in which they must give up the certificate that enabled them to work must be terminated.   |

| Section  | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|----------|--|-----|----|---|---|
| 1733.18  | Credit Union Directors   | M   | EM | 1 | Any credit union director shall be removed if convicted of a felony or any criminal offense involving dishonesty or breach of trust.  |
| 2903.37  | Care Facility License Revocation                                       | M   | EM | 1 | Any person who owns, operates, administers, or who is an agent or employee of a care facility who is convicted of a felony violation of section 2903.34 of the Revised Code and who is required to be licensed under any law of the state, shall have the license revoked.  |
| 2915.09  | Charitable Organization Bingo Game Operator Qualifications             | M   | EM | 1 | A charitable organization that raises funding through bingo may not employ as a bingo game operator any person convicted of a felony or gambling offense in any jurisdiction.   |
| 2915.091 | Charitable Organization Instant Bingo Games Operator Qualifications    | M   | EM | 1 | A charitable organization that raises funding through bingo may not employ as a bingo game operator in instant bingo games any person convicted of a felony or gambling offense in any jurisdiction.  |
| 2915.11  | Veteran's or Fraternal Organization Bingo Game Operator Qualifications | M   | EM | 1 | No person convicted of a felony or a gambling offense in any jurisdiction shall be a bingo game operator.   |
| 3710.06  | Asbestos Hazard Abatement License                                      | M   | EM | 1 | The department shall deny any application for an asbestos hazard abatement contractor's license if the applicant or an officer or employee of the applicant has been convicted of a felony under any state or federal law designed to protect the environment.  |
| 3724.03  | Group Home Licensing   | M   | EM | 1 | After investigating the application and inspecting the home, the director of health shall issue a license if the director determines that several requirements have been met. Once requirement is that the operator has not been convicted of a felony or a crime involving moral turpitude.  |
| 3735.311 | Metropolitan Housing Authority Police Officer Qualifications           | M   | EM | 1 | A metropolitan housing authority shall not employ a person as a member of the police force of the metropolitan housing authority on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the person previously has been convicted of or has pleaded guilty to a felony. A metropolitan housing authority shall suspend from employment a member of the police force of the metropolitan housing authority who is convicted, after trial, of a felony.  |
| 3743.17  | Fireworks Wholesaler License Transfer Requirements                     | M   | EM | 1 | Upon application by a licensed wholesaler of fireworks, a wholesaler license may be transferred from one geographic location to another within the same municipal corporation or within the unincorporated area of the same township, but only if all of several requirements are met. One requirement is that neither the licensee nor any person holding, owning, or controlling a five per cent or greater beneficial or equity interest in the licensee has been convicted of or has pleaded guilty to a felony under the laws of this state, any other state, or the United States after the effective date of this amendment. |

| Section  | Collateral Consequence Topic                                       | M/D | C  | R | Notes  |
|----------|--|-----|----|---|--|
| 3743.70  | Felony Convictions Precluding Fireworks Licensure or Permit        | M   | EM | 1 | The fire marshal shall not issue an initial license or permit under this chapter on or after the effective date of this section if the applicant for the license or permit, or any individual holding, owning, or controlling a five per cent or greater beneficial or equity interest in the applicant for the license or permit, has been convicted of or pleaded guilty to a felony under the laws of this state, another state, or the United States. The fire marshal shall revoke or deny renewal of a license or permit first issued under this chapter on or after the effective date of this section if the holder of the license or permit, or any individual holding, owning, or controlling a five per cent or greater beneficial or equity interest in the holder of the license or permit, is convicted of or pleads guilty to a felony under the laws of this state, another state, or the United States. |
| 3743.99  | Fireworks Exhibitor License Revocation                             | M   | EM | 1 | Whoever violates division (C) of section 3743.64 of the Revised Code is guilty of a misdemeanor of the first degree. If the violation of division (C) of section 3743.64 of the Revised Code results in serious physical harm to persons or serious physical harm to property, the person's license as an exhibitor of fireworks or as an assistant exhibitor of fireworks shall be revoked, and that person is ineligible to apply for a license as or to be licensed as an exhibitor of fireworks or as an assistant exhibitor of fireworks in this state.   |
| 3769.26  | Racetrack Satellite Facility Owner/Operator Licensing Requirements | M   | EM | 1 | The commission shall not approve a track's request to establish a satellite facility if the owner of the premises where the satellite facility is proposed to be located or if the proposed operator of the satellite facility has been convicted of or has pleaded guilty to a gambling offense that is a felony or any other felony under the laws of this state, any other state, or the United States that the commission determines to be related to fitness to be the owner of such a premises or to be the operator of a satellite facility.  |
| 3770.021 | State Lottery Commission Employment Requirements                   | M   | EM | 1 | Except as otherwise provided in this section, no person shall be employed by or continue employment with the state lottery commission who has been convicted in any jurisdiction of a felony, or of a misdemeanor of the first, second, or third degree, involving gambling, fraud or misrepresentation, theft, or any crime of moral turpitude, as long as the record of the conviction has not been sealed pursuant to Chapter 2953 of the Revised Code or pursuant to a statute of another jurisdiction that governs the sealing of criminal records.   |
| 3770.05  | Lottery Sales Agents Licensing                                     | M   | EM | 1 | The director shall refuse to grant, or shall suspend or revoke, a license if the applicant or licensee has been convicted of a felony, or has been convicted of a crime involving moral turpitude.   |
| 3916.18  | Viatical Settlement Business Employment Qualifications             | M   | EM | 1 | No person in the business of viatical settlements shall knowingly or intentionally permit any person convicted of a felony involving dishonesty or breach of trust to participate in the business of viatical settlements.   |

| Section  | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|----------|---|-----|----|---|--|
| 4303.292 | Retail Liquor License Transfer Requirements                                   | M   | EM | 1 | The division of liquor control shall refuse to transfer the location of any retail permit issued under this chapter if it finds that the applicant, any partner, member, officer, director, or manager thereof, or any shareholder owning ten per cent or more of its capital stock has been convicted at any time of a crime which relates to fitness to operate a liquor establishment.  |
| 4506.25  | Out-of-Service Order Effect on Commercial Driver's License                    | M   | EM | 1 | The registrar of motor vehicles shall disqualify any person from operating a commercial motor vehicle who receives a notice of a conviction for violation of an out-of-service order issued under rules of the public utilities commission adopted pursuant to section 4919.79, 4921.04, or 4923.20 of the Revised Code, or a conviction for a violation of the same or similar laws of another state or jurisdiction applicable to vehicles in regulated commerce   |
| 4517.12  | Motor Vehicle Licensing Requirements  | M   | EM | 1 | The registrar of motor vehicles shall deny the application of any person for a license as a motor vehicle dealer, motor vehicle leasing dealer, manufactured home broker, or motor vehicle auction owner and refuse to issue the license if the registrar finds that the applicant has been guilty of a fraudulent act in connection with selling or otherwise dealing in, or leasing, motor vehicles, or in connection with brokering manufactured homes.   |
| 4517.13  | Distributor Licensing Requirements  | M   | EM | 1 | The registrar of motor vehicles shall deny the application of any person for a license as a distributor and refuse to issue the license if the registrar finds that the applicant has been guilty of a fraudulent act in connection with selling or otherwise dealing in motor vehicles.   |
| 4517.14  | Salesperson Licensing Requirements  | M   | EM | 1 | The registrar of motor vehicles shall deny the application of any person for a license as a salesperson and refuse to issue the license if the registrar finds that the applicant has been guilty of a fraudulent act in connection with selling or otherwise dealing in motor vehicles.   |
| 4723.28  | Nursing License Denial, Revocation, Suspension, or Restriction of Certificate | M   | EM | 1 | According to division (N), the board shall refuse to grant a license to practice nursing as a registered nurse or as a licensed practical nurse under section 4723.09 of the Revised Code to a person who entered a prelicensure nursing education program on or after June 1, 2003, and applied under division (A) of section 4723.09 of the Revised Code for the license or a person who applied under division (B) of that section for the license, if the criminal records check performed in accordance with division (C) of that section indicates that the person has pleaded guilty to, been convicted of, or has had a judicial finding of guilt for violating section 2903.01, 2903.02, 2903.03, 2903.11, 2905.01, 2907.02, 2907.03, 2907.05, 2909.02, 2911.01, or 2911.11 of the Revised Code or a substantially similar law of another state, the United States, or another country. |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 4728.13 | Financial Institution License Revocation or Suspension                                     | M   | EM | 1 | The division of financial institutions upon a criminal conviction shall revoke any license theretofore issued to the person, firm, partnership, corporation, or association.   |
| 4730.25 | Physician Assistant Certificate of Registration Limitations, Revocation, and Suspension    | M   | EM | 1 | The certificate of registration of a physician assistant and the physician assistant's practice in this state are automatically suspended as of the date the physician assistant pleads guilty to or is found by a judge or jury to be guilty of any of the following criminal offenses in this state or a substantially equivalent criminal offense in another jurisdiction: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary.   |
| 4731.22 | Medical Certificate to Practice Grounds for Refusal to Grant and Revocation of Certificate | M   | EM | 1 | The certificate to practice issued to an individual under this chapter and the individual's practice in this state are automatically suspended as of the date of the individual's second or subsequent plea of guilty to, or judicial finding of guilt of, a violation of section 2919.123 of the Revised Code, or the date the individual pleads guilty to or is found by a judge or jury to be guilty of any of the following criminal offenses in this state or a substantially equivalent criminal offense in another jurisdiction: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary. |
| 4732.02 | Board of Psychology Membership Requirements  | M   | EM | 1 | The governor shall remove any member of the board of psychology who has been convicted of or pleaded guilty to the commission of a felony offense under any law of this state, another state, or the United States. No person may be appointed to the board who has been convicted of or pleaded guilty to a felony offense under any law of this state, another state, or the United States.  |
| 4735.18 | Real Estate License Grounds for Suspension or Revocation                                   | M   | EM | 1 | Subject to section 4735.32 of the Revised Code, the Ohio real estate commission shall, pursuant to section 4735.051 of the Revised Code, impose disciplinary sanctions upon any licensee who, whether or not acting in the licensee's capacity as a real estate broker or salesperson, or in handling the licensee's own property, is found to have been convicted of a felony or a crime of moral turpitude.  |
| 4738.18 | Buyer's Identification Card Requirements   | M   | EM | 1 | All applicants for a buyer's identification card must be of good financial repute and not have been convicted of a felony as verified by a report from a law enforcement agency and credit report furnished to the registrar by the applicant.   |
| 4740.06 | Licensure Requirement  | M   | EM | 1 | To qualify to take an examination, an individual shall not have been convicted of or pleaded guilty to a misdemeanor involving moral turpitude or of any felony.   |

| Section | Collateral Consequence Topic  | M/D | C  | R | Notes   |
|---------|---|-----|----|---|---|
| 4751.10 | Nursing Home Administration Revocation or Suspension of License             | M   | EM | 1 | The license or registration, or both, or the temporary license of any person practicing or offering to practice nursing home administration, shall be revoked or suspended by the board of examiners of nursing home administrators if such licensee or temporary licensee has been convicted in a court of competent jurisdiction, either within or without this state, of a felony.   |
| 4760.13 | Anesthesiologist Revocation or Suspension of Certificate                    | M   | EM | 1 | The certificate of registration of an anesthesiologist assistant and the assistant's practice in this state are automatically suspended as of the date the anesthesiologist assistant pleads guilty to, is found by a judge or jury to be guilty of, or is subject to a judicial finding of eligibility for intervention in lieu of conviction in this state or treatment of intervention in lieu of conviction in another jurisdiction for any of the following criminal offenses in this state or a substantially equivalent criminal offense in another jurisdiction: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary. An individual subject to a permanent action taken by the board is forever thereafter ineligible to hold a certificate of registration as an anesthesiologist assistant and the board shall not accept an application for reinstatement of the certificate or for issuance of a new certificate. |
| 4760.15 | Prosecutor Notification of Convictions and Guilty Pleas to Licensing Boards | M   | EM | 1 | Whenever any person holding a valid certificate issued pursuant to this chapter pleads guilty to or is subject to a judicial finding of guilt for a violation of Chapter 2907, 2925, or 3719 of the Revised Code or of any substantively comparable ordinance of a municipal corporation in connection with the person's practice, the prosecutor in the case, on forms prescribed and provided by the state medical board, shall promptly notify the board of the conviction. Within thirty days of receipt of that information, the board shall initiate action in accordance with Chapter 119 of the Revised Code to determine whether to suspend or revoke the certificate under section 4760.13 of the Revised Code.   |
| 4762.13 | Acupuncturist Revocation, Refusal to Grant, or Suspension of Certificate    | M   | EM | 1 | The certificate of registration of an acupuncturist and the acupuncturist's practice in this state are automatically suspended as of the date the acupuncturist pleads guilty to, is found by a judge or jury to be guilty of, or is subject to a judicial finding of eligibility for intervention in lieu of conviction in this state or treatment or intervention in lieu of conviction in another jurisdiction for any of the following criminal offenses in this state or a substantially equivalent criminal offense in another jurisdiction: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary. An individual subject to a permanent action taken by the board is forever thereafter ineligible to hold a certificate of registration as an acupuncturist and the board shall not accept an application for reinstatement of the certificate or for issuance of a new certificate.                                    |

| Section  | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|----------|--|-----|----|---|--|
| 4762.15  | Prosecutor to Notify State Medical Board of Conviction of Acupuncturist                      | M   | EM | 1 | Whenever any person holding a valid certificate issued pursuant to this chapter pleads guilty to, is subject to a judicial finding of guilt of, or is subject to a judicial finding of eligibility for intervention in lieu of conviction for a violation of Chapter 2907, 2925, or 3719 of the Revised Code or of any substantively comparable ordinance of a municipal corporation in connection with the person's practice, the prosecutor in the case, on forms prescribed and provided by the state medical board, shall promptly notify the board of the conviction. Within thirty days of receipt of that information, the board shall initiate action in accordance with Chapter 119 of the Revised Code to determine whether to suspend or revoke the certificate under section 4762.13 of the Revised Code.  |
| 4763.11  | Certificate Holders Grounds for Disciplinary Action  | M   | EM | 1 | The board shall take any disciplinary action authorized by this section against a certificate holder, registrant, or licensee who is found to have committed any of the following acts, omissions, or violations during the appraiser's certification, registration, or licensure being convicted in a criminal proceeding for a felony or a crime involving moral turpitude.  |
| 4973.171 | Offenses Affecting Employment Eligibility of Police Officer for Railroad Company or Hospital | M   | EM | 1 | The governor shall not appoint or commission a person as a police officer for a railroad company under division (B) of section 4973.17 of the Revised Code and shall not appoint or commission a person as a police officer for a hospital under division (D) of section 4973.17 of the Revised Code on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the person previously has been convicted of or has pleaded guilty to a felony. The governor shall revoke the appointment or commission of a person appointed or commissioned as a police officer for a railroad company or as a police officer for a hospital under division (B) or (D) of section 4973.17 of the Revised Code if that person does either of the following: (1) pleads guilty to a felony, or (2) pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the person agrees to surrender the certificate awarded to that person under section 109.77 of the Revised Code. The governor shall suspend the appointment or commission of a person appointed or commissioned as a police officer for a railroad company or as a police officer for a hospital under division (B) or (D) of section 4973.17 of the Revised Code if that person is convicted, after trial, of a felony. |

| Section | Collateral Consequence Topic           | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 5104.09 | In-Home Aide Employment Qualifications | M   | EM | 1 | <p>No individual who has been convicted of or pleaded guilty to a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.22, 2903.34, 2905.01, 2905.02, 2905.04, 2905.05, 2905.11, 2907.02, 2907.03, 2907.04, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.21, 2907.22, 2907.23, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2909.02, 2909.03, 2909.04, 2909.05, 2911.01, 2911.02, 2911.11, 2911.12, 2917.01, 2917.02, 2917.03, 2917.31, 2919.12, 2919.24, 2919.25, 2921.03, 2921.34, 2921.35, 2923.12, 2923.13, 2923.161, 2919.22, 2925.02, 2925.03, 2925.04, 2925.05, 2925.06, or 3716.11 of the Revised Code, a violation of section 2925.11 of the Revised Code that is not a minor drug possession offense, as defined in section 2925.01 of the Revised Code, felonious sexual penetration in violation of former section 2907.12 of the Revised Code, or a violation of an existing or former law or ordinance of any municipal corporation, this state, any other state, or the United States that is substantially equivalent to any of those violations shall be certified as an in-home aide or be employed in any capacity in or own or operate a child day-care center, type A family day-care home, type B family day-care home, or certified type B family day-care home. Each employee of a child day-care center and type A home and every person eighteen years of age or older residing in a type A home shall sign a statement on forms prescribed by the director of job and family services attesting to the fact that the employee or resident person has not been convicted of or pleaded guilty to any offense set forth in division (A)(1) of this section and that no child has been removed from the employee's or resident person's home pursuant to section 2151.353 of the Revised Code. Each in-home aide, each authorized provider, and every person eighteen years of age or older residing in a certified type B home shall sign a statement on forms prescribed by the director of job and family services attesting that the aide, provider, or resident person has not been convicted of or pleaded guilty to any offense set forth in division (A)(1) of this section and that no child has been removed from the aide's, provider's, or resident person's home pursuant to section 2151.353 of the Revised Code. Each administrator and licensee of a center or type A home shall sign a statement on a form prescribed by the director of job and family services attesting that the administrator or licensee has not been convicted of or pleaded guilty to any offense set forth in division (A)(1) of this section and that no child has been removed from the administrator's or licensee's home pursuant to section 2151.353 of the Revised Code.</p> |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 5119.14 | Appointment and Qualification of Mental Health Department Special Police | M   | EM | 1 | The managing officer of an institution under the jurisdiction of the department of mental health shall not designate an employee as a special police officer of the department pursuant to division (B)(1) of this section on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the employee previously has been convicted of or has pleaded guilty to a felony. The managing officer of an institution under the jurisdiction of the department of mental health shall terminate the employment as a special police officer of the department of an employee designated as a special police officer under division (B)(1) of this section if that employee does either of the following: (1) pleads guilty to a felony, or (2) pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the employee agrees to surrender the certificate awarded to that employee under section 109.77 of the Revised Code. The managing officer shall suspend from employment as a special police officer of the department an employee designated as a special police officer under division (B)(1) of this section if that employee is convicted, after trial, of a felony.  |
| 5123.13 | Mental Retardation Institution Special Police Employment Qualifications  | M   | EM | 1 | The managing officer of an institution under the jurisdiction of the department of mental retardation and developmental disabilities shall not designate an employee as a special police officer of the department pursuant to division (B)(1) of this section on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the employee previously has been convicted of or has pleaded guilty to a felony. The managing officer of an institution under the jurisdiction of the department of mental retardation and developmental disabilities shall terminate the employment as a special police officer of the department of an employee designated as a special police officer under division (B)(1) of this section if that employee does either of the following: (1) pleads guilty to a felony, and (2) pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the employee agrees to surrender the certificate awarded to that employee under section 109.77 of the Revised Code. The managing officer shall suspend from employment as a special police officer of the department an employee designated as a special police officer under division (B)(1) of this section if that employee is convicted, after trial, of a felony. |

| Section | Collateral<br>Consequence<br>Topic                                     | M/<br>D | C  | R | Notes  |
|---------|--|---------|----|---|--|
| 5502.14 | Public Safety<br>Enforcement<br>Agents<br>Employment<br>Qualifications | M       | EM | 1 | The department of public safety shall not employ, and the director of public safety shall not designate, a person as an enforcement agent on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the person previously has been convicted of or has pleaded guilty to a felony. The department of public safety shall terminate the employment of a person who is designated as an enforcement agent and who does either of the following: (1) pleads guilty to a felony, or (2) pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the enforcement agent agrees to surrender the certificate awarded to that agent under section 109.77 of the Revised Code. The department shall suspend the employment of a person who is designated as an enforcement agent if the person is convicted, after trial, of a felony.  |
| 5743.45 | Taxation<br>Department<br>Employee<br>Investigation<br>Powers          | M       | EM | 1 | The tax commissioner shall not delegate any investigation powers to an employee of the department of taxation pursuant to division (B) of this section on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the employee previously has been convicted of or has pleaded guilty to a felony. The tax commissioner shall revoke the delegation of investigation powers to an employee to whom the delegation was made pursuant to division (B) of this section if that employee does either of the following: (1) pleads guilty to a felony, or (2) Pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the employee agrees to surrender the certificate awarded to that employee under section 109.77 of the Revised Code. The tax commissioner shall suspend the delegation of investigation powers to an employee to whom the delegation was made pursuant to division (B) of this section if that employee is convicted, after trial, of a felony. |

| Section  | Collateral Consequence Topic                                  | M/D | C  | R | Notes  |
|----------|---|-----|----|---|--|
| 5907.021 | Employment Eligibility of Chief of Police and Police Officers | M   | EM | 1 | The superintendent of the Ohio veterans' home agency shall not appoint a person as a chief of police of the agency or an employee as a Ohio veterans' home police officer on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the person or employee previously has been convicted of or has pleaded guilty to a felony. The superintendent shall terminate the employment of a chief of police or the employment as a veterans' home police officer of an employee appointed as a veterans' home police officer if that chief of police or employee does either of the following: (1) pleads guilty to a felony, or (2) pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the chief of police or employee agrees to surrender the certificate awarded to that chief of police or employee under section 109.77 of the Revised Code. The superintendent shall suspend from employment a chief of police or from employment as a veterans' home police officer an employee appointed as a veterans' home police officer if that chief of police or employee is convicted, after trial, of a felony. |
| 6101.75  | Law Enforcement Employment Eligibility                        | M   | EM | 1 | The board of directors shall not designate an employee as provided in division (B) of this section on a permanent basis, on a temporary basis, for a probationary term, or on other than a permanent basis if the employee previously has been convicted of or has pleaded guilty to a felony. The board of directors shall terminate the employment of an employee designated as provided in division (B) of this section if that employee does either of the following: (1) pleads guilty to a felony, or (2) Pleads guilty to a misdemeanor pursuant to a negotiated plea agreement as provided in division (D) of section 2929.43 of the Revised Code in which the employee agrees to surrender the certificate awarded to that employee under section 109.77 of the Revised Code. The board of directors shall suspend from employment an employee designated as provided in division (B) of this section if that employee is convicted, after trial, of a felony.  |

| Section     | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|-------------|--|-----|----|---|--|
| 109:2-1-03  | Ohio Peace Officer Basic Training Program Course Attendance Requirements       | M   | EM | 1 | No person who has been convicted of a felony or other disqualifying offense shall be allowed to attend the Ohio Peace Officer basic training program course.   |
| 109:2-1-05  | Peace Officer Basic Training School Commander License Requirements             | M   | EM | 1 | Any person convicted of a felony, crime of moral turpitude, or any other peace officer disqualifying offense cannot receive the approval of the executive director to conduct a peace officer basic training program, and therefore, cannot receive a license. |
| 109:2-1-05  | Peace Officers Basic Training Instructors Employment Requirements              | M   | EM | 1 | A person may not be an instructor in a peace officer training program that has been convicted of a felony, crime of moral turpitude, or other peace officer disqualifying offense.   |
| 109:2-1-06  | Jailer or Deputies Training School Instructor Requirements                     | M   | EM | 1 | Any person applying for a license to be an instructor for jailer or deputies training cannot receive a license if he/she has been convicted of a felony, crime of moral turpitude, or any other peace officer disqualifying offense.                           |
| 109:2-5-05  | Bailiff and Deputy Firearm Training School Commander Requirements              | M   | EM | 1 | Any person convicted of a felony, crime of moral turpitude, or any firearms offense under chapter 2923 of the Revised Code shall not receive the executive director's approval to be a commander in a firearm training program for bailiffs and deputies.      |
| 109:2-9-04  | Full Service Jail Personnel Training School Commander Requirements             | M   | EM | 1 | No person convicted of a felony or crime of moral turpitude shall receive the approval of the executive director to conduct a school to train full service jail personnel.   |
| 109:2-9-05  | Full Service Jail Personnel Training School Instructor Requirements            | M   | EM | 1 | No person convicted of a felony or crime of moral turpitude shall receive the approval of the executive director to be an instructor in a full service jail personnel program.   |
| 109:2-9-08  | Full Service Jail Facility Training Program Attendance Requirements            | M   | EM | 1 | No person convicted of a felony shall be allowed to attend training to become an employee at a full service jail facility.   |
| 109:2-11-02 | Jailer Training in Five-Day and Twelve-Hour Facilities Attendance Requirements | M   | EM | 1 | Any person convicted of a felony shall not be permitted to attend any portion of a training program for 5-day and 12-hour facilities for jailers.  |
| 109:2-11-04 | Jailer Training School Commander Requirements                                  | M   | EM | 1 | Any person convicted of a felony, crime of moral turpitude, or any other peace officer disqualifying offense shall not receive the approval of the executive director, a requisite for jailer training school licenses.  |

| Section      | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|--------------|--|-----|----|---|---|
| 173-14-14    | Staffing Requirements and Qualifications for Department of Aging Ombudsman Program | M   | EM | 1 | Any candidate for a paid or voluntary position with the department of aging ombudsman program cannot have been convicted of a crime as follows: candidates for paid positions cannot have been convicted of any crime within Chapters 173-41 of the Administrative Code, and representatives/volunteers cannot have been convicted of any crime of violence or trust. |
| 1301:5-1-19  | Real Estate License Reactivation   | M   | EM | 1 | Any person convicted of a felony, a crime involving moral turpitude, a violation of 4735.18 of the Revised Code or any municipal, state, or federal civil rights law, and provisions of division (B) of 4735.07 of the Revised Code or division (F) of 4735.09 of the Revised Code shall not be permitted to renew a real estate license.                             |
| 1301:7-9-11  | Underground Storage Tank Installer and Inspector Certification                     | M   | EM | 1 | The fire marshal shall deny, refuse to renew, suspend, or revoke any license of an inspector who inspects underground storage tanks, who is convicted of a felony.  |
| 3301-21-01   | Qualifications for Employment as a Teacher   | M   | EM | 1 | Any person applying for a position as a teacher within the state will be deemed not to have good moral character if convicted of any felony, violation of 2907.04, 2907.06, division (A) or (C) of 2907.07 of the Revised Code, any offense of violence, theft, or drug abuse offense not a minor misdemeanor.  |
| 3745-300-05  | Contaminated Property Cleanup Lab Professional Certification Requirements          | M   | EM | 1 | Any application for a license to become a certified professional in certified labs for contaminated property cleanup shall be denied for conviction of a felony or fraud.   |
| 3770-2-02    | Grounds for Refusal of Lottery Sales Agent License                                 | M   | EM | 1 | The director shall refuse to grant a lottery sales agent license to any person who has been found guilty of any of the activities specified in division (C)(1)-(4) of 3770.05 of the Revised Code.  |
| 4101:16-3-02 | Qualifications to Take Construction Industry Licensing Examination                 | M   | EM | 1 | Any person convicted of or pleaded guilty to a misdemeanor involving moral turpitude or a felony shall not be allowed to sit for an examination for a license involved in the Ohio Construction Industry.   |
| 4501-1-05    | School Bus Driver License  | M   | EM | 1 | Any person who has been convicted of a felony or crime of moral turpitude shall (1) not be issued a license as a school bus driver or (2) have his/her license as a school bus driver revoked.  |
| 4501:1-1-24  | Disqualification of Commercial Driver for Certain Convictions                      | M   | EM | 1 | Upon a conviction of 4506.15(A)(9) of the Revised Code - the use of a commercial motor vehicle for the commission of a felony involving the manufacture, distribution, or dispensing of a controlled substance - a person will be disqualified for life in obtaining a license as a commercial driver.  |

| Section      | Collateral Consequence Topic  | M/D | C  | R | Notes   |
|--------------|---|-----|----|---|---|
| 4501:1-3-09  | Motor Vehicle Dealer's License, Manufactured Home Broker's License, Distributor's License, and Auction Owner's License Denial | M   | EM | 1 | Any person convicted of a felony shall be denied issuance or renewal of a motor vehicle dealer's license, manufactured home broker's license, distributor's license, or auction owner's license, unless the conviction was (1) prior to December 8, 1986 and (2) not related to the selling, taxing, licensing, or regulation of sales of motor vehicles. |
| 4713-3-01    | Cosmetology School Requirements   | M   | EM | 1 | No owner or shareholder opening a cosmetology school shall have a felony conviction.  |
| 4723-21-16   | Eligibility to Take the Program of Instruction that Trains an Unlicensed Worker to Give Oral or Apply Topical Medications     | M   | EM | 1 | If the MR/DD board that employs an unlicensed worker determines that the unlicensed worker has been convicted of or pled guilty to a felony described, the MR/DD board shall not allow that unlicensed worker to take the program of instruction that prepares an unlicensed worker to give oral or to apply topical medications.                         |
| 4723-22-23   | Eligibility to Take the Medication Course for an ICF/MR Worker  | M   | EM | 1 | If the ICF/MR who employs an ICF/MR worker determines that the ICF/MR worker has been convicted of or pled guilty to a felony that is related to drugs or the abuse of an individual, the ICF/MR shall deny admission to the medication course for an ICF/MR worker for that ICF/MR worker.   |
| 4734-1-04    | Enforcement Investigator Qualifications   | M   | EM | 1 | Only persons who have good moral character, the appropriate background, and who have no felony convictions shall be appointed as enforcement investigators.   |
| 4751-1-12    | Nursing Home Administrator Suspension or Revocation of License  | M   | EM | 1 | The board shall suspend or revoke the license or certificate of registration, or both, or the temporary license of a nursing home administrator if such licensee or temporary licensee has been convicted in a court of competent jurisdiction, either within or without this state, of a felony.   |
| 5101:2-5-13  | Child Care Agencies Required Notification Policies  | M   | EM | 1 | If an employee, volunteer, or college intern is convicted of any crime, he/she must notify the agency within 24 hours. Failure to notify results in immediate dismissal from employment or from being a volunteer or intern at the agency.  |
| 5101:2-14-05 | Provider Qualifications for Professional Certification as a Type B Home Provider or In-Home Aide                              | M   | EM | 1 | The provider or any resident of the type B home shall not have been convicted of or pleaded guilty to crimes listed in 5104.013 or 5104.09 of the Revised Code.   |

| Section       | Collateral Consequence Topic   | M/D | C        | R | Notes   |
|---------------|--|-----|----------|---|---|
| 5101:2-14-58  | Provider Qualifications and Responsibilities for Limited Certification as a Type B Home Provider or In-Home Aide               | M   | EM       | 1 | The provider shall assure that he and other persons living in the type B home have not been convicted of or pleaded guilty to crimes or offenses listed in 5104.013 or 5104.09 of the Revised Code.   |
| 5120:1-1-35   | Contracts for the Transportation of Inmates  | M   | EM       | 1 | The private person or entity with whom the adult parole authority contracts for the return of Ohio prisoners shall require a pre-employment criminal records check, at the federal, state, and local levels, for employees who would actually engage in the return of prisoners, and shall not hire an individual with a record of a conviction for any felony, any sex offense, an offense of domestic violence, two or more misdemeanor drug offenses, or any other offense which disqualifies the prospective employee from carrying a firearm.  |
| 121.49        | General Inspector Qualifications   | M   | EM<br>PO | 1 | No person who has been convicted in this or any other state of a felony or crime involving fraud, dishonesty, or moral turpitude shall be appointed inspector general.  |
| Art. II, s. 5 | Persons Barred from Seat in General Assembly   | M   | EM<br>PO | 1 | No person hereafter convicted of an embezzlement of the public funds, shall hold any office in this State   |
| 145.362       | Disability Benefit Recipient Restoration to Position and Salary  | M   | EM<br>PR | 1 | If a person resigned in lieu of dismissal because of a felony conviction, the employer is not required to rehire the person under this disability section.  |
| Art. XV, s. 4 | Officers to Be Qualified Electors  | M   | PO       | 1 | No person shall be elected or appointed to any office in this state unless possessed of the qualifications of an elector.   |
| 5505.17       | State Highway Patrol Member Calculation of Pensions  | M   | PR       | 1 | A state highway patrol member with fifteen or more years of total service credit, who voluntarily resigns or who is discharged from the state highway patrol for any reason except retirement under this chapter, death, dishonesty, cowardice, intemperate habits, or conviction of a felony, shall receive a pension equal to one and one-half per cent of the member's final average salary multiplied by the number of years, and fraction of a year, of total service credit, except that the pension shall not exceed the limit established by section 415 of the "Internal Revenue Code of 1986," 100 Stat. 2085, 26 U.S.C.A. 415, as amended. |
| 2151.358      | Under What Conditions Records are to be Sealed or Expunged; Procedures; Effects; Offense of Divulging Confidential Information | M   | CR       | 2 | A juvenile delinquent may not have their record sealed or expunged if they have been convicted of a violation of 2903.01, 2903.02, or 2903.03 of the Revised Code. However, two (2) years after the conviction/adjudication as a delinquent child, the person may apply to have the conviction expunged.  |

| Section      | Collateral Consequence Topic                         | M/D | C        | R | Notes  |
|--------------|--|-----|----------|---|--|
| 3503.21      | Registration Cancellation of Voting Election         | M   | CR       | 2 | The registration of a registered elector shall be canceled upon the occurrence of a conviction of the registered elector of a felony under the laws of this state, any other state, or the United States as provided in section 2961.01 of the Revised Code, which states that a person convicted of a felony under the laws of this or any other state or the United States, unless the conviction is reversed or annulled, is incompetent to be an elector or juror or to hold an office of honor, trust, or profit. When any person convicted of a felony under any law of that type is granted parole, judicial release, or a conditional pardon or is released under a non-jail community control sanction or a post-release control sanction, the person is competent to be an elector during the period of community control, parole, post-release control, or release or until conditions of the pardon have been performed or have transpired and is competent to be an elector following final discharge. The full pardon of a convict restores the rights and privileges forfeited under this section, but a convict must pay the conviction costs, unless specified otherwise. |
| 5101:2-48-09 | Qualifications for Approval as an Adoptive Parent    | M   | CR       | 2 | An agency shall not recommend a person to be approved as an adoptive parent if the person has been convicted of any crime listed in rule 5101:2-48-10 of the Administrative Code and has not met the rehabilitation requirements outlined in rule 5101:2-48-10 of the Administrative Code, which includes a ten (10) year time restriction for felonies and three (3) year time restriction for misdemeanors.  |
| 5101:2-48-10 | Qualifications for Adoptive Placement                | M   | CR       | 2 | A public children services agency (PCSA), private child placing agency (PCPA), or private noncustodial agency (PNA) shall not approve an adoptive placement if the results of the BCII criminal records check indicate that a prospective adoptive parent or, when applicable, any adult member of the household has been convicted of or pleaded guilty to any of the offenses or violations specifically listed in this section. However, if the convicted person meets several requirements, including a ten (10) year time restriction for felonies and a three (3) year time restriction for misdemeanors, the person may be considered for adoptive placement.   |
| 5101:2-5-20  | Qualifications for Certification as Foster Caregiver | M   | CR<br>EM | 2 | Except as provided in paragraph (I) of rule 5101:2-7-02 of the Administrative Code, an agency shall not recommend a person to be certified as a foster caregiver if the person or any adult member of the applicant's household has been convicted of any crime listed in paragraph (J) of rule 5101:2-7-02 of the Administrative Code. However, the person may obtain employment if he/she complies with Paragraph (I) of 5101:2-7-02 of the Administrative Code, which includes a time restraint.  |
| 5101:2-7-02  | Qualifications for Certification as Foster Caregiver | M   | CR<br>EM | 2 | No person who has been convicted of or pleaded guilty to an offense listed in paragraph (J) of this rule shall be certified as a foster caregiver on or after October 29, 1993, unless the recommending agency finds and documents that person has met all listed conditions, which includes a time restraint.   |

| Section  | Collateral Consequence Topic                               | M/D | C  | R | Notes   |
|----------|--|-----|----|---|---|
| 1702.80  | City Police Officer Qualifications                         | M   | EM | 2 | No board of trustees of a municipal corporation may appoint a person as a police officer of the city if the person has previously been convicted of or pleaded guilty to a felony charge or pleads/is found guilty of a misdemeanor in which the person must give up the license/registration to be a police officer. The person convicted may be rehired only if application filed and the rehabilitation process is completed.  |
| 1713.50  | Private College/ University Police Officer Requirements    | M   | EM | 2 | No board of trustees of a private college or university may appoint a person as a police officer of the city if the person has previously been convicted of or pleaded guilty to a felony charge or pleads/is found guilty of a misdemeanor in which the person must give up the license/registration to be a police officer. The person convicted may be rehired only if application filed and process gone through where person is exonerated/ pardoned.  |
| 3599.161 | Election Officials Denial of Access to Records             | M   | EM | 2 | According to (B), no director of elections, deputy director of elections, or employee of the board of elections designated by the director or deputy director shall knowingly prevent or prohibit any person from inspecting, under reasonable regulations established and posted by the board of elections, the public records filed in the office of the board of elections. Whoever violates division (B) of this section is guilty of prohibiting inspection of election records, a minor misdemeanor, and shall, upon conviction, be dismissed from his position as director of elections, deputy director of elections, or employee of the board of elections.  |
| 3701.881 | Home Health Agency Child Caregiver Employee Qualifications | M   | EM | 2 | According to (C)(1), and except as provided in rules adopted by the department of health in accordance with division (F) of this section, no home health agency shall employ a person as a person responsible for the care, custody, or control of a child if the person previously has been convicted of or pleaded guilty to any of the following: a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.05, 2907.02, 2907.03, 2907.04, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.21, 2907.22, 2907.23, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2919.12, 2919.22, 2919.24, 2919.25, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.04, 2925.05, 2925.06, or 3716.11 of the Revised Code, a violation of section 2905.04 of the Revised Code as it existed prior to July 1, 1996, a violation of section 2919.23 of the Revised Code that would have been a violation of section 2905.04 of the Revised Code as it existed prior to July 1, 1996, had the violation been committed prior to that date, a violation of section 2925.11 of the Revised Code that is not a minor drug possession offense, or felonious sexual penetration in violation of former section 2907.12 of the Revised Code or a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in division (C)(1)(a) of this section. However, according to division (F), the department of health shall adopt rules in accordance with Chapter 119. of the Revised Code to implement this section, and the rules shall specify circumstances under which the home health agency may employ a person who has been convicted of or pleaded guilty to an offense listed or described in division (C)(1) of this section but who meets standards in regard to rehabilitation set by the department. |

| Section  | Collateral Consequence Topic                                     | M/D | C  | R | Notes  |
|----------|--|-----|----|---|--|
| 3701.881 | Home Health Agency Older Adult Caregiver Employee Qualifications | M   | EM | 2 | According to (C)(2), and except as provided in rules adopted by the department of health in accordance with division (F) of this section, no home health agency shall employ a person in a position that involves providing direct care to an older adult if the person previously has been convicted of or pleaded guilty to any of the following: a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.11, 2905. 12, 2907.02, 2907.03, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.12, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2911.13, 2913.02, 2913.03, 2913.04, 2913.11, 2913.21, 2913. 31, 2913.40, 2913.43, 2913.47, 2913.51, 2919.25, 2921.36, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.11, 2925.13, 2925.22, 2925.23, or 3716.11 of the Revised Code or a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in division (C)(2)(a) of this section. However, according to division (F), the department of health shall adopt rules in accordance with Chapter 119. of the Revised Code to implement this section, and the rules shall specify circumstances under which the home health agency may employ a person who has been convicted of or pleaded guilty to an offense listed or described in division (C)(2) of this section but meets personal character standards set by the department. |
| 3712.09  | Hospice Caregiver Employee Qualifications                        | M   | EM | 2 | According to (C)(1), and except as provided in rules adopted by the public health council in accordance with division (F) of this section, no hospice care program shall employ a person in a position that involves providing direct care to an older adult if the person has been convicted of or pleaded guilty to any of the following: a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.11, 2905. 12, 2907.02, 2907.03, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.12, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2911.13, 2913.02, 2913.03, 2913.04, 2913.11, 2913.21, 2913. 31, 2913.40, 2913.43, 2913.47, 2913.51, 2919.25, 2921.36, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.11, 2925.13, 2925.22, 2925.23, or 3716.11 of the Revised Code or a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in division (C)(1)(a) of this section. However, according to division (F), the public health council shall adopt rules in accordance with Chapter 119. of the Revised Code to implement this section. The rules shall specify circumstances under which a hospice care program may employ a person who has been convicted of or pleaded guilty to an offense listed or described in division (C)(1) of this section but meets personal character standards set by the council.               |

| Section  | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|----------|---|-----|----|---|--|
| 3719.121 | Dentist, Chiropractor, Physician, Podiatrist, Registered Nurse, Licensed Practical Nurse, Physician Assistant, Pharmacist, Pharmacy Intern, Optometrist, and Veterinarian Professional Licenses | M   | EM | 2 | On receiving notification pursuant to section 2929.42 or 3719.12 of the Revised Code, the board under which a person has been issued a license, certificate, or evidence of registration immediately shall suspend the license, certificate, or registration of that person on a plea of guilty to, a finding by a jury or court of the person's guilt of, or conviction of a felony drug abuse offense or a plea of guilty to, or a finding by a jury or court of the person's guilt of, or the person's conviction of an offense in another jurisdiction that is essentially the same as a felony drug abuse offense. The board shall notify the holder of the license, certificate, or registration of the suspension, which shall remain in effect until the board holds an adjudicatory hearing under Chapter 119. of the Revised Code.   |
| 3721.121 | Home and Adult Day-Care Program Employee Requirements   | M   | EM | 2 | According to (C)(1), and except as provided in rules adopted by the director of health in accordance with division (F) of this section, no home or adult day-care program shall employ a person in a position that involves providing direct care to an older adult if the person has been convicted of or pleaded guilty to any of the following: a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.11, 2905.12, 2907.02, 2907.03, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.12, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2911.13, 2913.02, 2913.03, 2913.04, 2913.11, 2913.21, 2913.31, 2913.40, 2913.43, 2913.47, 2913.51, 2919.25, 2921.36, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.11, 2925.13, 2925.22, 2925.23, or 3716.11 of the Revised Code or a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in (C)(1)(a) of this section. However, according to division (F), and in accordance with section 3721.11 of the Revised Code, the director of health shall adopt rules to implement this section, and the rules shall specify circumstances under which a home or adult day-care program may employ a person who has been convicted of or pleaded guilty to an offense listed or described in division (C)(1) of this section but meets personal character standards set by the director. |

| Section  | Collateral Consequence Topic                          | M/D | C  | R | Notes  |
|----------|---|-----|----|---|--|
| 3722.151 | Adult Care Facility Employment Qualifications         | M   | EM | 2 | According to (C)(1), and except as provided in rules adopted by the public health council in accordance with division (F) of this section and subject to division (C)(2) of this section, no adult care facility shall employ a person in a position that involves providing direct care to an older adult if the person has been convicted of or pleaded guilty to any of the following: a violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.11, 2905.12, 2907.02, 2907.03, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.12, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2911.13, 2913.02, 2913.03, 2913.04, 2913.11, 2913.21, 2913.31, 2913.40, 2913.43, 2913.47, 2913.51, 2919.25, 2921.36, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.11, 2925.13, 2925.22, 2925.23, or 3716.11 of the Revised Code or a violation of an existing or former law of this state, any other state, or the United States that is substantially equivalent to any of the offenses listed in division (C)(1)(a) of this section. However, according to division (F), the public health council shall adopt rules in accordance with Chapter 119. of the Revised Code to implement this section, and the rules shall specify circumstances under which an adult care facility may employ a person who has been convicted of or pleaded guilty to an offense listed or described in division (C)(1) of this section but meets personal character standards set by the council. |
| 3734.44  | Environmental License and Permit Issuance and Renewal | M   | EM | 2 | No permit or license shall be issued or renewed by the director of environmental protection or a board of health if any individual or business concern required to be listed in the disclosure statement or shown to have a beneficial interest in the business of the applicant or the permittee, other than an equity interest or debt liability, by the investigation thereof, has been convicted of any one of the 21 listed crimes under the laws of this state or equivalent laws of any other jurisdiction. However, no applicant shall be denied the issuance or renewal of a permit or license on the basis of a conviction of any individual or business concern required to be listed in the disclosure statement or shown to have a beneficial interest in the business of the applicant or the permittee, other than an equity interest or debt liability, by the investigation thereof for any of the offenses enumerated in that division as disqualification criteria if that applicant has affirmatively demonstrated rehabilitation of the individual or business concern by a preponderance of the evidence.  |

| Section     | Collateral Consequence Topic  | M/D | C  | R | Notes   |
|-------------|---|-----|----|---|---|
| 3770.021    | State Lottery Commission Employment Requirements                      | M   | EM | 2 | Except as otherwise provided in this section, no person shall be employed by or continue employment with the state lottery commission who has been convicted in any jurisdiction of a felony, or of a misdemeanor of the first, second, or third degree, involving gambling, fraud or misrepresentation, theft, or any crime of moral turpitude, as long as the record of the conviction has not been sealed pursuant to Chapter 2953 of the Revised Code or pursuant to a statute of another jurisdiction that governs the sealing of criminal records. However, the director of the commission may adopt internal management rules designating vehicular offenses, conviction of which will disqualify persons from employment with the commission and specifying time periods after which persons who have been convicted of the offenses described in this section may be employed by the commission. |
| 3770.05     | Lottery Sales Agents Licensing  | M   | EM | 2 | The director shall refuse to grant, or shall suspend or revoke, a license if the applicant or licensee has been convicted of a felony, or has been convicted of a crime involving moral turpitude. However, the commission may adopt uniform rules specifying time periods after which the persons described in divisions (C)(1) to (4) and (D)(1) to (3) of this section may be issued a license.  |
| 3301-27-02  | Qualifications for Athletic Trainers                                  | M   | EM | 2 | Any person convicted of a felony, theft, offense of violence, or involving drug or sex abuse is disallowed from working as an athletic trainer. However, if the board of education is satisfied that the applicant has been rehabilitated and has established moral character then he/she can apply for the position.   |
| 3770:1-5-07 | Qualifications for Professional Employees of State Lottery Commission | M   | EM | 2 | Any person convicted of any felony or misdemeanor of the first, second, or third degree, or involving gambling, fraud, theft, or moral turpitude is disallowed from being an employee with the lottery commission. However, the director may establish guidelines that will allow persons with convictions to be hired with the commission after a certain amount of time.  |
| 4501-47-02  | Waiver of Commercial Driver's License Skills Test                     | M   | EM | 2 | Each person who applies for a waiver of the commercial driver's license road skills test must certify that during the two (2) year period immediately preceding his application for a commercial driver's license that, among other criteria, the applicant has not had any convictions in any type of motor vehicle for the offenses for which disqualification is prescribed in 4506.16 of the Revised Code, such as the use of a commercial motor vehicle in the commission of a felony.   |
| 5101:2-5-09 | Convictions Prohibiting Employment with Child Care Agency             | M   | EM | 2 | Except as provided in paragraph (J) of 5101:2-5-09 of the Administrative Code, an agency shall not, as of October 29, 1993, hire a prospective employee as administrator, child care staff, caseworker, or in any other position responsible for a child's care in out-of-home-care if the person has been convicted of or pleaded guilty to any of the enumerated offenses. However, the person may obtain employment if he/she complies with the requirements in Paragraph (J), which includes a time restraint.  |

| Section      | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|--------------|---|-----|----|---|--|
| 5101:2-12-26 | Child Day-Care Center Licenses & Employee Qualifications  | M   | EM | 2 | If the department of job and family services receives a report verifying conviction under 5104.09 of the Revised Code, the department shall deny the initial license application to the owner and administrator or begin the license revocation process, unless it is determined that the person meets the criteria for rehabilitation as described in this rule. No license may be issued if the records check on either the owner or administrator shows a conviction or guilty plea for any offense listed in section 5104.09, 5104.12, or 5104.013 of the Revised Code, unless certain requirements are all met. If the results of the records check indicate that an employee has been convicted, the center shall immediately release the person from employment until such time as the center determines that the person meets the rehabilitation standards as described in this rule.  |
| 5101:2-14-11 | Offense Prohibiting Certification as a Limited or Professional Certified Type B Home Provider, In-Home Aide, or Emergency or Substitute Caregiver | M   | EM | 2 | The DCJFS shall not certify or continue to certify any individual as a type B home provider or in-home aide if the person has been convicted of 5104.013 or 5104.09 of the Revised Code. The DCJFS shall not approve or continue to approve an individual as an emergency or substitute caregiver for a certified type B home provider or in-home aide on or after October 29, 1993, if the person has been convicted of 5104.013 or 5104.09 of the Revised Code. When the CDJFS receives the results of the criminal records check and it is indicated that the applicant, the provider or adults residing in the applicant's or provider's type B home have been convicted of or pleaded guilty to the offenses listed in 2151.86, 5104.013 or 5104.09 of the Revised Code, the CDJFS shall either (1) deny the application for certification or (2) immediately revoke the type B home or in-home aide certificate. However, upon meeting several conditions, including a time restriction, the convicted person may be certified by the CDJFS. |
| 5122-30-04   | Qualifications for Operating Residential Facility   | M   | EM | 2 | No person who has been convicted of or plead guilty to an offense listed in paragraph (C) of this rule shall operate a residential facility on or after October 29, 1993, unless the affiliating agency or board finds and documents that person has met all listed conditions, including a time restraint.  |
| 5123:1-7-01  | Qualifications for Employment with the Department of Mental Retardation and Developmental Disabilities  | M   | EM | 2 | Except as provided in paragraphs (J) and (K) of this rule, the department shall not employ an applicant who has been convicted of or pleaded guilty to any of the listed crimes, including murder and felonious assault. If certain conditions are met, one of which is a time restriction, the applicant may be employed.   |
| 5123:2-1-05  | Qualifications for Employment with the County Board of Mental Retardation and Developmental Disabilities  | M   | EM | 2 | No county board shall employ an applicant to fill a position with the board who has been convicted of or pleaded guilty any of a list of several crimes, such as aggravated murder, murder, and voluntary manslaughter, or who has been convicted of certain felonies or misdemeanors. However, the county board may employ an applicant who has been convicted of one of the listed offenses or other felonies if the applicant can demonstrate the standards for rehabilitation.   |

| Section     | Collateral Consequence Topic   | M/D | C        | R | Notes  |
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| 5123:2-3-06 | Qualifications for Employment in a Direct Services Position at a Residential Care Facility   | M   | EM       | 2 | No licensee may place a person in a direct services position if the person has been convicted of or pleaded guilty to any one of several crimes, such as aggravated murder, murder, and voluntary manslaughter, or who has been convicted of certain felonies or misdemeanors. However, the licensee may place the convicted person in a direct services position if the convicted person can demonstrate all the standards for rehabilitation.  |
| 5123:2-5-04 | Denial, Suspension, and Revocation of Certificates and Evidence of Registration by the Department of Mental Retardation and Developmental Disabilities | M   | EM       | 2 | The Department of Mental Retardation and Developmental Disabilities shall deny or revoke a certificate or evidence of registration if it finds, pursuant to an adjudication conducted in accordance with Chapter 119 of the Revised Code, that the applicant for or holder of the certificate or evidence of registration has been convicted or of pleaded guilty to any one of several crimes, such as aggravated murder, murder, and voluntary manslaughter, or who has been convicted of certain felonies or misdemeanors. However, the department shall not deny or revoke a certificate or evidence of registration if the convicted person meets the rehabilitation standards. |
| 145.33      | Public Employee Retirement Benefits  | M   | PR       | 2 | Any person who is convicted of a felony may not receive benefits under the Ohio Public employees retirement system but can receive benefits after attaining 52 years old. However, they must apply for benefits in order to receive them.  |
| 742.37      | Ohio Public Retirement System Benefits and Qualifications  | M   | PR       | 2 | A person who is convicted of a felony may not receive benefits under the Ohio Retirement System, but can apply through administrative procedures to receive benefits after a specific time frame.  |
| 1707.03     | Securities Registration Exemptions Availability  | M   | PR       | 2 | No exemption is available to securities issuers under state law if the issuer employs any person stated in R 262(a)-(c) of the Securities act of 1933 and does not disclose it. A waiver under division (W)(2)(b) of this section may be obtained to bypass the requirements.  |
| 3599.02     | Sale of Vote by Voter  | M   | CR       | 3 | No person shall before, during, or after any primary, general, or special election or convention solicit, request, demand, receive, or contract for any money, gift, loan, property, influence, position, employment, or other thing of value for that person or for another person to vote, register to vote, or refrain from voting. Whoever violates this section is guilty of bribery, a fourth degree felony, and shall be disfranchised and excluded from holding any public office for five (5) years immediately following such conviction.  |
| 2925.38     | Convictions of Professionally Licensed Persons   | M   | CR<br>EM | 3 | Persons who are convicted of or plead guilty to a violation of section 2925.02, 2925.03, 2925.04, 2925.041, 2925.05, 2925.06, 2925.11, 2925.12, 2925.13, 2925.14, 2925.22, 2925.23, 2925.31, 2925.32, 2925.36, or 2925.37 of the Revised Code is a professionally licensed person the information of the conviction goes immediately from the court to the licensing board which is instructed to revoke the professional license. A sliding scale of restoration rights exists for different professions.   |

| Section | Collateral Consequence Topic                     | M/D | C              | R | Notes   |
|---------|--|-----|----------------|---|---|
| 4510.13 | Driver License Restrictions                      | M   | CR<br>EM       | 3 | No judge or mayor shall grant limited driving privileges to an offender whose driver's or commercial driver's license or permit or nonresident operating privilege has been suspended under division (G) or (H) of section 4511.19 of the Revised Code, under division (C) of section 4511.191 of the Revised Code, or under section 4510.07 of the Revised Code for a municipal OVI conviction if the offender, within the preceding six (6) years, has been convicted of or pleaded guilty to three or more violations of one or more of the Revised Code sections, municipal ordinances, statutes of the United States or another state, or municipal ordinances of a municipal corporation of another state that are identified in divisions (G)(2)(b) to (h) of section 2919.22 of the Revised Code. |
| 4510.13 | Mandatory Driver License Suspension Periods      | M   | CR<br>EM       | 3 | No judge or mayor shall grant limited driving privileges to an offender whose driver's or commercial driver's license or permit or nonresident operating privilege has been suspended under division (G) or (H) of section 4511.19 of the Revised Code, under division (C) of section 4511.191 of the Revised Code, or under section 4510.07 of the Revised Code for a conviction of a violation of a municipal OVI ordinance during any of the listed periods of time. No judge or mayor shall grant limited driving privileges to an offender whose driver's or commercial driver's license or permit or nonresident operating privilege has been suspended under division (B) of section 4511.191 of the Revised Code during any of the listed periods of time.  |
| 4510.14 | Loss of Driving Privileges During OVI Suspension | M   | CR<br>EM       | 3 | No person whose driver's or commercial driver's license or permit or nonresident operating privilege has been suspended under section 4511.19, 4511.191, or 4511.196 of the Revised Code or under section 4510.07 of the Revised Code for a conviction of a violation of a municipal OVI ordinance shall operate any motor vehicle upon the public roads or highways within this state during the period of the suspension.   |
| 4510.15 | Driver License Suspension for Reckless Operation | M   | CR<br>EM       | 3 | No person who is disqualified for life from holding a commercial driver's license under section 4506.16 of the Revised Code shall be issued a driver's license under Chapter 4507 of the Revised Code during the period for which the commercial driver's license was suspended under this section.   |
| 5743.99 | Driver License Revocation or Suspension          | M   | CR<br>EM       | 3 | In addition to any other penalty imposed upon a person convicted of a violation of section 5743.112 or 5743.60 of the Revised Code who was the operator of a motor vehicle used in the violation, the court shall suspend for not less than thirty (30) days or more than three (3) years the offender's driver's license, commercial driver's license, temporary instruction permit, probationary license, or nonresident operating privilege.   |
| 2921.43 | State Employment Disqualification                | M   | CR<br>EM<br>PO | 3 | Any person convicted of violating this section shall be forbidden to hold a public office, employment, or position of trust within the state for seven (7) years.   |

| Section | Collateral Consequence Topic                              | M/D | C        | R | Notes  |
|---------|---|-----|----------|---|--|
| 2923.13 | Firearm Disability  | M   | CR<br>PR | 3 | No person who has been convicted of any felony offense of violence or offense involving the illegal possession, use, sale, administration, distribution, or trafficking of any drug of abuse may carry a firearm unless relief from disability is granted under 2023.14 of the Revised Code. The longest period of restitution is five (5) years, but could be sooner.   |
| 1151.16 | Building and Loan Association Employment Disqualification | M   | EM       | 3 | No director, officer, employee, or attorney of a building and loan association who violates this section can serve in any of those capacities for five (5) years from entry of conviction.   |
| 1161.20 | Savings Bank Employment Disqualification                  | M   | EM       | 3 | No director, officer, employee, or attorney of a savings bank who violates this section can serve in any of those capacities for five (5) years from entry of conviction.  |
| 1716.99 | Charitable Organization Attorney Qualifications           | M   | EM       | 3 | An attorney who is found guilty of a violation of this section cannot serve as fund-raising counsel or professional solicitor of any charitable organization for five (5) years after the conviction.  |
| 3721.07 | Rest Home and Nursing Home Licenses                       | M   | EM       | 3 | The director shall issue a license for the home, if after investigation of the applicant and, if required by section 3721.02 of the Revised Code, inspection of the home, several requirements or conditions are satisfied or complied with. One requirement is that the applicant has not been convicted of a felony or a crime involving moral turpitude. A person whose license is revoked, and a county home or district home that has its license as a residential care facility revoked, for any reason other than nonpayment of the license renewal fee or late fees may not apply for a new license under this chapter until a period of one (1) year following the date of revocation has elapsed.  |
| 3734.44 | Environmental License and Permit Issuance and Renewal     | M   | EM       | 3 | No permit or license shall be issued or renewed by the director of environmental protection or a board of health if any individual or business concern required to be listed in the disclosure statement or shown to have a beneficial interest in the business of the applicant or the permittee, other than an equity interest or debt liability, by the investigation thereof, has been convicted of any one of the 21 listed crimes under the laws of this state or equivalent laws of any other jurisdiction, and if any such individual was convicted of any of the offenses so enumerated that are felonies, a permit shall be denied unless five (5) years have elapsed since the individual was fully discharged from imprisonment and parole for the offense, from a community control sanction imposed under section 2929.15 of the Revised Code, from a post-release control sanction imposed under section 2967.28 of the Revised Code for the offense, or imprisonment, probation, and parole for an offense that was committed prior to July 1, 1996. |
| 3743.99 | Fireworks Exhibitor License Revocation                    | M   | EM       | 3 | Whoever violates division (C) of section 3743.64 of the Revised Code is guilty of a misdemeanor of the first degree, and in addition to any other penalties that may be imposed on a licensed exhibitor of fireworks under this division and unless the third sentence of this division applies, the person's license as an exhibitor of fireworks or as an assistant exhibitor of fireworks shall be suspended, and the person is ineligible to apply for either type of license, for a period of five (5) years.   |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|---------|--|-----|----|---|---|
| 3951.04 | Public Insurance Adjustor Certificate of Authority Qualifications      | M   | EM | 3 | The superintendent shall not issue any certificate of authority as a public insurance adjuster to any applicant who is convicted of a felony, or any crime or offense involving fraudulent or dishonest practice or who, within three (3) years preceding the date of filing such application, has been guilty of any practice which would be grounds for suspension or revocation of a certificate of authority as a public insurance adjuster.  |
| 4506.17 | Alcohol and Controlled Substance Effect on Commercial Driver's License | M   | EM | 3 | If a person submits to a test that discloses the presence of a controlled substance or an alcohol concentration of four-hundredths of one per cent or more, and, if it is a first offense, the person is disqualified from obtaining a commercial driver's license for one (1) year.  |
| 4508.04 | Commercial Driver Instruction License Qualifications                   | M   | EM | 3 | No driver training instructor license shall be issued under this section to a person if, within ten (10) years of the date of application for the license, the person has pleaded guilty to or been convicted of a felony under the laws of this state or the comparable laws of another jurisdiction. No driver training instructor license shall be issued under this section to a person if, within five (5) years of the date of application for the license, the person has pleaded guilty to or been convicted of a misdemeanor of the first or second degree that is reasonably related to the person's fitness to be issued such a license.   |
| 4707.02 | Auctioneer License Requirements  | M   | EM | 3 | The department shall not issue or renew a license as an auctioneer, apprentice auctioneer, or special auctioneer if the applicant or licensee has been convicted of a felony or crime involving fraud in this or another state at any time during the ten (10) years immediately preceding application or renewal.  |
| 4717.05 | Embalmer License Requirements  | M   | EM | 3 | Any person who desires to be licensed as an embalmer shall apply to the board of embalmers and funeral directors, and the applicant shall verify by oath and satisfactory to the board, that the applicant meets all of the listed requirements. One requirement is that if the applicant has pleaded guilty to or has been found by a judge or jury to be guilty of, in this state for aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary, or has pleaded guilty to or has been found by a judge or jury to be guilty of in another jurisdiction for a substantially equivalent offense, at least five (5) years has elapsed since the applicant was released from incarceration, a community control sanction, a post-release control sanction, parole, or treatment in connection with the offense. |

| Section    | Collateral Consequence Topic                                     | M/D | C  | R | Notes  |
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| 4723.281   | Nursing License or Certificate Suspension                        | M   | EM | 3 | The license or certificate issued to an individual under this chapter is automatically suspended on that individual's conviction of, plea of guilty to, or judicial finding with regard to any of the following: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary. The suspension shall remain in effect from the date of the conviction, plea, or finding until an adjudication is held under Chapter 119 of the Revised Code. If the individual is notified and either fails to request an adjudication within the time periods established by Chapter 119 of the Revised Code or fails to participate in the adjudication, the board shall enter a final order permanently revoking the person's license or certificate. |
| 4749.03    | Private Investigator License Requirements                        | M   | EM | 3 | Any individual, including a partner in a partnership, may be licensed as a private investigator under a class B license, or as a security guard provider under a class C license, or as a private investigator and a security guard provider under a class A license, if the individual meets all of a list of requirements. One requirement is that the individual, including a partner in a partnership, has not been convicted of a felony within the last twenty (20) years or any offense involving moral turpitude.  |
| 4749.06    | Registration of Private Investigator or Security Guard Employees | M   | EM | 3 | Each class A, B, or C licensee shall register the licensee's investigator or security guard employees, with the department of commerce public safety, which shall maintain a record of each licensee and registered employee and make it available, upon request, to any law enforcement agency, and if, after investigation, the bureau finds that the employee has not been convicted of a felony within the last twenty (20) years, the director shall issue to the employee an identification card bearing the license number and signature of the licensee.   |
| 5743.17    | Revocation of Wholesale or Retail Cigarette License              | M   | EM | 3 | The court of common pleas shall enter an order to revoke a wholesale or retail cigarette license held by any person convicted of a felony for violation of sections 5743.01 to 5743.21 of the Revised Code. After the expiration of one year from the date of such revocation, such person may apply for such license.   |
| 5920.11    | Commission of Military Reserve Officers Vacated                  | M   | EM | 3 | Commissions of officers of the military reserve shall be vacated by resignation or absence without leave for three months if such officer has been convicted of an infamous crime.   |
| 5921.13    | Naval Militia Officer Commission Vacated                         | M   | EM | 3 | Commissions or warrants of officers of the naval militia shall be vacated by resignation or absence without leave for three months if such officer has been convicted of an infamous crime.  |
| 109:2-3-04 | Private Security Training School Commander Certification         | M   | EM | 3 | No person convicted of a felony or crime of moral turpitude within twenty (20) years shall receive certification to be a commander in a private security training program.   |

| Section     | Collateral Consequence Topic  | M/D | C  | R | Notes   |
|-------------|---|-----|----|---|---|
| 109:2-3-05  | Private Security Training School Instructor Certification             | M   | EM | 3 | No person seeking certification to be an instructor in a private security training program shall receive certification if convicted of a felony or crime of moral turpitude within twenty (20) years.   |
| 3701-42-08  | Asbestos Hazard Abatement License Requirements                        | M   | EM | 3 | An agency shall not grant an asbestos hazard abatement license if the applicant has been convicted of an environmental crime in the last seven (7) years.   |
| 4501:1-1-24 | Disqualification of Commercial Driver for Certain Convictions         | M   | EM | 3 | All convictions of offenses in 4516.15 of the Revised Code, except for (A)(9), and all convictions of offenses in 4506.16(B)(4),(5), and (6) of the Revised Code result in automatic disqualification of a commercial driver for a period of time, ranging anywhere from sixty (60) days to three (3) years. However, multiple convictions may result in disqualification for life.   |
| 4501-7-05   | Qualifications for Driving Instructors and Training Managers Licenses | M   | EM | 3 | Each applicant for a driver training instructor's or training manager license shall have a record free of convictions for a felony, defined in 2929.11 of the Revised Code, or an equivalent conviction from another jurisdiction, within the last ten (10) years and free of a misdemeanor I or II, defined in 2929.21 of the Revised Code, which is reasonably related to a person's ability to serve safely and honestly in connection with a driver training enterprise, or an equivalent conviction from another jurisdiction, within the last five (5) years.   |
| 4501-47-03  | Qualifications for Employment as Third-Party Examiner                 | M   | EM | 3 | No person shall be authorized as a third-party examiner who has (1) a conviction of felony as defined in 2929.11 of the Revised Code ("overriding purposes of felony sentencing") or under the laws of any other state or jurisdiction within the past ten (10) years, or (2) a misdemeanor I or II as defined in 2929.21 of the Revised Code ("considerations in misdemeanor sentencing") or under the laws of any other state or jurisdiction within the last five (5) years.   |
| 5139-35-05  | Qualification for Employment at Community Residential Centers         | M   | EM | 3 | An agency shall not, as of October 29, 1993, hire a prospective employee as administrator, child care staff, caseworker, or in any other position responsible for a child's care in out-of-home-care if the person has been convicted of or pleaded guilty to any one of several specified crimes. The convicted person may be hired where the offense was a misdemeanor, or would have been a misdemeanor if conviction had occurred under the current criminal code, at least three (3) years have elapsed from the date the prospective employee was fully discharged from any imprisonment or probation arising from the conviction or where the offense was a felony, at least ten (10) years have elapsed since the person was fully discharged from imprisonment or probation. |
| 2105.19     | Disqualification from Will or Probate Benefits                        | M   | CR | 4 | A person who is convicted under 2903.01, 2903.02, or 2903.03 of the Revised Code shall not benefit from the death of the person under descent and distribution or a will. However, if the person is found insane or incompetent to stand trial, the right to take under the decedents will or intestacy shall be restored.  |

| Section | Collateral Consequence Topic  | M/D | C              | R | Notes   |
|---------|---|-----|----------------|---|---|
| 2950.07 | Duration of Sexual Registry Registration Requirements                     | M   | CR             | 4 | An offender who is convicted of or pleads guilty to a sexually oriented offense that is not registration exempt or a child-victim offense must register after serving incarceration period, if any. The duration of the registration depends on the type of conviction, but may be applied to the court to be released from the requirement of registration.  |
| 2950.09 | Sexual Registry Local Registration  | M   | CR             | 4 | A person convicted of a sexually oriented offense that makes them a predator or is not a registration exempt offense must register with sexual registry and local authorities after conviction. However, they can apply to the court to be released from the registration requirement.  |
| 2950.10 | Sexual Offender Classification  | M   | CR             | 4 | Persons convicted of enumerated sexual offenses or found to be sexual predators must comply with all state sexual offender registration requirements. However, status may be repealed through court of appeal.  |
| 2961.01 | Civil Rights of Convicted Felons  | M   | CR<br>EM<br>PO | 4 | A person convicted of a felony under the laws of Ohio or any other state or the United States, unless reversed or annulled, is incompetent (1) to be an elector or juror or to hold an office of honor, trust or profit. Only the full pardon of a convict restores the rights and the privileges forfeited under this section, but a pardon shall not release a convict from the costs of the convict's conviction in this state.  |
| 109.77  | Bureau of Criminal Identification and Investigation Employee Requirements | M   | EM             | 4 | The superintendent of the bureau of criminal identification and investigation shall not employ any person who has been convicted or pleaded guilty to a felony and shall terminate any person who pleads guilty to a felony or any offense which as a part of the conviction requires the person to give up the license/registration that allows him/her to be an investigator or special agent. However, if the person is acquitted or pardoned, the person may be reinstated.   |
| 173.41  | Passport Agency Employment Qualifications                                 | M   | EM             | 4 | Any person convicted of violating A violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.16, 2903.21, 2903.34, 2905.01, 2905.02, 2905.11, 2905.12, 2907.02, 2907.03, 2907.05, 2907.06, 2907.07, 2907.08, 2907.09, 2907.12, 2907.25, 2907.31, 2907.32, 2907.321, 2907.322, 2907.323, 2911.01, 2911.02, 2911.11, 2911.12, 2911.13, 2913.02, 2913.03, 2913.04, 2913.11, 2913.21, 2913.31, 2913.40, 2913.43, 2913.47, 2913.51, 2919.25, 2921.36, 2923.12, 2923.13, 2923.161, 2925.02, 2925.03, 2925.11, 2925.13, 2925.22, 2925.23, or 3716.11 of the Revised Code cannot work in a PASSPORT agency, but can apply through the procedures in section (F) of the statute to have the section not apply. |
| 737.081 | Firefighter Employment Qualifications                                     | M   | EM             | 4 | A person convicted of a felony or crime of moral turpitude may not serve as a firefighter, but can apply through the section to be hired despite the conviction.  |
| 737.221 | Village Firefighters and Volunteer Firefighters Qualifications            | M   | EM             | 4 | An appointing authority shall not appoint or employ a person as a permanent, full-time or volunteer firefighter any person who has been convicted of or pleaded guilty to a felony, a violation of section 2909.03 of the Revised Code or another state law which is substantially the same of the section. However, the person may be appointed or employed if he/she meets rehabilitation standards in (e) of the section.  |

| Section | Collateral Consequence Topic                       | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 1541.11 | Park Officers Employment Eligibility               | M   | EM | 4 | A person convicted of a felony or misdemeanor in which the license or registration required to be a park officer is revoked can reapply for his/her position through appeal. The person may be rehired through the appeal process.   |
| 1733.20 | Credit Union Employment Qualifications             | M   | EM | 4 | No person convicted of a felony or offense involving dishonesty or a breach of trust may serve as an officer of a credit union except with the written consent of the superintendent of credit unions.   |
| 3345.22 | University Campus Police Officer Qualifications    | M   | EM | 4 | No board of trustees of a private college or university may appoint a person as a police officer of the city if the person has previously been convicted of or pleaded guilty to a felony charge or pleads/is found guilty of a misdemeanor in which the person must give up the license/registration to be a police officer. The person convicted may be rehired only if application filed and process gone through where person is exonerated/pardoned.  |
| 3345.23 | University Student or Employee Expulsion           | M   | EM | 4 | A student or employee of a university will be removed from office if convicted of the commission of an offense of violence as defined in division (A)(9)(a) of section 2901.01 of the Revised Code or a substantially equivalent offense under a municipal ordinance, which offense is committed on or affects persons or property on such college or university, or which offense is committed in the immediate vicinity of a college or university with respect to which an emergency has been declared and is in effect pursuant to section 3345.26 of the Revised Code. However, an appeal process allows for reinstatement.   |
| 4506.16 | Commercial Vehicle Driver License Disqualification | M   | EM | 4 | The registrar of motor vehicles shall disqualify any person from operating a commercial motor vehicle as follows: (1) upon a first conviction for a violation of any provision of divisions (A)(2) to (7) of section 4506.15 of the Revised Code or a similar law of another state or a foreign jurisdiction, one year, (2) upon a first conviction for a violation of division (A)(8) of section 4506.15 of the Revised Code or a similar law of another state or a foreign jurisdiction, three (3) years, (3) upon a first conviction for a violation of division (A)(10) of section 4506.15 of the Revised Code or a similar law of another state or a foreign jurisdiction, occurring in a three-year period, the person shall be disqualified for not less than sixty (60) days, upon a second conviction occurring in the three-year period, the person shall be disqualified for not less than one hundred twenty (120) days, and upon a subsequent conviction occurring within a three-year period, the person shall be disqualified for not less than one (1) year, (4) upon conviction of two serious traffic violations involving the operation of a commercial motor vehicle by the person and arising from separate incidents occurring in a three-year period, the person shall be disqualified for sixty (60) days, and (5) upon conviction of three serious traffic violations involving the operation of a commercial motor vehicle by the person and arising from separate incidents occurring in a three-year period, the person shall be disqualified for one hundred twenty (120) days. |

| Section | Collateral Consequence Topic                       | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 4506.16 | Commercial Vehicle Driver License Disqualification | M   | EM | 4 | The registrar of motor vehicles shall disqualify any person from operating a commercial motor vehicle as follows: (1) upon a second conviction arising from two or more separate incidents, the person shall be disqualified for life or for any other period of time as determined by the United States secretary of transportation and designated by the director of public safety by rule, and (2) upon conviction of a violation of division (A)(9) of section 4506.15 of the Revised Code or a similar law of another state or a foreign jurisdiction, the person shall be disqualified for life.   |
| 4507.16 | Effect of Conviction on Driver License             | M   | EM | 4 | The trial judge of any court of record, in addition to or independent of all other penalties provided by law or by ordinance, shall impose upon any person who is convicted of or pleads guilty to perjury or the making of a false affidavit under this chapter, or any other law of this state requiring the registration of motor vehicles or regulating their operation on the highway, a class six suspension of the offender's driver's license, commercial driver's license, temporary instruction permit, probationary license, or nonresident operating privilege from the range specified in division (A)(6) of section 4510.02 of the Revised Code.   |
| 4715.30 | State Dental Board Grounds for Disciplinary Action | M   | EM | 4 | Any holder of a certificate or license issued under this chapter who has pleaded guilty to or has been convicted in this state for aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary, or who has pleaded guilty to or has been convicted of in another jurisdiction for any substantially equivalent criminal offense, is automatically suspended from practice under this chapter in this state and any certificate or license issued to the holder under this chapter is automatically suspended, as of the date of the guilty plea, conviction, or judicial finding, whether the proceedings are brought in this state or another jurisdiction. If an individual whose certificate or license is suspended under this division fails to make a timely request for an adjudicatory hearing, the board shall enter a final order revoking the individual's certificate or license.            |
| 4717.14 | Embalmer License Suspension or Revocation          | M   | EM | 4 | Any holder of a license issued under this chapter who has pleaded guilty to or has been found by a judge or jury to be guilty of, in this state, for aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary, or who has pleaded guilty to or has been found by a judge or jury to be guilty in another jurisdiction for any substantially equivalent criminal offense, is hereby suspended from practice under this chapter by operation of law and any license issued to the individual under this chapter is hereby suspended by operation of law as of the date of the guilty plea or verdict or finding of guilt regardless of whether the proceedings are brought in this state or another jurisdiction. If an individual whose license is suspended under this division fails to make a timely request for an adjudicatory hearing, the board shall enter a final order revoking the license. |

| Section     | Collateral Consequence Topic                             | M/D | C  | R | Notes  |
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| 4729.53     | Pharmacy Wholesale Distributor Qualifications            | M   | EM | 4 | The board of pharmacy shall not register any person as a wholesale distributor of dangerous drugs unless the applicant for registration furnishes satisfactory proof to the board of pharmacy that he meets all of a list of requirements. One requirement is that if the applicant has been convicted of a violation of any federal, state, or local law relating to drug samples, wholesale or retail drug distribution, or distribution of controlled substances or of a felony, the applicant, to the satisfaction of the board, must assure that he has in place adequate safeguards to prevent the recurrence of any such violations.  |
| 4734.36     | Chiropractor License Automatic Suspension                | M   | EM | 4 | A chiropractor who in this state pleads guilty to or is convicted of aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary, or who in another jurisdiction pleads guilty to or is convicted of any substantially equivalent criminal offense, is automatically suspended from practice in this state and the license issued under this chapter is automatically suspended as of the date of the guilty plea or conviction. If an individual whose license is suspended under this section fails to make a timely request for an adjudication, the board shall enter a final order revoking the individual's license.   |
| 4757.361    | Mental Health Worker Suspension of License               | M   | EM | 4 | The license issued to an individual under this chapter, which includes counselors and social workers, is automatically suspended on that individual's conviction of, plea of guilty to, or judicial finding with regard to any of the following: aggravated murder, murder, voluntary manslaughter, felonious assault, kidnapping, rape, sexual battery, gross sexual imposition, aggravated arson, aggravated robbery, or aggravated burglary. The suspension shall remain in effect from the date of the conviction, plea, or finding until an adjudication is held under Chapter 119 of the Revised Code. If the appropriate committee has knowledge that an automatic suspension has occurred, it shall notify the individual subject to the suspension. If the individual is notified and either fails to request an adjudication within the time periods established by Chapter 119 of the Revised Code or fails to participate in the adjudication, the committee shall enter a final order permanently revoking the person's license or certificate. |
| 109:2-11-08 | Qualifications for Attendance in Jailers Training School | M   | EM | 4 | No person convicted of a felony will be permitted to attend any portion of the training school for jailers, unless a request is made to the executive director from a chief executive officer of the appointing agency. Exceptions within Chapters 173-214 of the Administrative Code can overcome the exclusion from employment.  |

| Section      | Collateral Consequence Topic   | M/D | C  | R | Notes   |
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| 123:1-11-04  | Qualifications for Certain Employment Positions with State   | M   | EM | 4 | Any person applying for a position with the state that requires passing an examination cannot sit for the exam if the person has been convicted of a job related felony, but the applicant must be provided notice of the reason for disallowing the person to sit and a hearing with the director to determine if the person can sit for the exam anyway.  |
| 3793:3-1-01  | Chemical Dependency Counselor Credential Requirements  | M   | EM | 4 | Any candidate for a chemical dependency counselor position who has a felony conviction must apply to the department of alcohol and drug addiction services before any application can go forward. Otherwise, the candidate cannot be hired.   |
| 5123:2-17-03 | Name on Abuser Registry Precludes MR/DD Employment   | M   | EM | 4 | No person or government entity shall hire, contract with, or employ as an MR/DD employee a person whose name is on the abuser registry. A person whose name appears on the registry can petition the director of the Board of Mental Retardation and Developmental Disabilities to have the person's name removed. The director, upon determining that good cause exists, may remove the person's name from the registry. |
| 3745-26-14   | Sanctions for Abuse of WIC Program   | M   | PR | 4 | Conviction of trafficking WIC monies results in permanent withdrawal from program forever. However, 3701-42-09 of the Administrative Code, allows for review of decisions about convictions.  |
| 149.43       | Public Record Availability to Convicts   | D   | CR | 5 | A person who has been convicted and incarcerated for an offense is not entitled to view documents that would otherwise be a public record unless the judge that incarcerated the offender finds that the records are necessary to make a justiciable claim for the offender.  |
| 2313.42      | Examination of Jurors and Causes for Challenge   | D   | CR | 5 | Conviction of a crime which by law renders the person convicted as disqualified to serve on a jury is a good cause for challenge in a jury trial.   |
| 2903.214     | Effect of Convictions on Temporary Restraining Order   | D   | CR | 5 | Immediate danger to enter a TRO is found upon good cause and conviction or pleading guilty to a violation of 2903.211 of the Revised Code will always be good cause shown. Furthermore, the hearing is ex parte and all necessary orders may be entered when good cause is shown.   |
| 2943.031     | Court Advising Defendants on the Possibility of Deportation, Exclusion, or Denial of Naturalization Prior to Accepting Pleas | D   | CR | 5 | Persons previously convicted of a misdemeanor or felony, other than a minor misdemeanor, do not have to be given the usual mandatory warning by the court in which they have been charged on the current offense that they might be deported, excluded, or denied legal status in the USA as a result of a guilty plea.   |
| 2945.25      | Causes of Challenging of Jurors  | D   | CR | 5 | A person that has previously been convicted of a crime that by law disqualifies him from serving on a jury may be challenged as a juror in a criminal case because of the previous conviction.  |
| 2945.56      | Rebuttal of Defendant's Character Evidence   | D   | CR | 5 | When a criminal defendant offers evidence of his/her character or reputation, the prosecution may offer as rebuttal evidence proof of a previous conviction of a crime involving moral turpitude.   |

| Section    | Collateral Consequence Topic   | M/D | C     | R | Notes  |
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| 2950.10    | Victim Notification of Sex Offender Registration   | D   | CR    | 5 | The victim of a sexual crimes offender can be notified by the statute specially of the information that must be provided to officials when a sex crime is committed.   |
| 2951.02    | Parole Period Privacy Restrictions   | D   | CR    | 5 | Any person convicted of a crime can be stopped or searched by law enforcement officers during the period of their community control sanction or nonresidential sanction based on reasonable suspicion, a lower standard than probable cause.   |
| 2967.12    | Notice Rights of Crime Victim or Representative  | D   | CR    | 5 | The victim of a crime committed by a person who is being considered for a pardon, commutation of sentence, or parole must be notified if they have so chosen to be under 2930.16 of the Revised Code so that they may participate in the hearing or otherwise object to the action being considered.   |
| 2967.28    | Post-Release Control   | D   | CR    | 5 | Any post-release control may be imposed by the parole board, but is not required to do so.   |
| 3105.01    | Grounds for Divorce  | D   | CR    | 5 | Incarceration for a conviction under the statutes is considered per se grounds for divorce.  |
| 3319.31    | Board of Education Refusal, Limitation, Suspension, or Revocation of Educational License | D   | CR    | 5 | Any person who pleads guilty to a felony, violation of 2907.04, 2907.06, 2907.07 of the Revised Code, an offense of violence, a theft offense (as defined in 2913.01 of the Revised Code), a drug abuse offense (as defined in 2925.01 of the Revised Code) or any ordinance of a municipal corporation that is substantively comparable to an offense listed in this section may be refused, denied, or have their educational license revoked by the board of education. |
| 109:5-2-05 | Sexual Offense Victim Notification   | D   | CR    | 5 | The victim of a person adjudicated a sexual predator or habitual sex offender may request notification of registration and the Office of Victim Services or Department of Youth Services must provide it.  |
| 3301-42-01 | Criteria for Enrolling Eligible Adults in Public Secondary Education Programs            | D   | CR    | 5 | When the Board of Education is considering eligible adults in public secondary education programs, they must consider prior felony convictions, but still may admit persons with convictions to programs.  |
| 5120-9-57  | Prison Nursery Program Participant Requirements  | D   | CR    | 5 | A prison inmate may be eligible to participate in the “prison nursery program” if the inmate has never been convicted of a violent crime or any type of child abuse or child endangerment.   |
| Crim R 24  | Conviction is Cause to Challenge a Juror   | D   | CR    | 5 | A person called as a juror may be challenged for the following cause: that the juror has been convicted of a crime which by law renders the juror disqualified to serve on a jury.   |
| 124.34     | Effect of Conviction on Public Employee  | D   | CR EM | 5 | Upon conviction of a felony, a public employee may have their pay reduced, be suspended, or fired for the conviction. Moreover, there is no right to appeal the dismissal to the personnel board and the person forfeits his/her status as a classified public employee.   |
| 147.01     | Appointment of Notaries Public   | D   | CR EM | 5 | The appointment of someone as a notary public after conviction of a felony is in the discretion of the governor.   |

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| 147.02   | Certificate of Qualifications for Notaries Public                                 | D   | CR<br>EM | 5 | Appointment of notary public may be refused upon requirement that “applicant is of good moral character” for conviction of felony.   |
| 3309.41  | Prosecutor to Notify Board of Education of Certain Convictions of Board Employees | D   | CR<br>EM | 5 | An employer is not required to reinstate an employee who was dismissed or resigned in lieu of dismissal for conviction of a felony; however, the employer can choose to reinstate him.   |
| 2969.02  | Offender’s Contract to Publish Material Related to His Offense                    | D   | CR<br>PR | 5 | Any contract by which a person convicted of an offense will profit by telling any part of the offense story or thoughts related to the offense must be paid into the offender’s profits fund.  |
| 4738.07  | Grounds for Denial of Driver License  | D   | CR<br>PR | 5 | If the applicant is a corporation or partnership, the registrar may refuse to issue a license if any officer, director, or partner of the applicant has been guilty of any act or omission which would be cause for refusing or revoking a license issued to the officer, director, or partner as an individual, which includes a felony conviction. |
| 124.25   | State Government Employment Qualifications  | D   | EM       | 5 | The director of administrative services of the Ohio government may refuse to allow a person convicted of a felony or any offense of infamous or notoriously disgraceful conduct to take the exam or to be appointed to a position in the government.   |
| 177.01   | Organized Crime Investigations Commission Membership Requirements                 | D   | EM       | 5 | A member of the organized crime commission may be removed for conviction of or plea of guilty to a felony or an offense of moral turpitude.  |
| 742.40   | Employee Restoration After Disability   | D   | EM       | 5 | An employer is not required to reinstate an employee who was dismissed or resigned in lieu of dismissal for conviction of a felony; however, the employer can choose to reinstate him.   |
| 921.23   | Agricultural License Suspensions, Revocations, and Refusals to Renew              | D   | EM       | 5 | The director of agriculture may suspend prior to a hearing any license, permit, or registration issued under this chapter - agricultural, animals, and fences - if the person was convicted of a misdemeanor involving moral turpitude or a felony.  |
| 943.05   | Agriculture Dealer/Broker License Refusal or Suspension                           | D   | EM       | 5 | The director of agriculture may refuse to grant or suspend an agricultural dealer’s or broker’s license when either the applicant or any employee of the person has been convicted of a crime involving moral turpitude or a felony.   |
| 2701.12  | Cause for Removal, Suspension or Retirement of Judge                              | D   | EM       | 5 | A judge may be removed or suspended from office if convicted of a crime involving moral turpitude.   |
| 2915.081 | Distributor License for Bingo Supplies Qualifications                             | D   | EM       | 5 | Any person with an ownership interest of 10% or more, officer, or partner who has been convicted of a felony in this or another state, or the United States allows the Attorney General discretion to deny a bingo distributor license.  |

| Section  | Collateral Consequence Topic                           | M/D | C  | R | Notes   |
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| 2915.082 | Manufacturer License for Bingo Supplies Qualifications | D   | EM | 5 | Any person with an ownership interest of 10% or more, or who is an officer or partner, who has been convicted of a felony in this or another state, or the United States allows the Attorney General discretion to deny a bingo manufacturing license.  |
| 3734.05  | Solid Waste Facility Licensing                         | D   | EM | 5 | The board of health of a health district in which a solid waste facility or an infectious waste treatment facility is located, or the director of environmental protection, may suspend, revoke, or deny a license for the facility for violation of any section of this chapter or any rule adopted under it.  |
| 3743.16  | Fireworks Sales License                                | D   | EM | 5 | If a person submits an application for licensure as a wholesaler of fireworks, together with the license fee, fingerprints, and proof of the insurance coverage, as required by section 3743.15 of the Revised Code, the fire marshal shall review the application and accompanying matter, request the criminal records check described in division (D) of this section, inspect the premises on which the fireworks would be sold, and determine whether the applicant will be issued the license. In determining whether to issue the license, the fire marshal shall consider the results of the criminal records check and the inspection, and the information set forth in the application. |
| 3773.53  | Athletic Commission Licensing                          | D   | EM | 5 | The Ohio athletic commission may revoke, suspend, or refuse to renew any license issued under sections 3773.31 to 3773.57 of the Revised Code if the licensee is associating or consorting with any person who has been convicted of a crime.   |
| 3905.14  | Insurance Agent Licensing Requirements                 | D   | EM | 5 | The superintendent may suspend, revoke, or refuse to issue or renew any license of an insurance agent, assess a civil penalty, or impose any other sanction or sanctions authorized under this chapter, for either or both of the following reasons: (1) having been convicted of a felony or (2) having been convicted of a misdemeanor that involves the misuse or theft of money or property belonging to another, fraud, forgery, dishonest acts, or breach of a fiduciary duty, that is based on any act or omission relating to the business of insurance, securities, or financial services, or that involves moral turpitude.   |
| 3916.15  | Viatical Settlement Provider/Broker Licensing          | D   | EM | 5 | The superintendent of insurance may refuse to issue or may suspend, revoke, or refuse to renew the license of a viatical settlement provider or viatical settlement broker, if the superintendent finds that the licensee or any officer, partner, member, key management personnel, or designee of the licensee has been convicted of or has pleaded guilty or no contest to a felony or to a misdemeanor involving fraud, moral turpitude, dishonesty, or breach of trust, regardless of whether a judgment of conviction has been entered by the court.  |

| Section  | Collateral Consequence Topic  | M/D | C  | R | Notes  |
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| 3931.11  | List of Persons Authorized to Solicit and Revocation of Authority           | D   | EM | 5 | If the superintendent finds that any such person has willfully violated, or failed to comply with, sections 3931.01 to 3931.12 of the Revised Code, or has been convicted of a felony in the United States, or in this or any state, or has been guilty of any act or acts that if performed by an agent licensed under Chapter 3905. of the Revised Code would constitute statutory grounds for the revocation of the agent's license, the superintendent may refuse or revoke the authority of the person and cancel the person's name on the superintendent's records, and the superintendent shall thereupon notify the person and the attorney of the revocation. |
| 3959.12  | Suspension, Revocation, or Nonrenewal of Third-Party Administrators License | D   | EM | 5 | The superintendent may suspend, revoke, or refuse to renew a license if upon investigation and proof the superintendent finds that the licensee has been convicted of a financially related felony or failed to report a felony conviction as required under section 3959.13 of the Revised Code.  |
| 4301.25  | Suspension or Revocation of Liquor Permit                                   | D   | EM | 5 | The liquor control commission may suspend or revoke any permit issued under this chapter or Chapter 4303 of the Revised Code for the violation of any of the applicable restrictions of either chapter or of any lawful rule of the commission, for other sufficient cause, and for the conviction of the holder or the holder's agent or employee for violating a section of this chapter or Chapter 4303 of the Revised Code or for a felony.  |
| 4303.29  | Liquor License Permit Requirements  | D   | EM | 5 | The division may refuse to issue any permit to or refuse to renew any permit of any person convicted of any felony that is reasonably related to the person's fitness to operate a liquor permit business in this state.   |
| 4303.292 | Retail Liquor License Requirements  | D   | EM | 5 | The division of liquor control may refuse to issue, transfer the ownership of, or renew, any retail permit issued under this chapter if it finds that the applicant, any partner, member, officer, director, or manager thereof, or any shareholder owning ten per cent or more of its capital stock has been convicted at any time of a crime which relates to fitness to operate a liquor establishment.   |
| 4506.24  | Commercial Driver's License Requirements                                    | D   | EM | 5 | The registrar may issue a commercial driver's license to any person who meets all of several requirements. One requirement is that the person has not had any convictions for any type of motor vehicle for the offenses for which disqualification is prescribed in section 4506.16 of the Revised Code.  |
| 4517.33  | Motor Vehicle License Suspensions and Revocations                           | D   | EM | 5 | The motor vehicles dealer board may suspend or revoke any license if the licensee has in any manner violated the rules issued pursuant to sections 4517.01 to 4517.65 of the Revised Code, or has violated section 4501.02 of the Revised Code, or has been convicted of committing a felony or violating any law that in any way relates to the selling, taxing, licensing, or regulation of sales of motor vehicles.   |

| Section | Collateral Consequence Topic  | M/D | C  | R | Notes   |
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| 4701.16 | Accountancy Board Disciplinary Proceedings  | D   | EM | 5 | The accountancy board may discipline a person holding an Ohio permit, an Ohio registration, a firm registration, a CPA certificate, or a PA registration or any other person whose activities are regulated by the board for any one or any combination of the following causes: (1) conviction of a felony under the laws of any state or of the United States, or (2) conviction of any crime, an element of which is dishonesty or fraud, under the laws of any state or of the United States.   |
| 4703.15 | Architectural Board Denial of Renewal, Revocation, or Suspension of Certificate         | D   | EM | 5 | The state board of examiners of architects may by three concurring votes deny renewal of, revoke, or suspend any certificate of qualification to practice architecture, issued or renewed under sections 4703.10, 4703.13, and 4703.14 of the Revised Code, or any certificate of authorization, issued or renewed under sections 4703.13 and 4703.18 of the Revised Code, if proof satisfactory to the board is presented that the holder of the certificate has been found guilty by the board or by a court of justice of any fraud or deceit in his professional practice, or has been convicted of a felony by a court of justice. |
| 4707.15 | Auctioneer Suspension or Revocation of License  | D   | EM | 5 | The department of agriculture may suspend or revoke the license of any auctioneer, apprentice auctioneer, or special auctioneer for a conviction in a court of competent jurisdiction of this state or any other state of a criminal offense involving fraud or a felony  |
| 4709.13 | Barber Board Refusal, Suspension, Revocation, or Conditions of License                  | D   | EM | 5 | The barber board may refuse to issue or renew or may suspend or revoke or impose conditions upon any license issued pursuant to this chapter for a conviction of a felony shown by a certified copy of the record of the court of conviction.   |
| 4712.03 | Financial Institution Suspension, Revocation, or Refusal of Certificate of Registration | D   | EM | 5 | The superintendent of financial institutions may suspend, revoke, or refuse to issue or renew a certificate of registration if the applicant for registration or registrant was convicted, in a court of competent jurisdiction of this state or any other state, of a felony or any criminal offense involving fraud, or failed to notify the division of financial institutions of any such conviction.   |
| 4715.30 | State Dental Board Grounds for Disciplinary Action                                      | D   | EM | 5 | The holder of a certificate or license issued under this chapter is subject to disciplinary action by the state dental board for any of the following reasons: (1) conviction of a misdemeanor committed in the course of practice or of any felony, or (2) selling, prescribing, giving away, or administering drugs for other than legal and legitimate therapeutic purposes, or conviction of violating any law of this state or the federal government regulating the possession, distribution, or use of any drug.   |

| Section | Collateral Consequence Topic  | M/D | C  | R | Notes  |
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| 4717.14 | Embalmer License Suspension or Revocation   | D   | EM | 5 | The board of embalmers and funeral directors may refuse to grant or renew, or may suspend or revoke, any license if the applicant or licensee has been convicted of or has pleaded guilty to a felony or of any crime involving moral turpitude.   |
| 4719.03 | Telephone Solicitor Certificate of Registration Denial, Suspension, or Revocation | D   | EM | 5 | The attorney general may deny a certificate of registration or registration renewal or may suspend or revoke a certificate if the attorney general finds, by a preponderance of the evidence, that in a court of competent jurisdiction of this state or any other state or of the United States, the applicant or registrant was convicted of, pleaded guilty to, or entered a plea of no contest for a felony, engaging in a pattern of corrupt activity, racketeering, a violation of federal or state securities law, or a theft offense as defined in section 2913.01 of the Revised Code or in a similar law of any other state or of the United States, or failed to notify the attorney general of any conviction of that type as required under division (H) of section 4719.08 of the Revised Code.  |
| 4723.28 | Nursing License Denial, Revocation, Suspension, or Restriction of Certificate     | D   | EM | 5 | Subject to division (N) of this section, the board of nursing, by a vote of a quorum, may impose one or more of the following sanctions: deny, revoke, suspend, or place restrictions on any nursing license, certificate of authority, or dialysis technician certificate issued by the board; reprimand or otherwise discipline a holder of a nursing license, certificate of authority, or dialysis technician certificate; or impose a fine of not more than five hundred dollars per violation. The sanctions may be imposed for any of the following: (1) conviction of or a plea of guilty to a misdemeanor committed in the course of practice, (2) conviction of or a plea of guilty to any felony or of any crime involving gross immorality or moral turpitude, (3) conviction of or a plea of guilty to violating any municipal, state, county, or federal drug law, (4) conviction of or a plea of guilty to an act in another jurisdiction that would constitute a felony or a crime of moral turpitude in Ohio, or (5) conviction of or a plea of guilty to an act in the course of practice in another jurisdiction that would constitute a misdemeanor in Ohio. |
| 4725.19 | State Board of Optometry License Revocation or Suspension                         | D   | EM | 5 | The sanctions specified in division (A) of this section, such as revocation or suspension of a license, may be taken by the board for any of the following reasons: (1) being at any time guilty of a felony, regardless of the jurisdiction in which the act was committed, or (2) being at any time guilty of a misdemeanor committed in the course of practice, regardless of the jurisdiction in which the act was committed.  |
| 4725.53 | Optical Dispensers Board Suspension, Revocation, or Refusal of License            | D   | EM | 5 | The Ohio optical dispensers board, by a majority vote of its members, may refuse to grant a license and, in accordance with Chapter 119. of the Revised Code, may suspend or revoke the license of a licensed dispensing optician or impose a fine or order restitution pursuant to division (B) of this section because of a conviction of a felony or a crime involving moral turpitude.   |

| Section | Collateral Consequence Topic  | M/D | C  | R | Notes  |
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| 4727.15 | Pawnbroker License Revocation or Suspension   | D   | EM | 5 | Upon the criminal conviction of a licensee or any employee, manager, officer, director, shareholder, member, or partner of a licensee for a violation of this chapter, which is pawnbrokers, or under any section in Title XXIX of the Revised Code or under federal law for theft, receiving stolen property, or money laundering, the superintendent of financial institutions may suspend the license of the licensee without a prior hearing to protect the public interest and subsequently may act to revoke the license of the licensee pursuant to Chapter 119 of the Revised Code. Upon the criminal conviction of a licensee under any section of Title XXIX of the Revised Code or under federal law for a crime other than theft, receiving stolen property, or money laundering, the superintendent may assess a penalty against the licensee or act to revoke or suspend the license of the licensee pursuant to Chapter 119 of the Revised Code.  |
| 4728.13 | Financial Institution License Revocation or Suspension  | D   | EM | 5 | The division of financial institutions upon a criminal conviction may revoke or suspend the license of any licensee in accordance with section 4728.03 of the Revised Code upon a criminal conviction of the licensee for any felony offense or crime involving moral turpitude.   |
| 4729.16 | Pharmacy License Revocation or Suspension   | D   | EM | 5 | The state board of pharmacy may revoke, suspend, limit, place on probation, or refuse to grant or renew an identification card if the board finds a pharmacist or pharmacy intern: (1) guilty of a felony or gross immorality, or (2) has been convicted of a misdemeanor related to, or committed in, the practice of pharmacy.   |
| 4729.56 | Wholesale Distributor Suspension, Revocation, or Refusal of Renewal of Registration Certificate | D   | EM | 5 | In accordance with Chapter 119 of the Revised Code, the board of pharmacy may suspend, revoke, or refuse to renew any registration certificate issued to a wholesale distributor of dangerous drugs pursuant to section 4729.52 of the Revised Code because of a conviction of a felony.   |
| 4730.25 | Physician Assistant Certificate of Registration Limitations, Revocation, and Suspension         | D   | EM | 5 | The board, by an affirmative vote of not fewer than six members, shall, to the extent permitted by law, limit, revoke, or suspend an individual's certificate of registration as a physician assistant, refuse to issue a certificate to an applicant, refuse to reinstate a certificate, or reprimand or place on probation the holder of a certificate for any of the following reasons: (1) commission of an act that constitutes a felony in this state, regardless of the jurisdiction in which the act was committed, (2) a plea of guilty to, a judicial finding of guilt of, or a judicial finding of eligibility for treatment in lieu of conviction for, a misdemeanor committed in the course of practice, (3) a plea of guilty to, a judicial finding of guilt of, or a judicial finding of eligibility for treatment in lieu of conviction for, a misdemeanor involving moral turpitude, (4) commission of an act in the course of practice that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, (5) commission of an act involving moral turpitude that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, or (6) a plea of guilty to, a judicial finding of guilt of, or a judicial finding of eligibility for treatment in lieu of conviction for violating any state or federal law regulating the possession, distribution, or use of any drug, including trafficking in drugs. |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|---------|--|-----|----|---|---|
| 4731.22 | Medical Certificate to Practice Grounds for Refusal to Grant and Revocation of Certificate | D   | EM | 5 | The board, by an affirmative vote of not fewer than six members, shall, to the extent permitted by law, limit, revoke, or suspend an individual's certificate to practice, refuse to register an individual, refuse to reinstate a certificate, or reprimand or place on probation the holder of a certificate for one or more of the following reasons: (1) a plea of guilty to or a judicial finding of guilt of a violation of any federal or state law regulating the possession, distribution, or use of any drug, (2) a plea of guilty to or a judicial finding of guilt of a felony, (3) commission of an act that constitutes a felony in this state, regardless of the jurisdiction in which the act was committed, (4) a plea of guilty to or a judicial finding of guilt of a misdemeanor committed in the course of practice, (5) commission of an act in the course of practice that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, (6) a plea of guilty to or a judicial finding of guilt of a misdemeanor involving moral turpitude, or (7) commission of an act involving moral turpitude that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed. |
| 4732.17 | Psychologist License Grounds for Denial, Suspension, or Revocation or License              | D   | EM | 5 | The state board of psychology may refuse to issue a license to any applicant, may issue a reprimand, or suspend or revoke the license of any licensed psychologist or licensed school psychologist because of a conviction of a felony, or of any offense involving moral turpitude, in a court of this or any other state or in a federal court.   |
| 4733.20 | Professional Engineer and Surveyor Revocation or Suspension or Registration                | D   | EM | 5 | Pursuant to this section, the state board of registration for professional engineers and surveyors may fine, revoke, suspend, refuse to renew, or limit the registration, or reprimand, place on probation, deny an applicant the opportunity to sit for an examination or to have an examination scored, or impose any combination of these disciplinary measures on any applicant or registrant, or revoke the certificate of authorization of any holder found to be convicted of or who plead guilty to any felony or crime involving moral turpitude.  |
| 4734.31 | Chiropractic License Revocation and Suspension   | D   | EM | 5 | The board may take the actions specified in division (B) of this section, such as revocation and suspension of a license, for any of the following reasons: (1) a plea of guilty to or a judicial finding of guilt of a felony in any jurisdiction, in which case a certified copy of the court record shall be conclusive evidence of the conviction, (2) commission of an act that constitutes a felony in this state, regardless of the jurisdiction in which the act was committed, (3) a plea of guilty to or a judicial finding of guilt of a misdemeanor involving moral turpitude, as determined by the board, in which case a certified copy of the court record shall be conclusive evidence of the matter, (4) commission of an act involving moral turpitude that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, (5) a plea of guilty to or a judicial finding of guilt of a misdemeanor committed in the course of practice, in which case a certified copy of the court record shall be conclusive evidence of the matter, or (6) commission of an act in the course of practice that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed.            |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 4735.07 | Real Estate Broker's License Qualifications  | D   | EM | 5 | No applicant for a real estate broker's license shall take the broker's examination who has not established to the satisfaction of the superintendent that the applicant has not been convicted of a felony or crime of moral turpitude, or if the applicant has been so convicted, the superintendent has disregarded the conviction because the applicant has proven to the superintendent, by a preponderance of the evidence, that the applicant's activities and employment record since the conviction show that the applicant is honest, truthful, and of good reputation, and there is no basis in fact for believing that the applicant again will violate the laws involved. |
| 4735.09 | Salesperson's License Qualifications   | D   | EM | 5 | No applicant for a salesperson's license shall take the salesperson's examination who has not established to the satisfaction of the superintendent that the applicant has not been convicted of a felony or crime of moral turpitude or, if the applicant has been so convicted, the superintendent has disregarded the conviction because the applicant has proven to the superintendent, by a preponderance of the evidence, that the applicant's activities and employment record since the conviction show that the applicant is honest, truthful, and of good reputation, and there is no basis in fact for believing that the applicant again will violate the laws involved.   |
| 4735.27 | Foreign Real Estate Dealer's License Qualifications  | D   | EM | 5 | No person shall take the foreign real estate dealer's examination who has not established to the satisfaction of the superintendent that he has not been convicted of a felony or a crime of moral turpitude or, if he has been so convicted, the superintendent has disregarded the conviction because the applicant has proven to the superintendent, by a preponderance of the evidence, that his activities and employment record since the conviction show that he is honest, truthful, and of good reputation, and there is no basis in fact for believing that he again will violate the laws involved.   |
| 4735.28 | Foreign Real Estate Salesmen Qualifications  | D   | EM | 5 | No person shall take the foreign real estate salesman's examination who has not established to the satisfaction of the superintendent that he has not been convicted of a felony or a crime of moral turpitude or, if he has been so convicted, the superintendent has disregarded the conviction because the applicant has proven to the superintendent, by a preponderance of the evidence, that his activities and employment record since the conviction show that he is honest, truthful, and of good reputation, and there is no basis in fact for believing that he again will violate the laws involved.   |
| 4738.12 | Appeals; Suspensions and Revocations (Motor Vehicle Salvage Dealer's License Suspension and Revocations) | D   | EM | 5 | The board may suspend or revoke any motor vehicle salvage dealer's license if the licensee has in any manner violated the rules issued pursuant to sections 4738.01 to 4738.16 of the Revised Code, or has been convicted of committing a felony or violating any law which in any way relates to the theft of motor vehicles.   |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|---------|--|-----|----|---|---|
| 4740.10 | Suspension, Revocation, or Refusal of Construction Licenses                          | D   | EM | 5 | The appropriate section of the Ohio construction industry licensing board may take the following action against a license who violates Chapter 4740 of the Revised Code: direct the administrative section of the board to refuse to issue or renew a license if the section of the board finds that the applicant or licensee has been convicted of a misdemeanor involving moral turpitude or a felony.   |
| 4741.22 | Revocation, Suspension, or Refusal of Veterinary License                             | D   | EM | 5 | The state veterinary medical licensing board may refuse to issue or renew a license, registration, or temporary permit to or of any applicant who, and may issue a reprimand to, suspend or revoke the license, registration, or the temporary permit of, or impose a civil penalty pursuant to this section upon any person licensed to practice veterinary medicine or any person registered as a registered veterinary technician who: (1) is convicted of any felony or crime involving moral turpitude, (2) is convicted of any violation of 959.13 of the Revised Code, or (3) is convicted of a felony drug abuse offense, as defined in 2925.01 of the Revised Code.  |
| 4747.12 | Hearing Aid Dealer and Fitters License Grounds for Revocation and Suspension         | D   | EM | 5 | The hearing aid dealers and fitters licensing board may revoke or suspend a license or permit if the person who holds such license or permit is convicted of a felony or a misdemeanor involving moral turpitude.   |
| 4749.04 | Private Investigator Grounds for Revocation, Suspension, or Refusal to Renew License | D   | EM | 5 | The director of public safety may revoke, suspend, or refuse to renew, when a renewal form has been submitted, the license of any private investigator or security guard provider, or the registration of any employee of a private investigator or security guard provider, for a conviction of a felony or a crime involving moral turpitude.   |
| 4753.10 | Speech Pathologist or Audiologist License Revocation or Suspension                   | D   | EM | 5 | The board of speech-language pathology and audiology may reprimand or place on probation a speech-language pathologist or audiologist or suspend, revoke, or refuse to issue or renew the license of a speech-language pathologist or audiologist for being convicted of or pleading guilty to a felony or to a crime involving moral turpitude, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, or for being convicted by a court of this or any other state or country for an act that would be grounds for disciplinary action under this section. If a license is revoked under this section, application may be made to the board for reinstatement. The board, in accordance with an order of revocation as issued under Chapter 119 of the Revised Code, may require an examination for such reinstatement. |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|---------|--|-----|----|---|---|
| 4755.47 | Physical Therapist Grounds for Revocation, Suspension, and Refusal to Grant License                        | D   | EM | 5 | The physical therapy section of the Ohio occupational therapy, physical therapy, and athletic trainers board may refuse to grant a license to an applicant for an initial or renewed license as a physical therapist or physical therapist assistant or, by vote of at least five members, may suspend or revoke the license of a physical therapist or physical therapist assistant or reprimand or place a license holder on probation for a conviction of a felony or a crime involving moral turpitude, regardless of the state or country in which the conviction occurred. When a license is revoked under this section, application for reinstatement may not be made sooner than one year after the date of revocation. The physical therapy section may accept or refuse an application for reinstatement and may require that the applicant pass an examination as a condition for reinstatement.   |
| 4757.36 | Counselor, Social Worker, and Marriage and Family Therapist License or Certificate of Registration Refusal | D   | EM | 5 | The professional standards committees of the counselor, social worker, and marriage and family therapist board, in accordance with Chapter 119 of the Revised Code, may refuse to issue a license or certificate of registration applied for under this chapter; refuse to renew a license or certificate of registration issued under this chapter; suspend, revoke, or otherwise restrict a license or certificate of registration issued under this chapter; or reprimand a person holding a license or certificate of registration issued under this chapter. Such actions may be taken by the appropriate committee if the applicant for a license or certificate of registration or the person holding a license or certificate of registration has (1) been convicted in this or any other state of any crime that is a felony in this state, or (2) been convicted in this state or in any other state of a misdemeanor committed in the course of practice as a professional clinical counselor, professional counselor, independent marriage and family therapist, marriage and family therapist, social work assistant, social worker, or independent social worker. One year or more after the date of suspension or revocation of a license or certificate of registration under this section, application may be made to the appropriate professional standards committee for reinstatement. The committee may accept or refuse an application for reinstatement. If a license has been suspended or revoked, the committee may require an examination for reinstatement. |
| 4758.30 | Chemical Dependency Professional License Suspension, Revocation, and Grounds for Refusal to License        | D   | EM | 5 | The chemical dependency professionals board may refuse to issue a license or certificate applied for under this chapter, refuse to renew a license or certificate issued under this chapter, suspend, revoke, or otherwise restrict a license or certificate issued under this chapter, or reprimand an individual holding a license or certificate issued under this chapter Conviction in this or any other state of any crime that is a felony in this state for a conviction in this or any other state of a misdemeanor committed in the course of practice as an independent chemical dependency counselor, chemical dependency counselor III, chemical dependency counselor II, chemical dependency counselor I, chemical dependency counselor assistant, prevention specialist II, prevention specialist I, or registered applicant. An individual whose license or certificate has been suspended or revoked under this section may apply to the board for reinstatement after an amount of time the board shall determine in accordance with rules adopted under section 4758.20 of the Revised Code. The board may accept or refuse an application for reinstatement. The board may require an examination for reinstatement of a license or certificate that has been suspended or revoked.   |

| Section | Collateral Consequence Topic                                  | M/D | C  | R | Notes  |
|---------|---|-----|----|---|--|
| 4759.07 | Dietetics License Revocation or Suspension                    | D   | EM | 5 | The Ohio board of dietetics may, in accordance with Chapter 119 of the Revised Code, refuse to issue, review, or renew, or may suspend, revoke, or impose probationary conditions upon any license or permit to practice dietetics, if the applicant has: (1) been convicted of any crime constituting a felony in this or any other state, or (2) been convicted of a misdemeanor committed in the course of his work as a dietitian in this or any other state. One year or more after the date of suspension or revocation of a license or permit, an application for reinstatement of the license or permit may be made to the board. The board shall grant or deny reinstatement with a hearing, at the request of the applicant, in accordance with Chapter 119 of the Revised Code and may impose conditions upon the reinstatement, including the requirement of passing an examination approved by the board.   |
| 4760.13 | Anesthesiologist Revocation or Suspension of Certificate      | D   | EM | 5 | The board, by an affirmative vote of not fewer than six members, shall, to the extent permitted by law, limit, revoke, or suspend an individual's certificate of registration as an anesthesiologist assistant, refuse to issue a certificate to an applicant, refuse to reinstate a certificate, or reprimand or place on probation the holder of a certificate for any of the following reasons: (1) a plea of guilty to or a judicial finding of guilt of a felony, (2) commission of an act that constitutes a felony in this state, regardless of the jurisdiction in which the act was committed, (3) a plea of guilty to or a judicial finding of guilt of a misdemeanor committed in the course of practice, (4) a plea of guilty to or a judicial finding of guilt of a misdemeanor involving moral turpitude, (5) commission of an act in the course of practice that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, or (6) commission of an act involving moral turpitude that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed. When the board refuses to grant a certificate of registration as an anesthesiologist assistant to an applicant, revokes an individual's certificate of registration, refuses to renew a certificate of registration, or refuses to reinstate an individual's certificate of registration, the board may specify that its action is permanent. |
| 4761.09 | Respiratory Care License Grounds for Suspension or Revocation | D   | EM | 5 | The Ohio respiratory care board may refuse to issue or renew a license or a limited permit, may issue a reprimand, may suspend or permanently revoke a license or limited permit, or may place a license or limited permit holder on probation for a plea of guilty to or a judicial finding of guilt for an offense involving moral turpitude or of a felony, in which case a certified copy of the court record shall be conclusive evidence of the matter. The person may reapply to the board for original issuance of a license after one year following the date the license was denied. A person may apply to the board for the reinstatement of a license or limited permit after one year following the date of suspension or refusal to renew. The board may accept or refuse the application for reinstatement and may require that the applicant pass a reexamination as a condition of eligibility for reinstatement.   |

| Section | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|---------|--|-----|----|---|--|
| 4762.13 | Acupuncturist Revocation, Refusal to Grant, or Suspension of Certificate                         | D   | EM | 5 | The board, by an affirmative vote of not fewer than six members, shall, to the extent permitted by law, limit, revoke, or suspend an individual's certificate of registration as an acupuncturist, refuse to issue a certificate to an applicant, refuse to reinstate a certificate, or reprimand or place on probation the holder of a certificate for any of the following reasons: (1) a plea of guilty to or a judicial finding of guilt for a felony, (2) commission of an act that constitutes a felony in this state, regardless of the jurisdiction in which the act was committed, (3) a plea of guilty to or a judicial finding of guilt for a misdemeanor committed in the course of practice, (4) a plea of guilty to or a judicial finding of guilt for a misdemeanor involving moral turpitude, (5) commission of an act in the course of practice that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed, or (6) commission of an act involving moral turpitude that constitutes a misdemeanor in this state, regardless of the jurisdiction in which the act was committed. Before being eligible to apply for reinstatement of a certificate suspended under this division, the acupuncturist shall demonstrate to the board the ability to resume practice in compliance with acceptable and prevailing standards of care. When the board refuses to grant a certificate of registration as an acupuncturist to an applicant, revokes an individual's certificate of registration, refuses to renew a certificate of registration, or refuses to reinstate an individual's certificate of registration, the board may specify that its action is permanent. |
| 4765.18 | Suspension or Revocation of Emergency Medical Services Certificates of Accreditation or Approval | D   | EM | 5 | The state board of emergency medical services may suspend or revoke a certificate of accreditation or a certificate of approval issued under section 4765.17 of the Revised Code for the signing of an application or the holding of a certificate of accreditation by a person who has pleaded guilty to or has been convicted of a felony, or has pleaded guilty to or been convicted of a crime involving moral turpitude.  |
| 4779.28 | Revocation, Suspension or Refusal to Issue Orthotist, Prothetists, or Pedorthists                | D   | EM | 5 | The board of orthotists, prosthetists, and pedorthists may, pursuant to an adjudication under Chapter 119 of the Revised Code and by a vote of not fewer than four of its members, limit, revoke, or suspend a license issued under this chapter, refuse to issue a license to an applicant, or reprimand or place on probation a license holder for a conviction of, or a plea of guilty to, a misdemeanor or felony involving moral turpitude.   |
| 5743.17 | Revocation of Wholesale or Retail Cigarette License  | D   | EM | 5 | The court of common pleas may enter an order to revoke a wholesale or retail cigarette license held by any person convicted of a misdemeanor for any violation of sections 5743.01 to 5743.21 of the Revised Code. If this license is revoked, such person may apply for such license one year from the date of such revocation.   |

| Section    | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|------------|--|-----|----|---|---|
| 5919.16    | Discharge of Officers  | D   | EM | 5 | Commissioned and warrant officers in the Ohio national guard may be discharged if the officer has been convicted of a crime classified as a felony as described in division (D) or (E) of section 2901.02 of the Revised Code.                                  |
| 109:2-1-05 | Peace Officers Basic Training School Commander Employment Requirements         | D   | EM | 5 | The executive director of a peace officers basic training program may revoke certification of a commander for conviction of a felony, crime of moral turpitude, or any other peace officer disqualifying offense.   |
| 109:2-5-05 | Bailiff and Deputy Sheriff Training School Commanders Employment Requirements  | D   | EM | 5 | Any commander seeking to have a school of training for bailiffs and deputy bailiffs must have the approval of the executive director, which can be denied because of conviction of a felony, crime of moral turpitude, or offense per 2923 of the Revised Code. |
| 109:2-5-06 | Bailiff Firearm Training School Instructors Employment Requirements            | D   | EM | 5 | A license for an instructor at a school for firearm training for bailiffs and deputies may be denied on the basis of a conviction of a felony or crime of moral turpitude.  |
| 109:2-7-04 | Qualifications for Law Enforcement Canine Unit Evaluators                      | D   | EM | 5 | Evaluators of law enforcement canine units can have certification revoked if the evaluator is convicted of a crime involving theft, fraud, or deception.  |
| 109:2-9-04 | Full Service Jail Personnel Training School Commanders Employment Requirements | D   | EM | 5 | The executive director may refuse to renew approval of a commission school where commanders train full service jail personnel where the commander has been convicted of a felony or crime of moral turpitude.   |
| 109:2-9-05 | Full Service Jail Personnel Training School Instructor Employment Requirements | D   | EM | 5 | Any person seeking certification as an instructor in a school teaching full service jail personnel may not have their license renewed where convicted of a felony or crime of moral turpitude.  |

| Section           | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|-------------------|---|-----|----|---|--|
| 476-11-02         | Ohio Ambulance Licensing Board Grounds for Suspension, Revocation, or Denial of License or Permit | D   | EM | 5 | The board may, in compliance with Chapter 119 of the Revised Code, suspend, revoke, or refuse to issue a license or service permit if there is a conviction of, or a plea of guilty, to a felony by the owner's) of the service. |
| 1301:4-5-03       | Private Investigator License Requirements   | D   | EM | 5 | Any person convicted of any misdemeanor or felony can be denied a private investigator's license.  |
| 3352-92-03        | Wright State University Employment Requirements   | D   | EM | 5 | If a person is convicted of a job related felony, the person may be denied employment or fired from Wright State University.   |
| 3701-34-03        | Asbestos Hazard License Qualifications  | D   | EM | 5 | A person applying for an asbestos hazard abatement contractor, specialist, or other asbestos professional license can be disqualified if convicted of any crime.   |
| 3701-42-08        | Asbestos Hazard Abatement License Requirements  | D   | EM | 5 | An agency may deny an asbestos hazard abatement license for any crime conviction.  |
| 3745-26-14        | Vehicle Inspector License Qualifications  | D   | EM | 5 | The director may deny, suspend, or revoke the license of an inspector licensed to inspect vehicles in the motor vehicle anti-tampering program who is convicted of a felony while certified as an inspector.                     |
| 3745-300-05       | Contaminated Property Cleanup Labs Professional Certification Requirements                        | D   | EM | 5 | The director may deny renewal of certification for persons working in labs and professions in contaminated property cleanup who have been convicted of any felony or fraud.  |
| 3793:3-1-04       | Grounds for Discipline of Certified Alcohol/ Drug Prevention Professionals                        | D   | EM | 5 | Any person convicted of a felony or misdemeanor related to the OCPS I, OCPS II or registered applicant's ability to practice alcohol, tobacco or other drug prevention shall be grounds for disciplinary action.                 |
| 3793:3-1-04       | Chemical Dependency Counselor Grounds for Discipline and License Revocation                       | D   | EM | 5 | Any person convicted of a felony or misdemeanor related to certified chemical dependency counselor's ability to counsel may be grounds for disciplinary action or revocation of license.   |
| 3901-1-58, App. A | Insurance Agents and Solicitors License Revocation  | D   | EM | 5 | An insurance agent's license may be revoked when he/she is convicted of any crime involving moral turpitude.   |
| 4501:1-4-06       | Grounds for Discipline of Salvage Dealers   | D   | EM | 5 | Felony conviction or violating any law which in any way relates to theft of motor vehicles may be grounds for citation from the salvage dealers' licensing board.  |

| Section     | Collateral Consequence Topic   | M/D | C  | R | Notes   |
|-------------|--|-----|----|---|---|
| 4501:1-4-15 | Partnership and Corporation Licensing Requirements   | D   | EM | 5 | The registrar of motor vehicles may deny a corporation or partnership's application for a license if any officer, director, or partner of the applicant has been convicted of a felony.   |
| 4501-7-03   | Grounds to Deny Issuance or Renewal or for Suspension or Revocation of a Commercial Driver Training School License   | D   | EM | 5 | The conviction of any person connected in any manner with a driver training enterprise, including but not limited to an owner, partner, training manager, instructor, or authorizing official of a felony, as specified in 2929.11 of the Revised Code, or an equivalent conviction from another jurisdiction, or any misdemeanor I or II as specified in 2929.21 of the Revised Code, which is reasonably related to a person's ability to serve safely and honestly in connection with a driver training enterprise, or an equivalent conviction from another jurisdiction, shall be grounds to deny issuing or renewing a license or grounds for suspending or revoking a previously issued license. |
| 4501-7-05   | Qualifications for Driving Instructors and Training Managers Licenses  | D   | EM | 5 | The director may refuse to issue or renew or may suspend, revoke, or place on probation the license of any instructor or training manager upon notice of that person's conviction for any offense for which that person may be disqualified under this rule, which includes convictions of a felony or misdemeanor I or II, or for an offense determined by the director to be of a nature or severity inconsistent with the standards expected of an instructor or training manager which is committed beyond the periods provided herein.   |
| 4501-47-03  | Employment Requirements for Third-Party Examiners  | D   | EM | 5 | The director of the department of public safety shall have the discretion to require the termination of a person as a third-party examiner upon notice of an offense, determined by the director to be of a nature or severity inconsistent with the standards expected of third-party examiners.   |
| 4501-47-09  | Grounds to Withhold Issuing Certification or for Terminating a Third-Party Tester Agreement  | D   | EM | 5 | The conviction of an examiner, manager or owner of a third-party testing facility for a felony, as specified in 2929.21 of the Revised Code, or under the laws of any other state or jurisdiction, or misdemeanor I or II as specified in 2929.11 of the Revised Code or under the laws of any other state or jurisdiction, shall be grounds to withhold issuing certification or grounds for terminating a third-party tester agreement.   |
| 4501-53-11  | Grounds to Deny Issuance or Renewal or for Suspension or Revocation of a Certificate of a Motor Cycle Training School Authorizing Official or Site Coordinator | D   | EM | 5 | The conviction of an authorizing official or site coordinator of a felony, or an equivalent conviction from another jurisdiction, or any misdemeanor of the first or second degree which is reasonably related to a person's ability to serve safely and honestly in connection with a motorcycle training program, or an equivalent conviction from another jurisdiction, shall be grounds to deny issuing or renewing a certificate or grounds for suspending or revoking a previously issued certificate.  |

| Section    | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|------------|---|-----|----|---|--|
| 4701-11-09 | Discipline by Accountancy Board for Discreditable Acts                                    | D   | EM | 5 | The conviction of a felony or any crime involving dishonesty or fraud under the laws of a foreign country is determined by the accountancy board as conduct discreditable to the accounting profession, as stated in 4701.16(A)(10) of the Revised Code, and persons holding an Ohio permit, Ohio registration, CPA certificate, PA registration, foreign certificate, or any other person whose activities are regulated by the board, including owners of equity interests who do not hold an Ohio permit, Ohio registration, CPA certificate, PA registration, foreign certificate, or firm registration may be disciplined by the accountancy board.   |
| 4713-1-07  | Cosmetology License Refusal, Suspension, or Revocation                                    | D   | EM | 5 | The State Board of Cosmetology may refuse to issue or refuse to renew, or may fine, suspend and/or revoke any license for a conviction of a felony or misdemeanor which was performed in the licensed facility, or was otherwise related to their license.   |
| 4729-5-04  | Pharmacist or Intern License, Certificate of Registration, and Identification Card Denial | D   | EM | 5 | The Board of Pharmacy may consider as evidence of a person not meeting the requirements provided in division (B) of 4729.08 of the Revised Code (good moral character and habits), division (B) of 4729.09 of the Revised Code (good moral character and habits), and 4729.11 of the Revised Code (in the board's opinion the applicant must meet other requirements as determined by the board) and 4729.12 of the Revised Code (if the board finds that the applicant has continued pharmacy education in accordance with the rules of the board), and may deny a person admission to the licensure examination, or may deny the issuance of a certificate of registration or an identification card to practice pharmacy as a pharmacist or intern in Ohio if such person (1) has been convicted of a felony, or (2) has been convicted of violating any state or federal pharmacy or drug law. |
| 4729-9-19  | Terminal and Wholesale Drug Distributor Registration or License Denial                    | D   | EM | 5 | The state board of pharmacy may consider as evidence of a person not meeting the requirements provided in 4729.53 of the Revised Code (qualifications of wholesale distributor) and 4729.55 of the Revised Code (qualifications of terminal distributor), and may deny a person registration as a wholesale distributor of dangerous drugs or licensure as a terminal distributor of dangerous drugs in Ohio if such person (1) has been convicted of a felony, or (2) has been convicted of violating state or federal pharmacy drug law.   |
| 4732-17-03 | Psychologist or School Psychologist License Refusal, Revocation, or Suspension            | D   | EM | 5 | The board may refuse to issue a license to any applicant, including any person whose license was previously lapsed or revoked or suspended, or may issue a reprimand, or suspend or revoke the license of any licensed psychologist or licensed school psychologist if the applicant or licensee is convicted of a felony, or of any offense involving moral turpitude, in a court of this or any other state or in a federal court.   |
| 4733-35-08 | Professional Engineer's or Surveyor's License Revocation, Surrender, or Suspension        | D   | EM | 5 | Conviction of a felony without restoration of civil rights, or the revocation, voluntary surrender, or suspension of a Professional Engineer's or Surveyor's license by another jurisdiction, if for a cause which in the State of Ohio would constitute a violation of Chapter 4733 of the Revised Code or of these rules, shall be grounds for a charge of violation of these Rules.   |

| Section    | Collateral Consequence Topic  | M/D | C  | R | Notes  |
|------------|---|-----|----|---|--|
| 4734-6-09  | Chiropractor Employment Qualifications  | D   | EM | 5 | An applicant's record that manifests a significant deficiency in the honesty, trustworthiness, diligence, or reliability of an applicant may constitute a basis for refusal of the applicant. Factors to be considered carefully by the board concerning an applicant's good moral character and fitness to practice shall include, but is not limited to, an applicant's conviction of a crime.   |
| 4736-13-01 | Sanitarian Registration Denial, Refusal to Renew, Revocation, or Suspension of Certification  | D   | EM | 5 | The state board of sanitarian registration may deny, refuse to renew, revoke or suspend a certificate of registration in accordance with Chapter 119 of the Revised Code for unprofessional conduct, which includes, but is not necessarily limited to, the conviction of any felony crime or one which materially involves misstatements, fraud, or deceit.   |
| 4753-3-08  | Speech-Language Pathology and Audiology License Denial, Refusal to Issue, Suspension or Revocation  | D   | EM | 5 | The board may reprimand, place on probation, deny, suspend, or revoke, or refuse to issue or renew the license or refuse to issue the conditional license of an applicant or a licensee for violation of any provision of Chapter 4753 of the Revised Code, or any lawful order or rule of the board, and for unprofessional conduct, including but not limited to the conviction of or guilty plead or nolo contendere to a felony or to a crime involving moral turpitude, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside.  |
| 4757-1-04  | Denial of Licensure as a Professional Counselor, Social Worker, Professional Clinical Counselor, Independent Social Worker, or of Registration of Title as a Counselor Assistant or Social Work Assistant | D   | EM | 5 | The board may, in its discretion, deny any application for licensure or certification if the board finds that the applicant was convicted of, plead guilty to, plead no contest to, a felony or misdemeanor involving moral turpitude or for acts committed which would constitute a felony or misdemeanor involving moral turpitude if committed in Ohio.   |
| 4757-11-01 | Counselor and Social Worker Board Denial and Disciplinary Action for Licenses or Certificates of Registration   | D   | EM | 5 | The board may refuse to admit for examination, issue, renew, or may suspend, revoke, reprimand or place restrictions on any license or certificate of registration applied for or issued under Chapter 4757 of the Revised Code, or may take other disciplinary action against any licensee or registrant, if that person has committed a violation of any provision of 4745 of the Revised Code, or of rules adopted under it, including the provisions of 4757.36 of the Revised Code, which includes (1) conviction of, guilty plea, no contest plea, or had a judicial finding of guilt imposed in this state or in any other state of a misdemeanor committed in the course of practice as a professional counselor, professional clinical counselor, counselor trainee, social work assistant, social worker, or independent social worker, (2) conviction of, guilty plea, no contest plea, or had a judicial finding of guilt imposed in this state or any other state or jurisdiction of a felony or any crime involving moral turpitude, or (3) conviction of, guilty plea, no contest plea, or judicial finding of guilt imposed for violating municipal, state, county, or federal drug law. |

| Section            | Collateral Consequence Topic  | M/D | C     | R | Notes   |
|--------------------|---|-----|-------|---|---|
| 4765-10-03         | State Board of Emergency Medical Services Grounds for Suspension, Revocation, Limitation, or Refusal to Renew a Certificate | D   | EM    | 5 | The board by a vote of the majority of all members, may suspend, revoke, limit or refuse to renew a certificate issued by the board, impose a fine not to exceed one thousand dollars, or issue a written reprimand if it finds the applicant or licensee has been convicted of, pled guilty to, had a judicial finding of guilt for, or had a judicial finding of eligibility for treatment and/or intervention in lieu of conviction for (1) any felony, (2) a misdemeanor committed in the course of practice, or (3) a misdemeanor involving moral turpitude. A certificate that has been suspended, limited, or revoked may be reinstated by the vote of the majority of the board. In voting to reinstate a certificate, the board may impose such limitations or conditions on the reinstatement as it deems necessary or appropriate. |
| 5501:2-3-10        | Department of Transportation Grounds for Refusal to Issue or Revocation Certificate of Qualification                        | D   | EM    | 5 | The director of the department of transportation may refuse to issue a certificate of qualification or may revoke a certificate of qualification and debar a certificate holder when the applicant or certificate holder has been found to have been convicted of crimes involving fraud that includes but is not limited to bribery, falsification of documents, theft and any offense that directly reflects on the integrity of the business.  |
| Gov. Bar R. Rule 1 | Admission to the Practice of Law  | D   | EM    | 5 | A record manifesting a significant deficiency in the honesty, trustworthiness, diligence, or reliability of an applicant may constitute a basis for disapproval of the applicant wishing to take the bar examination. Conviction of a crime is one factor that is considered.   |
| Gov. Bar R. Rule 5 | Certain Convictions Result in Interim Suspensions for Justices, Judges, and Attorneys                                       | D   | EM    | 5 | A justice, judge, or an attorney admitted to the practice of law in Ohio shall be subject to an interim suspension for the following circumstance: the justice, judge, or attorney is convicted in Ohio of a felony or of an equivalent offense under the laws of any other state or federal jurisdiction.  |
| 2915.094           | Restrictions on Owner or Lessor of Location of Instant Bingo  | D   | EM PR | 5 | Violation of the Revised Code or aiding and abetting any provision of Chapter 2915 of the Revised Code subjects an owner/lessor to revocation of any licenses that he/she has on the property in question where bingo takes place.  |
| 3307.64            | Status of Disability Benefit Recipient Restoration to Position and Salary   | D   | EM PR | 5 | If a person resigned in lieu of dismissal because of a felony conviction, the employer is not required to rehire the person under this disability section.  |
| 3770.051           | State Lottery Commissions Ability to Refuse Contracts With Particular Vendors   | D   | EM PR | 5 | The director of the state lottery commission may refuse to enter into any contracts or agreements with vendors whose activities on behalf of the commission could potentially affect the integrity of the state lottery's on-line gaming system or instant ticket gaming system, if any principal of the vendor has been convicted of a crime involving moral turpitude or an offense involving illegal gambling or has been found guilty of fraud or misrepresentation in any manner.  |

| Section     | Collateral Consequence Topic   | M/D | C     | R | Notes   |
|-------------|--|-----|-------|---|---|
| 5505.18     | Permanent Disability of Highway Patrol Members                         | D   | EM PR | 5 | A retirant who has been on disability pension, and who has been physically or psychologically examined and found no longer incapable of performing the retirant's duties, shall be restored to the rank the retirant held at the time the retirant was pensioned and all previous rights shall be restored, including the retirant's civil service status, and the disability pension shall terminate. Upon return to employment in the patrol, the retirant shall again become a contributing member of the retirement system, the total service at the time of the retirant's retirement shall be restored to the retirant's credit, and the retirant shall be given service credit for the period the retirant was in receipt of a disability pension. However, the state highway patrol is not required to take the aforementioned actions if the retirant was dismissed or resigned in lieu of dismissal for conviction of a felony. |
| 3770:1-5-05 | State Lottery Vendor Contracts   | D   | EM PR | 5 | The director of the state lottery may refuse to enter into contracts with vendors who have been convicted of any crime involving moral turpitude.   |
| 145.362     | Effect of Conviction on Disability Benefit Recipient                   | D   | PR    | 5 | An employer is not required to return employee to active status if the disability was due to a conviction.  |
| 2301.56     | Conviction Confinement Reimbursement                                   | D   | PR    | 5 | A board of county commissioners may require any person convicted of an offense and who is confined in a community-based correctional facility or district community based correctional facility to reimburse the county for its expenses incurred by reason of the person's confinement.  |
| 2915.04     | Effect of Public Gaming on Property                                    | D   | PR    | 5 | When premises are used for public gaming, the premises constitute a per se nuisance and are subject to abatement under Chapter 3767 of the Revised Code.  |
| 2915.13     | Veteran's or Fraternal Organization Bingo Game Operator Qualifications | D   | PR    | 5 | A liquor license granted to a veteran's, fraternal, or sporting organization may be revoked, suspended, or cancelled if the organization violates any provision of 2915.01-2915.13 of the Revised Code.   |
| 2921.13     | Civil Remedies for Falsification                                       | D   | PR    | 5 | Any person who violates this section is liable in a civil action to any person harmed by the falsification. The violator is liable for the injuries caused, reasonable attorney's fees, court costs, and other expenses incurred as a result of the civil prosecution.  |
| 123:1-33-15 | Notice of Disqualification from Receipt of Disability Leave Benefits   | D   | PR    | 5 | An employee will be subject to disqualification from receiving disability benefits if the employee is convicted of a felony.  |
| 3769-12-26  | Transfer of Hazardous Waste Facility Permits                           | D   | PR    | 5 | Any owner of a hazardous waste facility installation and operation permit must consider any conviction of a crime to a potential transferee before completing the transfer.   |
| 926.05      | Handler License Revocation or Refusal to Issue or Renew License        | D   | EM    | 6 | Any applicant for a handler's license with the department of agriculture may be refused if, within the previous five (5) years to the application date, was convicted of a felony or charge of embezzlement under Ohio, U.S., or any other state law.   |

| Section     | Collateral Consequence Topic   | M/D | C  | R | Notes  |
|-------------|--|-----|----|---|--|
| 109:2-3-05  | Private Security Training Program Instructors Employment Requirements              | D   | EM | 6 | Any instructor in a private security training program may have his/her license revoked if convicted of any felony, crime of moral turpitude within twenty (20) years of the application.   |
| 3769-2-26   | Thoroughbred and Quarter Horse Business License Refusal, Revocation, or Suspension | D   | EM | 6 | Any applicant for a license to conduct thoroughbred or quarter horse business may be denied, revoked, or suspended if the applicant or licensee has been convicted of a felony within the preceding ten (10) years.  |
| 3769-12-26  | Harness Racing Business License Refusal, Revocation, or Suspension                 | D   | EM | 6 | Any applicant in the harness racing industry for a license to conduct business may be denied, revoked, or suspended if the applicant or licensee has been convicted of a felony within the preceding ten (10) years.   |
| 4501:1-6-01 | Registrar and Deputy Registrar Employment Requirements                             | D   | EM | 6 | The registrar may prohibit the employment by any deputy registrar of any person who within the past ten (10) years has been convicted of a crime punishable by death or imprisonment in excess of one (1) year or a crime involving dishonesty or false statement. |

[1] See, e.g., Statutory Restriction on Convicted Felons in Texas, Friends of the State Law Library (2002); New Jersey Institute for Social Justice, Nancy Fishman, Briefing Paper: Legal Barriers to Prisoner Reentry in New Jersey (2003); Office of the Pardon Attorney, Civil Disabilities of Convicted Felons: A State-by-State Survey; The Re-Entry of Ex-Offenders Clinic University of Maryland Law School, A Report on Collateral Consequences of Criminal Convictions in Maryland (Maryland Judicial Institute Mar. 19, 2004).

[2] The Westlaw electronic database can be accessed at [www.westlaw.com](http://www.westlaw.com). Please note that the same searches were run using LexisNexis, another electronic database, but fewer results were obtained. Therefore, Westlaw was used for all remaining research.

[3] The searches were run on each chapter of the code individually to ensure that all statutory and administrative provisions with key terms were retrieved. Therefore, all statutes in the Ohio Revised and Administrative Codes were checked for consequences.

[4] Specifically, the terms and connectors searches, which were run in the Ohio Revised Code and Ohio Administrative Code databases, were as follows: (1) convict! /5 felon! /s disqualify! crim! and (2) convict! /5 misdemeanor! /s disqualify! crim!. A root expander, which is indicated by the exclamation point (!), was included in the searches so that any word associated with a particular term would be picked up by these searches. For example, the root expander added to the word convict would retrieve the terms convict, convicts, convicted, and conviction.

[5] If there was a question regarding whether or not a particular statute contained a collateral consequence, the statute was kept for further review so that any statute with a potential consequence was not prematurely dismissed.

[6] ABA Standards for Criminal Justice, § 19-1.1(a).

[7] ABA Standards for Criminal Justice Report, R-7 (2003).

[8] *Supra*, note 5 at § 19-1.1(b).

[9] *Supra*, note 6, at R-8.

[10] OH ADC § 5101:2-48-09 (West 2003) (adoption agencies shall not recommend any person as an adoptive parent who has been convicted of a felony within ten years or three years of a misdemeanor).

[11] See, e.g., Ohio Rev. Code Ann. § 2950.03 (requiring non-exempt sexual offenders to register and provide information in all Ohio cities or municipalities); Ohio Rev. Code Ann. § 5120.63 (requiring all felony convicts to submit to random drug testing serving a prison term); OH ADC § 109:5-2-04 (requiring any director or employee of a school to notify law enforcement officials of the presence of a sexual predator or habitual sex offender and empowering law enforcement officials to take any necessary steps to control the situation).

[12] Ohio Rev. Code Ann. § 3710.06 (West 2003)(any application for an asbestos hazard abatement contractor's license shall be denied if the applicant, an officer, or employee of the applicant has been convicted of a felony under any state or federal law designed to protect the environment).

[13] Ohio Rev. Code Ann. § 124.25 (the administrative services director of the Ohio government may refuse to allow a person convicted of a felony or infamous/notoriously disgraceful conduct to take an exam required for government employment or be appointed to a position in the government).

[14] Ohio Rev. Code Ann. § 3503.21 (upon conviction of a felony or crime of moral turpitude in any state, no person shall be qualified to serve as an elector) (West 2003).

[15] Ohio Const. Art. XV § 4 (stating that no person shall be elected or appointed to any office in this state unless possessed of the qualifications of an elector).

[16] Ohio Rev. Code Ann. § 5505.17 (West 2003) (any state highway patrol member who resigns in lieu of dismissal for conviction of a felony shall only receive a pension equal to 1.5% of the member's final average salary multiplied by the number of years of total service credit).

[17] Ohio Rev. Code Ann. § 2933.43 (West 2003) (property forfeited under other revised code sections may not be used to pay any fine imposed upon conviction of a drug offense.).

[18] Degree of severity is indicated on a scale of one through six, one being the most severe and six being the least severe.

[19] The collateral consequences found within categories two, three, four, and six are all consequences with restoration rights available. However, the collateral consequences found within categories one and five, which comprise nearly seventy-five percent of the consequences found, have no available restoration rights.

[20] See, e.g., Ohio Rev. Code Ann. § 2903.37 (West 2003) (stating that any person who owns, operates, administers, or is an agent/employee of a care facility who is convicted of a felony violation of § 2903.34 shall have his/her license revoked).

[21] See, e.g., Ohio Rev. Code Ann. § 4728.13 (West 2003) (the division of financial institutions upon a criminal conviction shall revoke any license theretofore issued to the person, firm, partnership, corporation, or association).

[22] See Ohio Rev. Code Ann. § 4517.14 (West 2003).

[23] See Ohio Rev. Code Ann. § 4303.29 (West 2003)

[24] Ohio Rev. Code Ann. § 4732.02 (West 2003).

[25] Ohio Rev. Code Ann. § 177.01 (West 2003).

[26] Ohio Rev. Code Ann. § 306.352 (West 2003).

[27] Id. § 3770.021.

[28] Id. § 4749.03.

[29] Id. § 1733.20.

[30] Id. §§ 3770.021, 4749.03, 1733.20.

[31] See, e.g., OH ADC § 3301-42-01.

[32] See, e.g., Ohio Rev. Code Ann. § 173.41 (West 2003); Id. at § 737.081.

[33] A careful examination of the compilation of collateral consequences does not clearly and easily establish a list of important state interests and policies that would tend to justify many of the mandatory and discretionary distinctions found throughout the Ohio Revised and Administrative Codes. As a result, it will likely be difficult for legislators to remedy these discrepancies without first establishing what state interests and policies should justify mandatory and discretionary collateral consequence distinctions.

[34] As mentioned previously, nearly seventy-five percent of the collateral consequences have no available restoration rights. There are many inconsistencies throughout the compilation that indicate there is no real reason why some rights may not be restored at all and others may be restored simply by the passing of time or compliance with some procedure. See, e.g., Ohio Rev. Code Ann. § 511.232 (no person convicted of a felony shall be permitted to work as a law enforcement officer in a township part district) (Category 1); Ohio Rev. Code Ann. § 3735.311 (metropolitan housing authority shall not employ a person as member of the police force of the metropolitan housing authority on a permanent, temporary, or probationary basis if the person previously was convicted of or pleaded guilty to a felony). But see, e.g., Ohio Rev. Code Ann. § 1702.80 (no board of trustees of a municipal corporation may appoint a person as a police officer of the city if the person has previously been convicted of a felony, but the convicted person may be hired if an application is filed and a rehabilitation process is completed) (Category 2).

[35] Although having different restoration rights may be necessary in some situations, there appears to be no consistency in the processes used throughout the Ohio Revised or Administrative Codes, especially with respect to affected employment rights, which are seventy-two percent of the rights affected by the collateral consequences. Since employment rights are one area that is significantly affected by these inconsistencies, it may be an area where a uniform system for restoring a convicted individual's rights may be very useful.

[36] For now, judges, lawyers, legislators, and others should encourage convicted individuals to seek some form of rehabilitation, such as alcohol or drug treatment, anger management intervention, or domestic violence counseling. Hopefully convicted individuals will take advantage of these programs and will successfully be able to re-enter society. However, if the convicted individual is faced with a collateral sanction that has an available restoration right process, and the individual has completed a rehabilitation program, the individual may be able to use such treatment as evidence of rehabilitation in order to have the right restored.

# Appendix B: Profile of Montgomery County Intake – 2005 Intake

## 185 Commitments in 2005 Intake Sample 5.4% of Total Sample

### Gender:

|               |       |
|---------------|-------|
| Male (N=160)  | 86.5% |
| Female (N=25) | 13.5% |

### Race/Ethnicity:

|                  |       |
|------------------|-------|
| African American | 50.3% |
| Caucasian        | 49.7% |

### Marital Status at Arrest:

|                     |       |
|---------------------|-------|
| Single              | 64.5% |
| Married             | 11.5% |
| Divorced /Separated | 24.0% |

### Education:

|                               |       |
|-------------------------------|-------|
| Less Than High School Diploma | 41.5% |
| High School/GED               | 54.4% |
| College Graduate              | 4.1%  |

### Living Arrangement at Arrest:

|                          |       |
|--------------------------|-------|
| Parents / Guardian       | 20.1% |
| Domestic Partner & Child | 19.5% |
| Domestic Partner         | 14.4% |
| Lived Alone              | 23.0% |

### Employment:

|                    |       |
|--------------------|-------|
| Unemployed         | 54.3% |
| Employed Full Time | 25.7% |

### Mental Illness:

|                     |       |
|---------------------|-------|
| None Indicated      | 71.3% |
| Treated             | 26.5% |
| Diagnosed /Evidence | 2.2%  |

### Physical/Sexual Abuse: (As a child)

|          |      |
|----------|------|
| Physical | 9.3% |
| Sexual   | 6.6% |

### Alcohol Abuse:

|                   |       |
|-------------------|-------|
| Recent (6 months) | 39.3% |
| Past              | 52.4% |

### Drug Abuse:

|                   |       |
|-------------------|-------|
| Recent (6 months) | 74.9% |
| Past              | 81.9% |

### Substance Abuse Treatment:

|           |       |
|-----------|-------|
| None      | 47.3% |
| Completed | 31.9% |

### On Substance at Offense:

|         |       |
|---------|-------|
| Drugs   | 29.3% |
| Alcohol | 12.7% |
| Both    | 13.3% |

### Mean Ages:

|                               |      |
|-------------------------------|------|
| First Arrest                  | 19.6 |
| First Adjudication/Conviction | 22.4 |
| First Violent Offense Arrest* | 21.2 |
| At Commitment                 | 32.4 |

\*For those with a violent arrest

|                  |       |
|------------------|-------|
| Juvenile Record: | 46.5% |
|------------------|-------|

### Adult Felony Record:

|                            |       |
|----------------------------|-------|
| One or More Prior Felonies | 74.1% |
| Prior Drug Possession      | 30.3% |
| Prior Drug Trafficking     | 8.1%  |
| Property                   | 36.8% |
| Violent (non sex)          | 32.4% |
| Sex Offense                | 4.9%  |
| Other Felonies             | 13.0% |

### Prior Misdemeanor Record: (One or More)

|                               |       |
|-------------------------------|-------|
| Nonviolent                    | 67.0% |
| Violent                       | 36.8% |
| Misdemeanor Drug              | 23.2% |
| Misdemeanor Alcohol (not DUI) | 21.1% |

|                        |       |
|------------------------|-------|
| Prior DUI Convictions: | 18.4% |
|------------------------|-------|

|                          |       |
|--------------------------|-------|
| Prior Domestic Violence: | 22.6% |
|--------------------------|-------|

### Prior Prison Incarcerations:

|               |       |
|---------------|-------|
| None          | 48.6% |
| One or Two    | 28.1% |
| Three or More | 23.2% |

|                          |       |
|--------------------------|-------|
| Prior Supervision Terms: | 89.2% |
|--------------------------|-------|

|                          |       |
|--------------------------|-------|
| Supervision Revocations: | 60.5% |
|--------------------------|-------|

|  |       |
|--|-------|
| On Probation/Parole At Instant Arrest: | 48.1% |
|--|-------|

|                       |       |
|-----------------------|-------|
| Weapons Present/Used: | 34.8% |
|-----------------------|-------|

|                       |       |
|-----------------------|-------|
| Victim Physical Harm: | 18.1% |
|-----------------------|-------|

|                            |       |
|----------------------------|-------|
| Truly Nonviolent Offender: | 25.9% |
|----------------------------|-------|

### Top Five Offenses:

|                           |       |
|---------------------------|-------|
| Drug Abuse                | 23.2% |
| Burglary                  | 8.1%  |
| Felonious Assault         | 8.1%  |
| Theft                     | 5.9%  |
| Receiving Stolen Property | 5.4%  |
| Aggravated Robbery        | 4.9%  |

## Appendix C: Local Employment Programs Serving Ex-offenders

**Community Action Partnership (CAP)**  
719 S. Main Street  
Dayton, OH 45402  
*Work P.A.Y.S. (Pathways to Achieve Your Success)*  
**Program**

Work P.A.Y.S. provides intake, orientation sessions, assessment and an individualized employability plan supported by case management. Services include resume preparation, job search and job readiness training. The program also includes flexible funding to: purchase IDs and Birth Certificates, provide access to business clothing from Clothes That Work (CTW) (the subscription fee paid to CTW costs CAP approximately \$50 per person served); purchase work clothes, shoes and boots from a local retailer; provide bus tokens for job search, and once hired, until participants receive their first paycheck. Participants are also linked to other supportive services provided by CAP, if needed. Approximately 80% of participants served, during the first five months of 2007 had \$0 income.

**Target Population:** Low income singles and family households.

**Size of Staff:** 1 FTE + 2 Student Interns

**Funding Sources:** HHS Community Services Block Grant; funds raised through in-house fundraising by CAP staff.

**The Dayton Urban League**  
907 W. Fifth St.  
Dayton, OH 45402  
*Vocational Assistance to the Socially & Economically Disadvantaged*  
*Targeted Community Based Collaborative (TCBC)*  
**Program**

**Family Ready Program**

**Leap II & Step-up (Construction Apprenticeship Program)**

**LifeReady Transitional Jobs Program**

The Dayton Urban League provides a comprehensive range of employment services and other supports to lower income single adults, and families. This includes orientation, assessment, life skills, GED preparation, job readiness training, job seeking and retention skills, job placement, job coaching, referrals for additional education and training, including a construction apprenticeship program in collaboration with Sinclair

Community College, and referrals for various supportive services such as child care, work clothes, etc.

The Dayton Urban League also manages the LifeReady Transitional Jobs programs for homeless, unemployed single men and women, who are staying at one or both of the Gateway Shelters. The program will provide time-limited, wage-paying jobs that combine structure, discipline, skill development, supportive services and assistance with securing and retaining unsubsidized employment. The objective is to successfully transition the participants into the labor market after 3-6 months. The transitional jobs will involve small work crews doing building maintenance, janitorial services and landscaping work, 20 hours per week. In addition to the crew work, they are also expected to participate in individual and group skill-building activities 2-3 hours per week when they are not working.

**Target population:** Lower income job seekers living in Montgomery County (Some programs also serve Greene, Preble and Dark Counties.) The TCBC, Family Ready and Leap II Step-up programs require that participants be Prevention/ Retention/ Contingency (PRC) eligible, (i.e., <200% of poverty with minor children <18 years of age). LifeReady Transitional Jobs Program is restricted to homeless single adults.

**Size of Staff:** 19 FTE

**Funding Sources:** The United Way of the Greater Dayton Area, Montgomery County Department of Job & Family Services, Ohio Department of Job & Family Services, The City of Dayton

**Goodwill Easter Seals Miami Valley  
Job Mall @ The Job Center  
1133 Edwin C. Moses Blvd.  
Elizabeth Place West Tower Suite 201  
Dayton, OH 45408**

**Community Employment Program (CEP)  
Employment Resource & Technology Center**

Goodwill's Community Employment Program provides intake, assessment, development of an individualized employability plan, job placement and follow-up. Job seekers with special needs can also access computer-based job search and computer and business skill training at Goodwill's Employment Resource & Technology Center at Elizabeth Place. Participants must be unemployed and not connected to an employment specialist paid by the Bureau of Vocational Rehabilitation, Eastco, or the Bureau of Workman's Compensation. The CEP program is designed to assist people with disabilities and /or other barriers, such as criminal background, lack of education or poor work history find and maintain employment in their community.

**Target Population:** Unemployed adults with barriers to employment

**Size of staff:** 1 FTE (Community Employment Program)

**Funding Source:** Goodwill Endowment

**Mercy Manor  
25 Grosvenor  
Dayton, OH 45417**

Mercy Manor is a non-profit transitional housing and supportive services program for female ex-offenders. The mission of Mercy Manor is to improve the quality of life for female ex-offenders by building their self-respect through life skills education; and, counseling services provided in a safe, secure and spiritual environment. Each resident is interviewed and assessed to determine individual needs. Through daily case management the resident is given support in developing life skills and positive behavior. Goals are set with the assistance of the case manager for the self-development of the whole person: physical, psychological, intellectual, interpersonal and spiritual. Mercy Manor focus on drug recovery, reunification with children and permanent housing. Program services include counseling and case management, assistance in gaining employment, relationship counseling, spiritual growth and development, assistance in obtaining

medical services, access to substance abuse counseling, financial management and savings plan, computer classes and cultural opportunities. Program participants are encouraged to work the 12 step recovery program and meeting attendance.

**Target population:** Female ex-offenders and former substance abusers

**Size of Staff:** 5 FTE and 6 PT

**Funding Source:** HUD, United Way, small family foundations, Church Women United, Churches and community organizations, and individual contributions

**Montgomery County Department  
of Job & Family Services  
1111 S. Edwin C. Moses Blvd.  
Dayton, OH 45422**

**Job Bank @ The Job Center**

The Job Bank provides one-stop employment services including self-directed on line job search through Greater Dayton Works, resume preparation, and career planning. Staff assists participants with navigating the job Bank's computer-based resources, and provides coaching to those job seekers who need help with resume writing, interviewing and other job readiness skills. The Job Bank periodically conducts on-site applications and interviewing for job openings on behalf of major employers. The Job Center sponsors several Job Fairs each year. Within the Job Center there are more than 20 other organizations providing an array of on-site assessments, education, job training, job placement, access to public benefits and supportive services programs.

**Target Population:** Job seekers residing in Montgomery County

**Size of Staff:** 3 FTE Aides, 5 FTE Job Recruiters

**Funding Sources:** Montgomery County, U.S. Department of Labor, Ohio Department of Job & Family Services

**Ohio Rehabilitation Services Commission  
One Elizabeth Place, West Medical Plaza G  
Dayton, OH 45408**

**Bureau of Vocation Rehabilitation (BVR)**

**Bureau of Services for the Visually Impaired (BSVI)**

The Ohio Rehabilitation Services Commission provides vocational rehabilitation (VR) services to help adults with disabilities become employed and independent. Once eligibility for VR services is determined, a participant's skills and interests are assessed, and an individualized employment plan is developed. Employability services include education or specialized

job training, including assistive technology or adaptive devices; on-the-job training; and, job placement and follow-up.

**Target Population:** Persons with physical, mental or emotional disabilities (BVR); persons who are blind or have visual impairment (BSVI)

**Size of Staff:** Approximately 20

**Funding Sources:** U.S. Department of Health & Human Services, State of Ohio

**PowerNet of Dayton  
184 Salem Avenue  
Dayton, OH 45406**

PowerNet of Dayton is a grassroots all-volunteer non-profit organization focused on Ex-offender Reentry. The continuum of services provided to their participants begins during incarceration with an eighteen (18) month GEM (Groups, Education & Mentoring) Leadership Development Program, and continues in the community for a period of up to 3 years. The continuum of services provided to PowerNet's clients is not limited to those that PowerNet delivers directly, but services are also delivered by one of PowerNet's community partners with which PowerNet has a working relationship. PowerNet's direct services include case management, mentoring, needs and risk assessments and personal and career planning.

**Target Population:** PowerNet's target population is primarily youth and adults who are, or have been, incarcerated and returning to or currently reside in Montgomery County. However, the program also serves those with a felony conviction who have not been incarcerated and reside in surrounding counties including Hamilton, Clark and Greene. To a limited extent, this program serves those at risk of incarceration, i.e., the family members and children of individuals who have felony records or are incarcerated.

**Size of Staff: Stipend:** 8 full-time; 4 half-time.

**Volunteers:** 10 additional part-time.

**Funding Sources:** The initial funding was through in-kind support from several local governmental and private agencies. Most recently PowerNet's program has received small grants from private foundations and individual cash donations from fund raising efforts.

**Salvation Army Booth House  
624 S. Main Street  
Dayton, OH 45402**

**Shelter for Single Males**

**Halfway House Offender Program**

The Salvation Army Booth House is a housing program that serves men—ages 18 and over. Men can stay at the Booth House for 60-120 days. The program is designed to assist homeless men with housing shelter, supportive services and to encourage self sufficiency. Supportive services includes three meals per day, bus tokens, laundry facilities, educational classes, AA meetings, money management, drug classes, employment classes, peer support groups, savings program, referral services to other community support, and permanency planning for future housing. Employment orientation classes are four hours per week. Participants are taught how to complete an application, interviewing and job retention skills, job search and job placement. The Offender Reentry program participants are supervised by Booth House staff and also have an assigned parole or probation officer. Job development staff meet with employers to promote the program and to inform employers about available tax credits for employing individuals from Booth House. A case manager completes an assessment on each resident to identify their needs and an individual goal plan is completed with each person.

**Target Population:** Homeless single men - ages 18 and over. Ex-offenders released from Ohio Department of Rehabilitation and Correction (ODRC), or on County Parole or State Probation.

**Size of Staff:** 20

**Funding Source:** Ohio Department of Rehabilitation and Correction (ODRC), Ohio Department of Development, HUD, Montgomery County Human Services Levy, United Way of Greater Dayton Area, City of Dayton, FEMA, area churches and individuals.

**Spirit of Peace CDC**  
**2063 Shaftesbury Road**  
**Dayton, OH 45406**

### **Miami Valley Re-Entry Initiative**

The Miami Valley Reentry Initiative is a demonstration project and program designed to provide holistic case management, job search and training services to inmates and to ex-offenders in order to assist them in a successful transition back to their communities. The pre-release module of the program is comprised of group and individual training sessions developed for the inmates addressing a variety of life and job skills subjects.

A curriculum was designed specifically for the inmate population, titled A.S.T.A.R. (Adult Service Training Administered for Reentry). This program is marketed as “Seven Weeks to Success”. The post-release module of the program is administered as one on one case management, targeting job search, housing and any other ancillary areas that may impact the ex-offender’s ability to become successful, such as driver’s license reinstatement.

**Target Population:** Male and Female

**Staff size:** 3 FTE + 1 Americorp VISTA Worker

**Funding Source:** Governor’s Office of Faith Based and Community Initiatives (Ohio Strengthening Families).

**St. Vincent DePaul**  
**15 South St.Clair Street**  
**Dayton, OH 45402**

### **The DePaul Center**

The Society of St. Vincent DePaul, Dayton District Council is a 501 ( C ) (3) organization that has been providing food, clothing, household items, emergency shelter, transitional and permanent housing, and other services to indigent, low-income, and homeless men, women, and children of the Miami Valley for over 60 years.

The “DePaul Center”, a transitional and permanent housing program for men, operated by St. Vincent DePaul, empowers the unemployed and under-employed homeless to learn the skills and gain the knowledge necessary to secure career employment and permanent housing. The center is a 39-unit single-room-occupancy facility offering hope and opportunity to homeless, unemployed or under-employed men by providing:

- Safe, affordable, decent long-term residence
- Long-term case management Services
- Vocational counseling

- Intensive individual life-skills counseling in areas such as budgeting, housekeeping, personal hygiene, meal preparation, nutrition and drug/alcohol counseling
- Academic and vocational education opportunities leading to career employment
- Referrals to other appropriate agencies as needed

**Target Population:** Single homeless men

**Size of Staff:** 7 FTE

**Funding Sources:** U.S. Department of Housing and Urban Development, car donations / sales and private donations

**Urban Minority Alcoholism & Drug Abuse Outreach Program (UMADAOP)**  
**One Elizabeth Place, 4 West Pavilion, Suite 400**  
**Dayton, OH 45408**

### **Circle For Reentry Ohio (CFRO)**

The Circle For Reentry was founded in 1996 to provide relapse prevention and re-socialization services to African-American men and women who had been recently released from an Ohio Rehabilitation and Correctional institution. The program is designed to specifically address those individuals who had alcohol and other drug related offenses and that these offenses had directly or indirectly contributed to their involvement in criminal activity. The program was funded in the year 2000. Evaluators developed a curriculum and the program was piloted in Cleveland, Ohio. CFRO provides a 17 week curriculum based program that also includes victim awareness, peer support, employment counseling, housing assistance and continuing education services. In addition, CFRO assist the families of their participants with other supportive services.

**The program addresses two primary problems for persons returning to the community:**

- The inability of ex-offenders to receive alcohol, tobacco and other drug prevention services and a few relapse prevention services available in the surrounding communities.
- The shortage of program designs to specifically address the need for supportive services for the population.

This program is administered in collaboration with the Adult Parole Authority through the Ohio Department of Rehabilitation and Correction.

**Target Population:** African American Male and Female

**Size of Staff:** 2 FTE

**Funding Source:** Ohio Department of Alcohol and Drug Addiction Service

**Volunteers of America**  
**2601 E. Fourth St.**  
**Dayton, OH 45403**

Volunteer of America is a 501 (c) 3 non-profit faith-based provider of social services across a broad spectrum of identified barriers to economic self-sufficiency. Employment specialists connect participants with employment opportunities, as well as community resources to meet the specific needs of participants. In addition, the employment specialists provide access to job search information, application and interview techniques and resume preparation, employability skills training and placement, retention activity, to post placement supportive services and follow-up. Through education, training and support services, the employment and training programs help prepare individuals for better-paying positions that enables them to lead safe and secure lives. Programs include employment counseling, job placement, adult education and literacy. The GED skill-building center provides remedial educational support to individuals seeking to finish their high school equivalency skills.

**Target Population:** Many of the programs are TANF driven (must have a minor child and within a specific income standard) and open to anyone within Montgomery County. The Veterans program services are only available to former members of the Armed Forces of the United States who are either homeless, or who are in transition. Eligibility requirements include having been discharged under honorable conditions from the Armed Forces.

**Size of Staff:** 9 FTE, 2 PT

**Funding Source:** U.S. Department of Labor, U.S. Department of Veterans Affairs, Montgomery County Job and Family Services, Ohio Department. of Job and Family Services Demonstration Project Grant, Volunteers of America

**Wesley Center**  
**3730 Delphos Ave.**  
**Dayton, OH 45417**

**WesLink Targeted Community Based Collaborative (TCBC) Program**

The WesLink program components provided by the Wesley Center include: GED classes, computer literacy training, job coaching, case management, access to work clothes, and free IRS-certified tax preparation services. The WesLink TCBC Program is a collaboration involving the Wesley Center, the Community Action Partnership, Dayton Urban Ministry Center, the Holt St. Miracle House and Workplace Reconnections to increase the economic self-sufficiency of families through employment, life skills training, adult literacy, GED completion, money management, and promoting the formation and maintenance of two parent families.

**Target Population:** PRC-eligible adults, including those who are homeless and/ or those with felony convictions (i.e., <200% of poverty with minor children < 18 years of age)

**Size of Staff:** 8 FTE

**Funding Source:** Montgomery County Department of Job & Family Services



*The Mission of Montgomery County is to:  
Improve the health, safety and welfare of  
its citizens, the strength of its economy and  
the quality of its environment.*



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