LOU CORPORATION Learning Opportunities Unlimited

App	licat	ion	Chec	klist
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Applicant	A	p	p	Î	i	C	a	n	t	
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Please be sure all the information listed below is completed on the application and the certification record disclosure form is notarized before returning.

- 1) Application is fully completed including:
- Section 1 Minimum Requirements
- Section 2 General Information
- Section 3 Educational Background
- Section 4 Employment history
- Section 5 3 references
- Section 6 signature/date
- 2) Criminal History Affidavit completed.
- 3) Criminal History Affidavit is notarized before returning.

Administrator Receiving Application:

Please check over the application when you receive it to ensure all required information is completed and criminal history form is notarized.

Administrator signature (Person receiving Application)	Date (Application Received)

LOU Corp. Job Description for: Direct Support Professionals

Page 1 of 2 Updated: 8/22/13

SUMMARY:

Under general direction and supervision of the Residential Supervisor/Residential Coordinator, Direct Support Providers perform a variety of work consisting of routine difficulty. Services include, but are not limited to, providing personal care based on individual service plans and individualized needs including transportation.

DISTINGUISHING CHACTERISTICS:

Direct Support Professionals are responsible for interacting with and providing a safe environment, including social and community services/activities, to the individual being served. In addition, Direct Support Providers are responsible for participating and supporting individuals in daily living activities.

DUTIES/RESPONSABILITIES:

- · Provides a safe environment by communicating procedures with individuals served, advocates and visitors;
- Observing and reporting individuals behaviors to Supervisor or other administrator;
- Communicates and interacts with individuals being supported on an individual and group basis, promoting selfdetermination;
- Assists individuals being supported with eating, showering, bathing, toileting, dressing. Shaving, combing hair, shampooing, brushing teeth, cutting nails, and other daily living activities as needed;
- Encourages individuals being supported to participate in counseling, social, recreational, vocational and other
 activities identified in their service plans while promoting individual choice and decision making opportunities;
- Reviews and implements approved policies, standards, services and procedures;
- Escorts and transports individuals being supported to vocational, residential and social activities as identified, encourages use of public transportation systems when applicable and runs client related errands;
- Takes part in developing and implementing individualized service plans or person centered plans for assigned individuals being supported and assures directives are followed pursuant to state standards;
- Participates in staff and administrative meetings as well as in-service trainings;
- Administers non-prescription and prescription medication (excluding IV medication) as prescribed by licensed medical professionals;
- Protects and secures money and property of individuals be supported.
- Renew and remain current on all required trainings.
- Maintains records, charts progress notes, records daily activities in communication logs, maintains records as needed and may be required to write reports;
- Reports incidents on proper forms and informs appropriate personal regarding incidents involving vocational, day, social, recreational, behavioral, personal living and community services problems within required time-frames;
- Provides direct services in crisis or emergencies situations;
- Observes and reports change's in mental and physical health of an individuals being supported to enable appropriate intervention/ prevention of problems;
- Performs housekeeping tasks such as cleaning, cooking, laundering, making beds, yard work, and other household chores or tasks required to support individuals;
- Assists in performing various activities, including physical management procedures:
- Acts as advocate in resolving problems as well as ensuring personal choice, freedoms, responsibility and support;
- Develops and maintains working relationships with all team members, including LOU Corp Administrators,
 Service Coordinators, family members, guardians, fiduciaries, advocates, etc.;
- PERFORMS OTHER RELATED DUTIES AND ASSIGNMENTS AS REQUIRED.

KNOWLEDGE AND SKILLS

- Human behavior indicative of mental or physical disability;
- Safety precautions used in transportation and home health care;
- Housekeeping, basic home health functions, nutrition, and personal hygiene techniques;
- Behavior modification techniques/ behavioral treatment plans and the responsibility of an advocate;
- Principles and practices related to developmental disabilities and mental illness;
- Establishes and maintaining effective working relationships;
- Interacting in a support capacity with individuals that are developmentally disabled;
- Principles and practices of self-determination and individualized supports;
- Record keeping, writing reports and taking notes; and
- Administration of medications and awareness of possible side effects.

LOU Corp. Job Description for: Direct Support Professionals		
Page 2 of 2	Updated:	

MINIMUM QUALIFICATIONS:

- Must be at least 21 years of age and have a clean driving record or 25 or older with no more then two (2) moving violations or two (2) accidents within the past five (3) years;
- Must posses a current/valid Arizona driver's license and be insurable under the agency's automobile policy.
- Minimum Qualifications: Any combination of training and experience that demonstrates the necessary skills.
- Have access to reliable transportation
- Be available by home phone, cell phone, etc. for easy access by agency personnel.
- Able to work flexible schedules: weekends, nights, days, evenings and partial shifts.
- CPR and Standard First Aid and other state required trainings including Prevention & Support and Article IX
- To be able to clear a Central Registry Check through APS/CPS
- Be able to obtain a Level One Fingerprint Clearance Card.

MENTAL AND EMOTIONAL REQUIRMENTS

- Ability to effectively communicate in English both in writing and verbally.
- Able to positively interact and develop rapport with individuals being supported and their families
- Able to maintain a calm, non-defensive, supportive attitude during crisis or potential crisis situations.

PHYSICAL REQUIRMENTS:

- Must be fully ambulatory and able to lift consumers (be able to lift a minimum of 30 pounds but maybe more).
- Must be able to climb stairs and assist individuals being supported in moving household items if necessary.
- Must be able to assist individuals being supported with household chores (involving many physical activities, including but not limited to kneeling, reaching, stretching, bending, etc., and the use of household cleaners).
- Must be able to demonstrate competency in the following areas: Operate an agency transport vehicle; manual
 dexterity to keep documentation records; perform crisis intervention techniques to prevent behaviors harmful to
 the individuals being supported or others which may require significant physical activity; assess and provide
 behavior management in crisis situations and call for assistance if needed; and be able to physically perform First
 Aid/CPR and Client Intervention Training.

SALARY RANGE:

It is the intent of LOU Corporation to maintain rates of pay that are externally competitive in order to attract and retain highly qualified support staff and to maintain rates of pay that are internally fair and consistent. Employees are eligible for merit raises at the time of performance evaluations. The base pay for this position is \$9.00 hourly; the maximum hourly rate for this position is \$12.00. Pay scales will be reevaluated periodically and adjusted based on a competitive wage in this field.

Special Notice Items: Due to Department of Economic Security/Division of Developmental Disabilities requirements, positions in this category are required to provide fingerprint class one clearance card. Department of Labor regulation CFR Part 1910.1030 requires notification that this position may have a risk of exposure to blood-borne pathogens.

This job description is intended to indicate the basic nature of the position and examples of typical duties that may be assigned. It does not list all possible duties that may be assigned.

"Unless expressly waived by the Division. Under Titles VI and VII of the Civil Rights Act of 1964 (respectively "Title VI" and "Title VII") and the Americans with Disabilities Act of 1990 (ADA) Section 504 of the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975 and the Americans services activates or employment based on race color religion services are available upon request to individuals with disabilities. For example, this means that if necessary LOU Corporation must provide sign language interpreters for people who are deaf a wheelchair accessible location, or enlarged print materials. It also means that LOU Corporation will take any other reasonable action that allows you to take part in and understand a program or activity including making reasonable changes to an activity if you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy please contact: Quality Assurance Coordinator at (928) 527-8898. Para obtener lists document or obtainer information addicional sobre esta politica. Quality Assurance Coordinator at 1928) 527-8898.

LOU CORPORATION

Learning Opportunities Unlimited Application for Employment

Name:	Date:		
Position Applied For:			
SECTION 1: MINIMUM REQUIR	EMENTS		
Educational Requirements	Do you have a high school diploma or G.E.D.?	Yes	No
Right to Work	Are you a US citizen or eligible to work in the United States?	Yes	No
Age	Are you at least 21 years old? (must be 21 to transport)	Yes	No
Driver's License	Do you have a valid Arizona license and are you 23 years old with no more than 2 minor moving violations or one accident within the past 5 years; or 21 years old with no more than 1 minor moving violation within the past 3 years?	Yes	No
Criminal History	Are you able to obtain a Fingerprint Clearance Card?	Yes	No
Lifting	Do you have the ability to lift light weight (30lbs.)?	Yes	No
If you answered "No" to a	ny question in Section 1, you will not meet our minimum hiring require	ements.	

SECTION 2: GENERAL INFORMATION

	Street		Cit	у	Sta	ite	Zip		
Mailing Address:									
	Street		Cit	У	Sta	te	Zip		
Telephone:			E-m	nail:					
What date are you avai	lable to start?			Wh	at is your d	lesired	pay'	?	
Are you currently emp	oyed? Yes	No I	Have you eve	r applie	d at LOU C	orp? `	Yes	No When?	
Have you ever been en	ployed at LO	U Corp?	Yes No	If yes	, when?		-		
Employment desired:	Full time P	art time	Relief (On 0	Call)	Daytime	Evenir	ng	Overnight	Weekend
How did you find out a	hout I OII Cor	naration	-2						

SECTION 4: EDUCATIONAL BACKGROUND

Name of Institute	Number of Years Completed	Major	Degree or Rank	Graduated? Yes or No
High School:				
College:				
Military:				
Other:				

SECTION 5: EMPLOYMENT HISTORY

Please list all your employers for the past ten years, beginning with the most recent. Please see the receptionist if you need an additional sheet. This information must be completed even if you are submitting a resume.

Employer: Address: Telephone: Last Position Held: Dates Employed: Job Functions: Reason for Leaving:	May we contact? Yes No
Employer:	_ Type of Business:
Address:	
Telephone: Last Position Held: _	
Dates Employed: / to/_ Supervisor's Name: Job Functions:	
Reason for Leaving:	
Employer: Address: Last Position Held: Dates Employed: / to / Supervisor's Name:	
Job Functions:	
Reason for Leaving:	Salary:
Comments: Include explanation of any gaps in employm	nent.
ADDITIONAL INFORMATION: Summarize special job-related skills and	d qualifications.

U.S. MILITARY BRANCH of SERVICE:		RANK:	
YEARS ACTIVE:	PRESENT MEMBERS	HIP:	
Note to applicants: Do not answer this question unless you have a full understanding of the job requirements (see attached job description). If you have any questions, please contact at LOU Corporation administrator at (928) 527-8898. Are you capable of performing in a reasonable manner, with or without reasonable accommodations, the activities involved in the job for which you have applied? []YES []NO			
SECTION 6: REFERENCES give the nam	nes of a previous supervisor, co-w	orker and friend whom you ha	ave known at least one year
Name	Phone #	Relationship	Years Acquainted
1.			
2.			
3.			
This application and all attached documents beco- after 30 days. If you have not heard from LOU application packet. LOU Corp is an Employment relationship at any time for any lawful reason. An terms and conditions of employment which is sign information contained in this application and related	Corp in 30 days and still wish to be t-At-Will Employer, which means that Employment-At-Will relationship can led by the employee and an administr	considered for the position, you either LOU Corp or the employ only be altered by a written emprator of LOU Corp. By signing be aplete to the best of your knowled	u will need to complete a new yee can terminate employment bloyment contract specific to all elow you hereby certify that the
Signature:		Date:	

Phone #:

MILITARY SERVICE:

Emergency Contact:

"Unless expressly waived by the Division, Under Titles VI and VII of the Civil Rights Act of 1964 (respectively "Title VII" and "Title VII") and the Americans with Disabilities Act of 1990 (ADA) Section 504 of the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975, LOU Corporation prohibits discrimination in admissions, programs, services, activities or employment based on race, color, religion, sex, national origin, age, and disability. LOU Corporation must make a reasonable accommodation to allow a person with a disability to take part in a program, service, or activity. Auxiliary aids and services are available upon request to individuals with disabilities. For example, this means that if necessary, LOU Corporation must provide sign language interpreters for people who are deaf, a wheelchair accessible location, or enlarged print materials. It also means that LOU Corporation will take any other reasonable action that allows you to take part in and understand a program or activity, including making reasonable changes to an activity. If you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy please contact. Quality Assurance Coordinator at (928) 527-8898. Para obtener este document on otro formato u obtener información adicional sobre esta política: Quality Assurance Coordinator at (928) 527-8898.

ARIZONA DEPARTMENT OF ECONOMIC SECURITY

CRIMINAL HISTORY SELF DISCLOSURE AFFIDAVIT

Your fingerprints will be submitted to the Arizona Department of Public Safety (DPS) and the Federal Bureau of Investigation (FBI) for a criminal history check. Your self-disclosure on this affidavit and the information provided by your criminal history check will be used, as authorized by Public Law and Arizona Revised Statues, to help us determine your fitness to have unsupervised access to vulnerable persons. Your failure to disclose true and accurate information on this affidavit will be sufficient grounds to end your employment or to deny, suspend, or revoke your license and may be referred to the State Attorney General's Office for prosecution.

You have the right to obtain a copy of any background check report and challenge the accuracy or completeness of information contained in

Be sure that you go over all five (5) pages of the self-disclosure affidavit.

	DATE OF BIRT	TH (MM/DD/YÝ)
DDRESS (No., Street, Apt. No., City, State, ZIP)		
Check one of the following and provide information as directed: I have not been convicted of nor am I under pending indictment for any crime I have been convicted of or I am under pending indictment for the following c circumstances and outcome-attach additional pages as needed).		jurisdiction,
ALSO – Check one of the following: I am not subject to registration as a sex offender in Arizona or in any other jurisdiction in this state or any other jurisdiction. DPS will deny you a Level 1 Fieligible to appeal the decision.)	ction. (If you are subject to regist	tration as a sex ou WILL NOT be
l certify that I understand this affidavit. My self-disclosure is true, accurate, and co	mplete to the best of my knowled	dge.
	mplete to the best of my knowled	dge.
		dge.
Your Signature Notary Public	Date	dge.
I certify that I understand this affidavit. My self-disclosure is true, accurate, and co Your Signature Notary Public State of Arizona, County of Subscribed and sworn or affirmed and acknowledged before me this	Date	

Non-Appealable Offenses

Are you awaiting trial for or have you ever been convicted of committing, attempting to commit, soliciting or facilitating or conspiring to commit one or more of these crimes in this state or a similar crime in another jurisdiction? Mark "Yes" or "No" as applicable.

If you are subject to registration as a sex offender in this state or any other jurisdiction, or awaiting trial on or been convicted of committing, attempting to commit, soliciting or facilitating, or conspiring to commit one or more of the crimes in this section DPS will deny you a Level 1 Fingerprint Clearance Card and you WILL NOT be eligible to appeal the decision.

Expunged convictions from any court other than juvenile court must be identified.

YES	NO		
		1.	Sexual abuse of vulnerable adult
		2.	Incest
		3.	Homicide, including first or second-degree murder, manslaughter and negligent homicide
\Box			Sexual assault
Ħ			Sexual exploitation of a minor or vulnerable adult
Ħ			Commercial sexual exploitation of a minor or vulnerable adult
Ħ			Child prostitution as prescribed in A.R.S. § 13-3212
H			Child abuse
H	Η		
\exists			Felony child neglect
	님		Sexual conduct with a minor
			Molestation of a child or vulnerable adult
\sqcup			Dangerous crime against children as defined in A.R.S. § 13-705
\sqcup			Exploitation of minors involving drug offenses
		14.	Taking a child for the purposes of prostitution as defined in A.R.S. § 13-3206
		15.	Neglect or abuse of a vulnerable adult
		16.	Sex trafficking
		17.	Sexual abuse
		18.	Production, publication, sale, possession and presentation of obscene items as prescribed in A.R.S. § 13-3502
$\overline{\Box}$			Furnishing harmful items to minors as prescribed in A.R.S. § 13-3506
Ħ	Ħ		Furnishing harmful items to minors by internet activity as prescribed in A.R.S. § 13-3506.01
			Obscene or indecent telephone communications to minors for commercial purposes as prescribed in
_			A.R.S. § 13-3512
П		22.	Luring a minor for sexual exploitation
	Ħ		Enticement of persons for purposes of prostitution
Ħ			Procurement by false pretenses of persons for purposes of prostitution
Ħ			Procuring or placing persons in a house of prostitution
H			Receiving earnings of a prostitute
H			Causing one's spouse to become a prostitute
H	H		
H	片		Detention of persons in a house of prostitution for debt
님	片		Keeping or residing in a house of prostitution or employment in prostitution
片			Pandering
			Transporting persons for the purpose of polygamy and concubinage
\sqcup			Portraying adult as a minor as prescribed in A.R.S. § 13-3555
			Admitting minors to public displays of sexual conduct as prescribed in A.R.S. § 13-3558
			Any felony offense involving contributing to the delinquency of a minor
		35.	Unlawful sale or purchase of children
		36.	Child bigamy
		37.	Any felony offense involving domestic violence as defined in A.R.S. § 13-3601, except for a felony offense
			only involving criminal damage in an amount more than \$250, but less than \$1000 if the offense was
_	_		committed before July 1, 2009.
			Felony indecent exposure
		39.	Felony public sexual indecency
		40.	Felony driving under the influence, driving under the extreme influence or aggravated driving under the
			influence if committed within 5 years of the date you apply for a Level 1 Clearance Card.
		41.	Terrorism
		42.	Any offense involving a violent crime as defined in A.R.S. § 13-901.03

Appealable 5 Years After Conviction

The following felony offenses are non-appealable if committed within 5 years before the date you apply for a Level 1 Fingerprint Clearance Card. If you have been convicted of committing, attempting to commit, soliciting or facilitating or conspiring to commit one or more of the crimes in this section within 5 years of applying for a Level 1 Fingerprint Clearance Card, DPS will deny you a Level 1 Fingerprint Clearance Card and you WILL NOT be eligible to appeal the denial.

If the conviction was more than 5 years before you apply for a Level 1 Fingerprint Clearance Card, DPS will deny you a Level 1 Fingerprint Clearance Card, but you will be eligible to appeal the denial to the Arizona Board of Fingerprinting.

Mark "Within 5 Years," "Over 5 Years" or "No" as applicable.

WITHIN 5 YEARS	OVER 5	NO	
			1. Endangerment
			2. Threatening or intimidating
			3. Assault
			4. Aggravated assault
			5. Unlawfully administrating intoxicating liquors, narcotic drugs or dangerous drugs
			6. Dangerous or deadly assault by prisoner or juvenile
			7. Prisoners who commit assault with intent to incite riot or participate in riot
			8. Assault by vicious animals
			9. Drive by shooting
			10. Assaults on public safety employees or volunteers and state hospital employees
			11. Discharging a firearm at a structure
			12. Prisoner assault with bodily fluids
			13. Aiming a laser pointer at a peace officer
			14. Possession and sale of peyote
			15. Possession and sale of a vapor-releasing substance containing a toxic substance
			16. Selling or giving nitrous oxide to underage persons
			17. Sale of regulated chemicals
			18. Sale of precursor chemicals
			19. Production or transportation of marijuana
			20. Possession, use or sale of marijuana, dangerous drugs or narcotic drugs
			21. Possession, use, administration, acquisition, sale, manufacture or transportation of prescription-only drugs
			22. Administration, acquisition, manufacture or transportation of dangerous drugs or narcotic drugs
			23. Manufacturing methamphetamine under circumstances that cause physical injury to a minor under the age of 15
			24. Involving or using minors in drug offenses
			25. Possession, use, sale or transfer of marijuana, peyote, prescription drugs, dangerous drugs, or narcotic drugs or manufacture of dangerous drugs in a drug-free school zone
			26. Possession, manufacture, delivery and advertisement of drug paraphernalia
			27. Use of wire communication or electronic communication in drug-related transactions
			28. Using a building for sale or manufacture of dangerous or narcotic drugs
			29. Manufacture or distribution of prescription-only drug
			30. Manufacture, distribution, or possession with intent to use imitation controlled substances, imitation prescription-only drugs or imitation over-the-counter drugs
			31. Manufacture of certain substances and drugs by certain means

Appealable Offenses

Are you awaiting trial for or have you ever been convicted of committing, attempting to commit, soliciting or facilitating or conspiring to commit one or more of these crimes in this state or a similar crime in another jurisdiction? Mark "Yes" or "No" as applicable.

If you are awaiting trial on or been convicted of committing, attempting to commit, soliciting or facilitating or conspiring to commit one or more of these crimes, DPS will deny you a Level 1 Fingerprint Clearance Card, but you will be eligible to appeal the decision to the Arizona Board of Fingerprinting.

YES	NO	
		1. Theft
		2. Theft by extortion
		3. Shoplifting
$\overline{\Box}$		4. Forgery
\Box	П	5. Criminal possession of a forgery device
H		6. Obtaining a signature by deception
H		7. Criminal impersonation
H	H	-
H		8. Theft of a credit card or obtaining a credit card by fraudulent means
\vdash	님	9. Receipt of anything of value obtained by fraudulent use of a credit card
닏	닏	10. Forgery of a credit card
\sqcup		11. Fraudulent use of a credit card
		12. Possession of any machinery, plate or other contrivance or incomplete credit card
		13. False statements as to financial condition or identity to obtain a credit card
		14. Fraud by persons authorized to provide goods or services
		15. Credit card transaction record theft
		16. Misconduct involving weapons
\Box		17. Misconduct involving explosives
\Box		18. Depositing explosives
Ħ		19. Misconduct involving simulated explosives
H		20. Concealed weapon violation
0000000000000000000000000000	ö	21. Misdemeanor indecent exposure
H		22. Misdemeanor public sexual indecency
H	片	· · · · · · · · · · · · · · · · · · ·
님	H	23. Aggravated criminal damage
		24. Adding poison or other harmful substance to food, drink or medicine
님		25. A criminal offense involving criminal trespass and burglary under Title 13, Chapter 15
님		26. A criminal offense involving organized crime or fraud as prescribed in Title 13, Chapter 23, except terrorism
닏		27. Misdemeanor offenses involving child neglect
\sqcup		28. Misdemeanor offenses involving contributing to the delinquency of a minor
Ш		29. Misdemeanor offenses involving domestic violence as defined in A.R.S. § 13-3601
		30. Felony offenses involving domestic violence if the offense only involved criminal damage in the amount of
_	_	\$250 but less than \$1000 and the offense was committed before July 1, 2009.
\sqcup		31. Arson
		32. Criminal damage
		33. Misappropriation of charter school monies as prescribed in A.R.S. § 13-1818
		34. Taking identity of another person or entity
		35. Aggravated taking identity of another person or entity
		36. Trafficking in the identity of another person or entity
$\overline{\Box}$	\Box	37. Cruelty to animals
\Box	F	38. Prostitution as described in A.R.S. § 13-3214
Ħ	Ħ	39. Sale or distribution of material harmful to minors through vending machines as prescribed in A.R.S. § 13-3513
Ħ		40. Welfare fraud
H		41. Kidnapping
	7	42. Robbery, aggravated robbery or armed robbery
	H	43. Misdemeanor endangerment
님	H	· ·
1)	1 1	44. Misdemeanor threatening or intimidating

YES	NO	
		45. Misdemeanor assault
		46. Misdemeanor aggravated assault
		47. Misdemeanor unlawfully administering intoxicating liquor, narcotic drugs or dangerous drugs
		48. Misdemeanor dangerous or deadly assault by prisoner or juvenile
		49. Misdemeanor prisoners who commit assault with intent to incite riot or participate in riot
		50. Misdemeanor assault by vicious animals
		51. Misdemeanor drive-by shooting
		52. Misdemeanor assaults on public safety employees or volunteers and state hospital employees
		53. Misdemeanor discharging a firearm at a structure
		54. Misdemeanor prisoner assault with bodily fluids
		55. Misdemeanor aiming a laser pointer at a peace officer
		56. Misdemeanor possession and sale of peyote
		57. Misdemeanor possession and sale of a vapor-releasing substance containing a toxic substance
		58. Misdemeanor selling or giving nitrous oxide to underage persons
		59. Misdemeanor sale of regulated chemicals
		60. Misdemeanor sale of precursor chemicals
		61. Misdemeanor production or transportation of marijuana
		62. Misdemeanor possession, use or sale of marijuana, dangerous drugs or narcotic drugs
		63. Misdemeanor possession, use, administration, acquisition, sale, manufacture or transportation of
_	_	prescription-only drugs
		64. Misdemeanor administration, acquisition, manufacture or transportation of dangerous drugs or narcotic drugs
		65. Misdemeanor manufacturing methamphetamine under circumstances that cause physical injury to a minor
	_	under the age of 15
닏		66. Misdemeanor involving or using minors in drug offenses
		67. Misdemeanor possession, use, sale or transfer of marijuana, peyote, prescription drugs, dangerous drugs, or
		narcotic drugs or manufacture of dangerous drugs in a drug-free school zone
	H	68. Misdemeanor possession, manufacture, delivery and advertisement of drug paraphernalia
H	H	69. Misdemeanor use of wire communication or electronic communication in drug-related transactions
H		70. Misdemeanor using a building for sale or manufacture of dangerous or narcotic drugs
님		71. Misdemeanor manufacture or distribution of prescription-only drug
	Ш	72. Misdemeanor manufacture, distribution, or possession with intent to use imitation controlled substances, imitation prescription-only drugs or imitation over-the-counter drugs
		73. Misdemeanor manufacture of certain substances and drugs by certain means
		75. Prisacenteanor manufacture of certain substances and drugs by certain fileans

Equal Opportunity Employer/Program • Under Titles VI and VII of the Civil Rights Act of 1964 (Title VI & VII), and the Americans with Disabilities Act of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, the Department prohibits discrimination in admissions, programs, services, activities, or employment based on race, color, religion, sex, national origin, age, and disability. The Department must make a reasonable accommodation to allow a person with a disability to take part in a program, service or activity. For example, this means if necessary, the Department must provide sign language interpreters for people who are deaf, a wheelchair accessible location, or enlarged print materials. It also means that the Department will take any other reasonable action that allows you to take part in and understand a program or activity, including making reasonable changes to an activity. If you believe that you will not be able to understand or take part in a program or activity because of your disability, please let us know of your disability needs in advance if at all possible. To request this document in alternative format or for further information about this policy, contact your local DES office manager; TTY/TDD Services: 711.