



- D. If the determination of Termination With Prejudice is upheld through the applicable appeal process, according to statute, the name of the employee shall be entered into the State of Maryland's Pre-Offer Check (POC) Database, and the employee may not be hired by any agency of the State of Maryland, including the USM.
  
- E. Before an offer of employment may be made to a candidate, the designated representative of the USM Institution is required to determine whether the candidate's name appears in the State's POC Database. According to Annotated Code of Maryland, State Personnel and Pensions, Section 2-801, if the candidate's name does appear, the candidate may not be employed by any USM Institution or any Agency of the State of Maryland.

**IMPLEMENTATION PROCEDURES:**

Each President shall identify his/her designee(s) as appropriate for this policy, develop procedures as necessary to implement this policy, communicate this policy and applicable procedures to his/her institutional community, and post it on its Institutional website.

**REFERENCE:**

Annotated Code of Maryland, State Personnel and Pensions , Section 2-801.