

Illinois State Department of Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTIONS		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 0048660		(X2) MULTIPLE CONSTRUCTION A. BUILDING B. WING		(X3) DATE SURVEY COMPLETED 03/05/2026	
NAME OF PROVIDER OR SUPPLIER ADMIRAL AT THE LAKE, THE				STREET ADDRESS, CITY, STATE, ZIP CODE 933 WEST FOSTER AVENUE , CHICAGO, Illinois, 60640			
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S0000	Initial Comments		S0000			03/17/2026	
	ANNUAL HEALTH LICENSURE SURVEY						
S9999	Final Observations		S9999			03/17/2026	
	Statement of Licensure Violations						
	ONE OF TWO						
	300.650d)						
	300.660a)						
	300.660c)1)						
	300.661)						
	Section 300.650 Personnel Policies						
	d) The facility shall check the Health Care Worker Registry for the work eligibility status of all applicants who are under the jurisdiction of the Healthcare Worker Background Check Act prior to hiring.						
	Section 300.660 Nursing Assistants						
	a) A facility shall not employ an individual as a nursing assistant, home health aide, psychiatric services rehabilitation aide, or newly hired as an individual who may have access to a resident, a resident's living quarters, or a resident's personal, financial, or medical records, nurse aide unless the facility has inquired of the Department's Health Care Worker Registry and the individual is listed on the Health Care Worker Registry as eligible to work for a health care employer.						
	c) The facility shall ensure that each nursing assistant complies with one of the following conditions:						
	1) Is approved on the Department's Health Care Worker Registry. "Approved" means that the nurse aide has met the training or equivalency requirements of Section 300.663 of this Part and does not have a disqualifying criminal background check without a waiver.						

Office of Primary Care and Health Systems Management

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE	TITLE	(X6) DATE
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S9999	Continued from page 1 Section 300.661 Health Care Worker Background Check A facility shall comply with the Health Care Worker Background Check Act and the Health Care Worker Background Check Code. These requirements were NOT met as evidenced by: Based on interview and record review, the facility failed to perform a Health Care Worker Background Check for a Certified Nursing Assistant, CNA, prior to employment which has the potential to affect all 30 residents residing in the facility. Findings include: On 3/3/2026 at 1:24 PM, this surveyor reviewed requested employee files with V11 (Human Resources, HR, Director) and V12 (HR Generalist) for the Health Care Worker Background Checks. Upon reviewing V9's (CNA) employee file, V11 stated that V11 does not have V9's Health Care Worker Background Checks from when V9 started employment at the facility on 12/11/2024. V11 stated that when V9 was hired for employment on 12/11/2024, there was a different HR Director working who was in the middle of transitioning roles, so V9's Health Care Worker Background Checks cannot be found. V12 stated that V12 ran V9's Health Care Worker Background Checks today, 3/3/2026 and presented this surveyor the Health Care Worker Registry Checks (National Sex Offender Public Registry, Department of Corrections' Sex Offender Search Engine, Department of Corrections' Inmate Search Engine, Department of Corrections Wanted Fugitives Search Engine, Illinois Sex Offender Registry, and Health and Human Services Office of Inspector General) done for V9 which are dated 3/3/2026. V12 stated that when the potential employee is signing the pending work offer (letter of intent to work), then V12 will conduct the Health Care Worker Background Checks to ensure that the employee is qualified to work in the facility. Both V11 and V12 stated that they were not working in their current HR roles when V9 was hired on 12/11/2024. V12 stated that the purpose of V12 performing the Health Care Worker Background Checks prior to employment is for the safety of the vulnerable residents in their community (facility), and V11 added, "And for compliance." On 3/3/2026 at 1:54 PM, V12 confirmed that V9's date of hire for employment in the facility as a CNA was 12/11/2024 as listed on the facility employee list (with corresponding titles and dates of hire) provided	S9999					

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S9999	Continued from page 2 by V1 (Administrator). Daily Nursing Schedule viewed during the survey period (3/2/2026 to 3/5/2026) shows that V9 was scheduled to work the evening shift (3 to 11 PM) on 3/2/2026, 3/3/2026 and 3/4/2026. Facility Daily Census printed 3/2/2026 documents, in part, that 30 residents are currently residing in the skilled care facility. Facility policy titled "Background Screening Policy" and dated 5/13/2025, documents, "Policy Statement: Our facility conducts employment background screening checks, reference checks and criminal conviction investigation checks on all applicants for positions with direct access to residents ("direct access employees"). Policy Interpretation and Implementation: 1. For purposes of this policy "direct access employee" means any individual who has access to a resident or patient of a long term care (LTC) facility or provider through employment or through a contract and has duties that involve (or may involve) one-on-one contact with a patient or resident of the facility or provider, as determined by the state for purposes of the national background check program. 2. The director of personnel, or designee, conducts background checks, reference checks and criminal conviction checks (including fingerprinting as may be required by state law) on all potential direct access employees and contractors. Background and criminal checks are initiated within two days of an offer of employment or contract agreement, and completed prior to employment. 3. For any individual applying for a position as a certified nursing assistant, the state nurse aide registry is contacted to determine if any findings of abuse, neglect, mistreatment of individuals, and/or theft of property have been entered into the applicant's file. 4. For any licensed professional applying for a position that may involve direct contact with residents, his/her respective licensing board is contacted to determine if any sanctions have been assessed against the applicant's license. 5. Should the background investigation disclose any misrepresentation on the application form or information indicating that the individual has been convicted of abuse, neglect, mistreatment of individuals, and/or misappropriation of property, the applicant is not employed or contracted. 6. Any information (e.g., court actions) discovered through the course of the background investigation that indicates that the applicant is unfit for employment in a nursing home (for example, convictions involving child abuse, sexual assault, theft, assault with a deadly weapon, etc.) is reported to the individual's	S9999					

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S9999	Continued from page 3 appropriate licensing boards." Facility policy titled "Abuse Policy" dated 4/4/2025 documents, in part, "Residents have the right to be free from abuse, neglect, misappropriation of resident property, and exploitation. This includes but is not limited to freedom from corporal punishment, involuntary seclusion and any physical or chemical restraint not required to treat the resident's medical symptoms ... Specific Procedures/Requirements: Screening. 1. The organization will screen potential employees for a history of abuse, neglect, or mistreating residents ... b. Multi-State registry check and license verification[s] will be checked from every State registry established under sections 1819(e)(2)(A) or 1919(e)(2)(A) of the Act that the facilities believes will include information on the individual. C. State licensure and certification agencies, and applicable registries, will be contacted, prior to employment to validate current licensure or certification requirements and to determine if the potential employee is in good standing with the registry. d. Background checks will be obtained in accordance with state law." Facility job description (undated) titled "Human Resources Generalist" documents, in part, "Position Summary: The HR Generalist plays a key role in supporting the full scope of Human Resources functions within the organization. This position is responsible for administering HR policies, procedures, and programs while serving as a resource to employees and managers. The HR Generalist handles day to day HR operations, including recruitment support, onboarding, employee relations, benefits administration, performance management processes, compliance, and HR data management. This role partners closely with leadership and staff to foster a positive workplace culture, ensure legal compliance, and support initiatives that enhance employee engagement, retention, and organizational effectiveness. The HR Generalist must be a collaborative, detail oriented, and service focused professional capable of balancing multiple priorities in a fast paced environment. Key Responsibilities: Talent Acquisition & Onboarding: Partner with recruiters/hiring managers to coordinate requisitions, job postings, screening, interviews, and reference checks. Own pre boarding and onboarding logistics (offers, background checks, I 9/E Verify, equipment, orientation) ... Compliance & Policy: Ensure compliance with federal, state, and local employment laws and posting requirements." Facility job description (undated) titled "Human Resources Director" documents, in part, "Position	S9999					

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S9999	Continued from page 4 Summary: The Human Resources Director is responsible for planning, implementing and evaluating employee relations and human resources policies, programs and practices and consistently performing job tasks in accordance with (facility's) mission, beliefs and strategic themes ... Essential Functions: ... Monitors and implements applicable human resources federal and state requirements. Conducts investigations and maintains records." (C) TWO OF TWO 300.615e) Section 300.615 Determination of Need Screening and Request for Resident Criminal History Record Information. e) In addition to the screening required by Section 2-201.5(a) of the Act and this Section, a facility shall, within 24 hours after admission of a resident, request a criminal history background check pursuant to the Uniform Conviction Information Act for all persons 18 or older seeking admission to the facility, unless a background check was initiated by a hospital pursuant to the Hospital Licensing Act. Background checks shall be based on the resident's name, date of birth, and other identifiers as required by the Department of State Police. (Section 2-201.5(b) of the Act). These requirements were NOT met as evidenced by: Based on interview and record review, the facility failed to conduct residents' criminal history background checks within 24 hours after admission for seven residents (R2, R11, R13, R16, R20, R21, and R39) reviewed for resident criminal and sexual background screening which has the potential to affect all 30 residents that reside in the facility. Findings include: R2's Admission Record documents, in part, that R2's admission date is 2/4/2026. R2's Criminal History Information Response Process (CHIRP), Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 3/3/2026. R11's Admission Record documents, in part, that R11's admission date is 2/13/2026. R11's CHIRP, Illinois Sex		S9999				

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S9999	Continued from page 5 Offender Registry, and Illinois Department of Corrections Parolees are dated 2/17/2026. R13's Admission Record documents, in part, that R13's admission date is 2/9/2026. R13's CHIRP, Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 2/26/2026. R16's Admission Record documents, in part, that R16's admission date is 2/17/2026. R16's CHIRP, Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 2/26/2026. R20's Admission Record documents, in part, that R20's admission date is 2/13/2026. R20's CHIRP, Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 3/3/2026. R21's Admission Record documents, in part, that R21's admission date is 2/13/2026. R21's CHIRP, Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 2/17/2026. R39's Admission Record documents, in part, that R38's admission date is 2/20/2026. R39's CHIRP, Illinois Sex Offender Registry, and Illinois Department of Corrections Parolees are dated 2/26/2026. On 3/3/2026 at 12:32 PM, V10 (Admissions and Discharge Manager) stated that V10 is responsible for performing residents' criminal and sexual background checks for residents who are confirmed to being admitted to the skilled care floors. V10 stated that once V10 knows that these residents are being admitted, V10 will perform the residents' criminal and sexual background checks on the day of the resident's admission. V10 stated that V10 will check the mandated criminal and sexual background registry checks and also enters the resident's name for the CHIRP result. V10 stated that V10 prints each one of these checks, so the date is listed when V10 is performing the criminal and sexual background registry checks. V10 stated that the purpose of performing the criminal and sexual background registry checks before or on the resident's admission date is to ensure that the facility has the information of the resident's criminal and sexual background for the safety of all residents. This surveyor and V10 then reviewed new admission residents' criminal and sexual background registry checks documents. In reviewing the dates of admission for R2, R11, R13, R16, R20, R21, and R39 and their corresponding dates when V10 performed the criminal and sexual background checks (all greater than 24 hours from admission), V10 stated that these residents' checks were performed late, and this was a			S9999			

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S9999	Continued from page 6 "delay on (V10's) part." Facility Daily Census printed 3/2/2026 documents, in part, that 30 residents are currently residing in the skilled care facility. Facility policy titled "Residents' Criminal and Sexual Background Checks" and dated 4/4/2025 documents, in part, "Resident Criminal and Sexual Background Screening Policy. I. Purpose: The purpose of this policy is to establish standardized procedures for conducting criminal and sexual background checks on prospective and current residents of the Continuing Care Retirement Community (CCRC). This ensures resident and staff safety, compliance with federal, state, and local regulations, and protection of the CCRC community. II. Scope: This policy applies to: All prospective external residents applying for residency, All current residents at the CCRC, Community admission, transfer, and ongoing screening processes. III. Definitions: For the purposes of this policy: A. Criminal Background Check – A review of national, state, and county-level criminal records, including felony and misdemeanor convictions where permitted by law. B. Sexual Offender Registry Check – A search of federal and state sex offender registries (e.g., Dru Sjodin National Sex Offender Public Website) for any matches ... IV. Policy Statement: The CCRC is committed to maintaining a safe and secure environment for all residents, staff, and visitors. As part of the admission and ongoing safety evaluation process, all applicants and current residents will undergo criminal and sexual background screenings consistent with applicable state and federal regulations. V. Regulatory Requirements: The CCRC shall comply with all applicable federal, state, and local laws governing background checks, including but not limited to: ... State-Level Background Check Statutes — Compliance with state-specific requirements, including permitted convictions, record sealing, and prohibitions. Healthcare Licensing and Certification Standards — Background screening requirements from CMS, State Department of Health, and other regulatory bodies applicable to long-term care and retirement communities. Sex Offender Registry Requirements — Searches of appropriate state and federal registries as required by local law. VI. Procedures: ... B. Background Checks for Current Residents. 1. Initial Screening at Time of Admission: All current residents received criminal and sexual background checks as part of their initial admission into the community. These results were documented in the resident's admission record. 2. Reconfirmation: Background checks for current residents shall be reconfirmed on the next business day following	S9999					

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S9999	Continued from page 7 specified events, such as: Change in residence status (e.g., transfer to a different care level); Annual review triggers according to policy; Reasonable cause suspicion of unsafe behavior; Report of new criminal activity. Reconfirmation checks shall include: National and state criminal databases; Sex offender registry checks. 3. Documentation and Follow-Up: Reconfirmation results shall be filed in the resident's record. Any concerning findings shall trigger a review and possible risk mitigation plan, per policy." Facility job description (undated) titled "Admission and Discharge Manager" documents, in part, "Position Summary: Primary responsibility is to ensure that every referral is processed and reviewed in a timely manner and that every admission is accomplished by providing a smooth transition from the hospital, community, or other setting." (C)			S9999			