

# Criminal Conviction and Disqualification from Employment

In *University of Penn. v. Workers' Compensation Appeal Board (Hicks)*, the court determined that an employer was not entitled to suspend a claimant's benefits after he returned to work following a work injury and was terminated for not possessing the proper certification as a campus police officer. The employer had a policy that requires all its officers to possess this certification and the claimant, who was involved in a domestic dispute, had been arrested for assault, which *might* cause him to lose his certification. The court denied the suspension, because the claimant had not actually lost his certification and because he only *might* lose it in the future.