

POLICY: Background Checks for Housestaff

Purpose:

It is the policy of the UCSF Fresno Medical Education programs that all prospective housestaff (residents & fellows) in any UCSF Fresno sponsored GME program undergo a background check prior to the start of their training. UCSF Fresno reserves the right to rescind an offer of appointment to any individual whose background investigation reveals a history of criminal conduct that:

- UCSF Fresno reasonably determines the potential risk of harm to patients in partnering facilities or individuals on UCSF Fresno premises; or
- was not accurately disclosed on the Attestation form completed at the time of contract signing or any other application in connection with the training program; or
- is inconsistent with the high standard of ethical conduct required of all members of the academic community or is otherwise unbecoming a member of the academic community.

Procedure:

All offers of appointment to UCSF Fresno sponsored GME programs are specifically conditioned upon a criminal background investigation. Background checks will be carried out by an agency on behalf of the UCSF Fresno GME Office. Once a position has been offered, the prospective housestaff member will sign a release for UCSF Fresno to perform a background check.

Background checks consist of a verification of the name and social security number of the individual, confirmation of addresses in the United States within seven (7) years, and disclosure of any felony/misdemeanor convictions within seven (7) years. Only registration as a sex offender and convictions will be reported.

If the report reveals a discrepancy in name, social security number, addresses, and/or discloses a conviction for a felony and/or misdemeanor, the prospective housestaff can request a copy of the report from the GME Office. The individual will be permitted to provide any additional information to the GME Office that she/he wishes to be considered concerning the information disclosed. After consultation with appropriate university officers, the program director and Associate Dean for GME (DIO), will make the final decision as to whether the offer is to advance or be withdrawn. If the prospective housestaff is in a matched position and the offer is withdrawn, it is the program's responsibility to apply for a match waiver through the NRMP.

(Original signed Policy is available in the UCSF Fresno Graduate Medical Education Office)