

## Acknowledgement

Applicants interviewing for Residency or Fellowship programs at Baylor University Medical Center hereby acknowledge the following:

### Information Regarding Residency/Fellowship:

I have been informed of the terms, conditions, and benefits of appointment, including financial support; vacations; parental, sick, and other leaves of absence; professional liability, hospitalization, health, disability and other insurance provided for the residents/fellows and their families; and the conditions under which living quarters, meals, laundry services, or their equivalents are to be provided.

Additionally, I have been provided a sample residency agreement, the institution's policies on visa status and eligibility for appointment to a residency or fellowship position.

### Pre-Employment Requirements, Health Screening, No Nicotine Products, Background Review and Initial Drug Screening:

Employment at Baylor University Medical Center is contingent upon verification of educational credentials, completion of a health screening, passage of criminal background check, verification of current BLS and ACLS certification, obtaining a Physician-in-Training (PIT) Permit from the Texas Medical Board, and proof of legal authorization to work in the United States.

Baylor Scott & White and its affiliated entities are committed to patient safety, employee well-being, and the safe, efficient operation of facilities and equipment. Your acceptance into a residency or fellowship program is contingent upon you passing BSWH's pre-employment health screening, which includes testing for the use of nicotine products including, but not limited to, cigarettes, vapes, ecigarettes, cigars, pipes, chewing tobacco, nicotine patches, or nicotine gum. The pre-employment health screening also tests for other drugs and illegal substances, including cannabis. Cannabis consumption includes, but is not limited to, inhalation (smoking or vaporizing), ingesting (eating or drinking items containing cannabis or THC), and transdermal absorption (use of THC oils and full-spectrum and other THC containing CBD oils). BSWH and its affiliated entities will **not** hire individuals who test positive for the use of any nicotine or for any drug or substance that is used in an un-prescribed manner, including cannabis. Everyone who is accepted into a residency or fellowship program is also required to successfully complete a background review and post-job offer initial drug screening.

I understand that offers of employment for residency or fellowship positions are **CONDITIONAL** and may be withdrawn if adverse information is received as a result of a background review, health or drug screening, or from third parties or any other source, even if: (i) a Residency Medical Education Agreement or Fellowship Medical Education Agreement (as applicable) has been signed; or (ii) a match with the NRMP has been made. More detailed information about these matters is contained in the BUMC Appointment Letter.

Before signing the BUMC Appointment Letter, I understand that I should read and understand all of its terms and conditions and that I should discuss with the Program Director any concerns or questions I may have about the agreement.

By signing below, I acknowledge that I have received the information listed above in writing (or by electronic means) for review.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date