

## THE METROHEALTH SYSTEM

### TRAINEE BACKGROUND & HEALTH REQUIREMENTS

#### Background Checks

All Trainees are required to have a satisfactory nationwide background check spanning at least the previous 7 years (the “Background Check”) that was: (a) completed no more than one year prior to the start of their educational program with their School and (b) performed by a vendor accredited by the NAPBS. The School is responsible for reviewing the results of the Background Checks for all Trainees and notifying MetroHealth of any charges or offenses identified that are relevant to the Trainee’s area of study. MetroHealth shall retain sole discretion to determine whether an individual with such a charge/offense identified in the Background Check may participate in the Program at MetroHealth. Otherwise, the School must provide an attestation to MetroHealth upon request stating that no relevant charges/offenses were identified.

#### Drug Testing

All Trainees are required to have a satisfactory 10-panel drug test (a “Drug Test”) completed no more than ninety (90) days prior to the start of their educational program with their School. The School shall retain responsibility to re-test any Trainees as may be deemed necessary by School. (Trainees also will be subject to MetroHealth for-cause testing policies.) The School will be responsible for reviewing the results of the Drug Tests and must notify MetroHealth of any positive results identified by the Drug Tests. No Trainees will be accepted into the Program at MetroHealth unless the Drug Test is negative. The Student must provide an attestation to MetroHealth upon request stating that the Drug Test was negative.

#### Immunizations

The following requirements and guidelines apply to immunizations for Trainees. The requirements must be fulfilled prior to the start of their participation in the Program and MetroHealth will not provide any such immunizations to Trainees.

- *Tuberculosis (TB)*. All Trainees must present no immediate risk of exposing MetroHealth patients to TB at the time they start their Program at MetroHealth based on receiving appropriate surveillance for TB (blood testing, skin testing, or symptom questionnaire, as appropriate to the Trainee). This surveillance must have been performed within twelve months prior to the start of their Program at MetroHealth and must be updated every 12 months thereafter. The Trainee must provide the results of the TB surveillance to MetroHealth upon request.

- *Influenza.* All Trainees must receive a flu vaccine annually during flu season (as determined by the CDC each year) over the course of the term of their Program at MetroHealth. The vaccine must be received by November 1<sup>st</sup> of any given year or within 15 days after they start their Program at MetroHealth, whichever is later. The Trainee must provide confirmation of each such vaccination to MetroHealth upon request.
- *Other Vaccinations.* Trainees should be encouraged to receive additional immunizations for Hepatitis B, Measles, Mumps, Rubella, Chicken Pox, and Diphtheria Tetanus. Such immunizations are highly recommended, but not required. The School and Trainees assume the risk of Trainees' exposure to such diseases if immunizations are not secured or maintained over the course of their Program at MetroHealth.

Changes: Each of these requirements is subject to change at the discretion of MetroHealth and without need to amend any agreement between MetroHealth and the School. MetroHealth shall notify the School of any such changes in advance and work with the School to ensure the appropriate implementation of such changes on current and future Trainees.