Policy: BACKGROUND CHECKS FOR HOUSESTAFF

Effective: July 1, 2003
Approved: May 28, 2003

Purpose:
In order to meet our mission of providing high-quality patient care and training programs, the hospital has a responsibility to provide a safe working and learning environment. The hospital routinely performs criminal background checks on its employees to ensure that they do not have criminal records that would indicate that they could be a threat to patient safety. This policy extends the practice of routinely performing background checks to new residents and fellows.

Policy:
Beginning with the 2003-2004 academic year, the OSU Hospital will perform background checks on residents and fellows per the following policy:

1) A one-time Ohio criminal background check will be performed on all new residents and fellows at the time they begin their training. Information required for performing the background check includes but may not be limited to name, social security number, and fingerprints.
2) A one-time federal FBI background check will be performed for any new resident or fellow who has not lived in the state of Ohio continually for the last five years or for any new resident or fellow who is listed as a “multi-state offender” on their Ohio criminal background check.
3) Any returning resident for the 2003-2004 academic year will have a one-time background check as noted in #1 and #2 above. In future years, background checks will be completed only on new residents and fellows.
4) Any findings from a background check will be reported through hospital security to the Medical Director. Findings will be dealt with on a case-by-case basis depending on the nature and details of the offense.