

Criminal Background Check Policy

- 1.** All resident physicians who begin employment in a graduate medical education program sponsored by the West Virginia University School of Medicine will be subject to a criminal background check, by fingerprinting or the most recent technology available as part of their employment. They will also agree to have the results of the criminal background check released for review by the criminal background check review committee for GME. They will acknowledge their consent for the process and their understanding that their continuation in a graduate medical education program at West Virginia University is contingent upon successfully completing the process as outlined in the policy.
- 2.** These checks will be provided by the human resources departments of West Virginia University Hospitals and/or the Veterans Administration Hospital.
- 3.** The resident physician may not begin their training program beyond the orientation phase until the criminal background check has been submitted.
- 4.** The Veterans Administration Hospital may require the process be repeated during the tenure of the resident.
- 5.** Positive results of the criminal background check will be reviewed by the GMEC Taskforce, the Vice President for Medical Staff Affairs at WVUH, and the Director for Medical Education (DME) at the VA Hospital, as appropriate. The results will be shared with the resident who has the positive results.
- 6.** Based on the review of the results of the criminal background check as outlined in section 4 of this policy, the committee will recommend continuation of employment, continuation of employment with restrictions and/or probation, or discontinuation of employment.
- 7.** Appeals of the recommendations of the criminal background check review committee will follow the same process as outlined in the GME bylaws.

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