

THE CHILDREN'S MERCY HOSPITAL
HEALTH SCREEN AND BACKGROUND CHECK
REQUIREMENTS (STUDENTS AND CONTRACTOR
PERSONNEL)

The Children's Mercy Hospital ("CMH") requires Students and Contractor Personnel (both terms defined below, and collectively referred to as "Individual") physically present on CMH premises (collectively, "CMH Facility") to comply with the following health screening and background check requirements before entering a CMH Facility. CMH may prohibit CMH Facility access to any Individual who does not meet these requirements. The purpose of these requirements is to provide a safe environment for all patients, visitors and staff.

It is the responsibility of each school ("School") whose students, residents, or fellows (each, a "Student") participate in an educational experience at a CMH Facility ("School Program") to comply, and ensure their Students comply, with the requirements of this policy, without exception.

It is the responsibility of each company or individual providing services (each, a "Contractor" and each individual, and each Contractor's employees, agents and subcontractors, "Contractor Personnel") at a CMH Facility to comply with these requirements.

HEALTH SCREENS

A. Contractor Personnel (other than Clinical and/or CMH Badged Personnel)

All Contractor Personnel, other than Contractor Personnel who will receive a CMH badge and/or will provide clinical services, must register for Symplr [[Symplr Vendor Credentialing](#)]. All such Contractor Personnel must show the Symplr green checkmark (indicating compliance with all CMH requirements identified in Symplr) upon entering a CMH Facility.

B. Clinical and/or CMH Badged Contractor Personnel and Students

All clinical and/or badged Contractor Personnel and all Students must complete and submit the then-current CMH Occupational Health Forms applicable to such Individuals ("Health Form"). The Health Forms are available from CMH's Department of Occupational Health. The Health Form including all required information and documentation must be submitted in accordance with the instructions provided on the Health Form not less than five (5) business days prior to the Individual's physical onsite presence at a CMH Facility, and at any time within twenty-four (24) hours following a request by CMH. The Health Forms, and the requirements therein, may be changed by CMH at any time in its sole discretion. It is the responsibility of each School and Contractor to check for updates to the Health Forms and the health screening requirements therein, and confirm current Health Forms are completed, prior to sending any Individuals to a CMH Facility.

EXCEPT AS OTHERWISE REQUIRED BY LAW, EVERY INDIVIDUAL MUST BE FULLY VACCINATED AS A CONDITION OF ENTERING A CMH FACILITY. If an Individual has received a medical or religious accommodation from the Individual's Contractor or School (as applicable), evidence of such specific medical or religious accommodation must be submitted to CMH's Department of Occupational Health (occupationalhealth@cmh.edu) prior to the Individual's physical onsite presence at a CMH facility.

Any exceptions to the Health Screening requirements set forth above must be approved by CMH's Department of Occupational Health (occupationalhealth@cmh.edu).

BACKGROUND CHECKS

Each School, Vendor, and Contractor (collectively, "Supplier") shall conduct and review background information for its respective individuals in compliance with the requirements of this policy.

Supplier shall not permit any Student or Contractor Personnel to participate in programs at a CMH facility or provide services to CMH if such individual's background information:

1. Reveals any conviction, or pending criminal charge that would meet the exclusion criteria, for any of the following:
 - Violent or sexual offenses, including but not limited to rape, sexual assault, molestation, sexual abuse, homicide, assault, battery, kidnapping, stalking, indecent exposure, or crimes involving a minor
 - Financial or integrity-related offenses, including but not limited to theft, robbery, identity theft, wire fraud, money laundering, or embezzlement
 - Drug-related offenses, including but not limited to delivery or attempted delivery of a controlled substance
 - Felony offenses related to firearms, drugs, or alcohol
 - Any substantiated finding of abuse or neglect
 - Arson
 - Any offense that would prevent licensure or registration in the applicable profession
 - Any other offense or circumstance that, in CMH's sole and reasonable discretion, suggests the individual may pose a risk of harm to CMH staff, patients, families, or visitors

Supplier must provide requested background information to CMH within five (5) business days of request and must disclose any newly identified information meeting the above criteria within five (5) business days of discovery.

Background checks must be completed at least biennially, and more frequently where required by applicable law, accreditation standards, or CMH policy.

Required checks include:

- Social Security Number (SSN) trace
- Criminal records search in all applicable jurisdictions for at least the prior seven (7) years
- Federal criminal history search
- Multi-state sex offender registry check
- OIG, GSA, EPLS, and applicable state exclusion lists
- Abuse and neglect registry checks for individuals with direct or indirect access to patients, patient care areas, or patient information

Failure to comply with these requirements may result in immediate removal of the individual from CMH facilities and may constitute a material breach of contract.

Any exceptions to these requirements must be approved in writing by CMH Human Resources.

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