



Nicotine-free Hiring Standard

Sparrow has established that all new hires within our facility must be nicotine free. This includes all residents.

All new hires will be tested for nicotine and nicotine metabolites.

Any nicotine in your system will exclude you from employment regardless of the source. If you are using electronic cigarettes, nicotine gum, nicotine patches, etc. all will cause you to lose your employment.

If you test positive:

You will have broken your contract standards and you will not be employed.

You may have an opportunity to join Sparrow and one of its residency programs again, but only at the regular start time for the next academic class.

You will not be afforded an opportunity for an early retest and joining your resident peer group as an off cycle resident.

If you train at Sparrow after having failed a nicotine test, your academic record will contain a permanent note that you have had a significant breach of "professionalism." Any credentialing body that is appropriately verifying your training may request that this information be shared with them.

I verify that I understand that if I am interviewed and accepted to train in a residency program that trains in Sparrow, that I will be nicotine free.

Print Full Legal Name

Signature

Date