

## POLICY HIGHLIGHTS – INSTITUTIONS

As part of registration for a Match, institutional officials must accept the terms of the Match Participation Agreement ("Agreement"). NRMP urges all institutional officials to read the Agreement thoroughly - once the Agreement is executed in the Registration, Ranking, and Results® (R3®) system, and NRMP accepts the registration, the Agreement becomes a binding contract.

Institutional officials are responsible for the entire [Match Participation Agreement](#), but the bullets below highlight key parts of the Agreement (and where to find them in the Agreement) that can make it easier to navigate the Match and Match policies.

- No part of the data provided by NRMP may be used as an input to or otherwise in connection with any machine learning or artificial intelligence models, algorithms or other tools without the express written consent of the NRMP. (Section 1.0)
- The institutional official shall ensure that all programs sponsored by an institution, regardless of the program's Match participation status, offer positions to sponsored applicants (U.S. MD and DO senior students) only through the Main Residency Match or another national matching plan. (Section 2.1)
- The institutional official has the authority to modify and certify program rank order lists; however, such modifications and certifications should be done in concert with and approved by program directors. (Section 2.1)
- The NRMP is not an employment service and does not oversee the terms of any contract between applicants and training programs. In addition, training programs have sole responsibility for establishing and communicating all program and institutional eligibility requirements for any residency position. (Section 4.0)
- The institution's programs must disclose to applicants all eligibility requirements for training set forth by the sponsoring institution and the program during the recruitment period and before the Rank Order List Certification Deadline. These requirements may include pre-employment testing (e.g., illicit drug screening), background checks (e.g., criminal, financial, etc.), visa sponsorship, and any other requirement(s). Programs must be able to demonstrate that eligibility requirements are made available to each applicant during recruitment and before the Rank Order List Certification Deadline, either electronically or in writing. (Section 4.0)
- All institutions and programs that participate in the Match are expected to:
  - Act in an ethical and professional manner from the time of application through the 45th day following the start date of training or through the conclusion of any NRMP-related waiver review, violation investigation, or appeal process;
  - Provide to applicants and medical schools by the Rank Order List Certification Deadline complete, timely, and accurate information that would be pertinent to an applicant's decision to rank a program. Information includes but is not limited to a copy of the contract the applicant would sign and institutional policies regarding eligibility for appointment, including visa requirements, drug screening protocols, and background checks;
  - Refrain from requesting that applicants reveal any information about the programs to which they have or may apply, interview intentions and practices, or ranking intentions. (Section 6.0)

- During the recruitment phase, institutions must ensure that programs extend interview offers that equal not exceed the total number of available interview slots, provide applicants no less than 48 hours to accept or reject an interview invitation, and apply reasonable measures (e.g., one-to-two weeks' notice) in the event of cancellation or rescheduling of interviews. (Section 6.2)
- Institutions must ensure that each program discloses to applicants, at the start of recruitment, the application service or process they will require for both Main Residency Match and SOAP. (Section 6.3.1)
- Institutions and programs affiliated with medical schools providing three-year medical education curriculum must not enter into agreements with applicants regarding training positions outside of the Match. Institutions and programs must not:
  - Promise or guarantee (verbally or in writing) residency training positions;
  - Offer "conditional acceptance," "pre-matched," or "matched" positions outside of the Match;
  - Compel, request, or require that students commit to training prior to the release of Match results;
  - Indicate or imply that training is secured or guaranteed before Match results are released; or
  - Prevent applicants from exploring, applying to, interviewing with, or ranking programs of their choice. (Section 6.6)
- Institutions must ensure that each program has a process in place to review state licensure board eligibility and ensure that ranked applicants meet the required state licensure criteria. (Section 7.1.1)
- During SOAP:
  - SOAP-participating programs can accept applications only from SOAP-eligible applicants and may offer unfilled positions only through SOAP until SOAP concludes.
  - SOAP-participating programs can initiate contact with applicants only after receipt of the applicant's application. Applicants are prohibited from initiating contact with unfilled programs until programs contact them. (Section 8.0)
- Neither programs nor applicants may release each other from a matched position. Programs who cannot or will not honor their binding commitment must request a waiver or a one-year deferral from the NRMP, which has sole discretion to grant or deny a requested waiver or deferral. (Section 10.0)
- An institution's programs should report known or suspected violations of the applicable Agreement within one year of learning about the incident. If the alleged violation(s) involves a matched applicant, it must have occurred no later than the 45th day after the start date of the appointment contract. (Section 12.2)
- With respect to the use of Match information:
  - Institutions: Institutions must refrain from sharing any information from or maintained in the R3 system. Institutions are also prohibited from copying, distributing, or posting or in any way making publicly available, any Match Week information to any website or non-NRMP-related matching service, including sharing URLs that link to information from the R3 system or PDFs, even if the information already is in the public domain.
  - The NRMP: Programs authorize the NRMP to request, obtain, transmit or receive identifying information for reasons including but not limited to verifying data submitted by the program, conducting a Match, or performing research. NRMP is authorized to share identifiable ranking and match outcome information only with reputable organizations under strict, binding terms of a confidential data sharing agreement. NRMP is not authorized to release clearly and uniquely identifiable information in publications, presentations, and reports. (Section 14.0)