

Policy Tips/Reminders What Programs Need to Know

RECRUITMENT/REGISTRATION

Read the Match Participation Agreement

- Understand the “Dos and Dont’s”
- Visit the Policies page on NRMP WWW for resources

Provide Complete, Timely, and Accurate Information

- Ensure policies, contracts, and onboarding processes are up-to-date and clearly conveyed through the 45th day of training.
 - ❖ *Required academic, education or prior training*
 - ❖ *Pre-employment drug testing and background check*
 - ❖ *Relevant licensure requirements and visas accepted at your institution.*
- ***Must be able to demonstrate that all program policies / requirements were clearly communicated to interviewed applicants and that applicants acknowledge receipt of such information***



Interview With Integrity

- Do not issue more interview invitations than the total number of available interview slots
- Allow no less than 48 hours for applicants to accept invitation
- Understand how your interview platform works and ensure communication with applicants is clear

RANKING

Review Applicant Credentials

- New information may be uploaded to the application; always verify you have up-to-date information from MSPE and applications prior to the Rank Order List Certification Deadline
- Re-evaluate ranking decisions if material changes occur

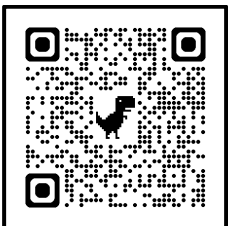
Respect Applicants' Confidentiality

- Do not ask applicants about applications sent, interviews accepted, or programs signaled
- Do not ask applicants about other specialties to which they may have applied
- Do not ask applicants about their ranking intentions
- **Programs can ask about why the applicant is interested in their specific program, specialty, or region.**

RESULTS/ONBOARDING

Honor the Binding Commitment

- Programs must train matched applicants unless NRMP grants a waiver
- Programs cannot seek an alternate candidate for training until a waiver has been approved



AT ALL TIMES

Know your Rights!

- Ranking information is confidential – you are not obligated to share it with anyone
- Applicants must fully disclose the academic, professional, educational and legal experiences that could impact the program’s decision to rank
- ***Behave in an ethical and professional manner***

QUESTIONS? Contact NRMP policy by telephone at 202-400-2235 or by email at policy@nrmp.org. Or visit nrmp.org/policies/