

**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 FOR COVID-19 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](mailto: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](mailto:occupationalhealth@cmh.edu)).

## **BACKGROUND CHECKS**

Each School and Contractor will review the background information for its respective Individuals in compliance with the requirements of this policy. School will not allow any Student, and Contractor will not allow any Contractor Personnel, to participate in a School Program at a CMH Facility or provide services at a CMH Facility, if such Individual's background information (i) does not meet the standards set forth in these requirements, or (ii) reveals any convictions for (i) rape, sexual assault, sexual violence, sexual abuse, homicide, assault, battery, kidnapping, stalking, indecent exposure or corruption of a minor; (ii) robbery; (iii) delivery or attempted delivery of a controlled substance; (iv) felony crimes related to firearms, drugs and alcohol; (v) any other crime that would not permit an individual to be licensed or registered, or (vi) any conviction that suggests the Student or Contractor Personnel may pose a risk of harm to CMH staff, patients, families and/or visitors. Background information listed below shall be provided to CMH within five (5) days of CMH's request. Background checks must be completed biennially.

- Social Security Number (SSN) Trace;
- Criminal Records Search: Includes a criminal records search conducted with the highest court in all counties where the applicant has resided, worked, or attended school in the past seven (7) years or longer where available, including any residences noted through the SSN trace, Johnson and Wyandotte counties in Kansas and all counties in Missouri searched;
- National Federal Criminal History: Includes a search of district court records conducted for crimes committed in violation of federal law in the district of the current residence;
- National Security, Sanction and Exclusion Checks;
- Sex Offender Registry: Multi-state sex offender registry searches conducted at the state level in all 50 states and the District of Columbia;
- Office of the Inspector General (OIG) and the General Service Administration (GSA).

Any exceptions to CMH's Background Check requirements set forth above must be approved by CMH's Human Resources Department ([jkennedy@cmh.edu](mailto:jkennedy@cmh.edu)).