



Nicotine-free Hiring Policy Statement:

For Sparrow to further our mission in providing quality, compassionate care to everyone, every time, effective May 1, 2011, Sparrow Health System decided to no longer hire individuals who use or test positive for tobacco or nicotine products in any form. Sparrow promotes a healthy and safe environment for all Caregivers, Physicians, Volunteers, Patients and Visitors. Therefore, all individuals whose pre-employment physical results are positive for tobacco or nicotine products in any form will have their job offer rescinded and they will be disqualified from applying for employment for ninety (90) days from the date of the health screening.

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

Signature

Date