



Breast Fellowship Match Program Violation of Binding Commitment

Background: The Breast Surgical Oncology Fellowship Match application requires all applicants to acknowledge that all Match commitments are binding and that the ranking of applicants by program director and the ranking of programs by an applicant establishes a binding commitment to offer or to accept an appointment if a match results. This policy intends to outline the process the leadership and BSO Training Committee will follow if a violation of the binding commitment acknowledged in the Breast Surgical Oncology Fellowship Match application occurs on behalf of a participating program and/or applicant.

Policy:

- I. Breast Surgical Oncology Fellowship Match applicants can submit a written request for a waiver of the binding match commitment to the BSO Training Committee prior to the Match being conducted and the results being announced.

- II. If the BSO Training Committee receives information that an applicant has applied for, discussed, interviewed for, or accepted a concurrent year position in another program before receiving a waiver from the BSO Training Committee, the BSO Training Committee will initiate an investigation to determine whether the applicant or program has violated the terms of the Match application. If the BSO Training Committee investigation determines that an applicant has violated the binding commitment policy within the Breast Surgical Oncology Fellowship Match application, they can withdraw the applicant from the Match as well as submit a final report of the investigation to:
 - a. The Match Applicant's Residency Program
 - b. The Federation of State Medical Boards (if applicable)
 - c. The Canadian Licensing Board (if applicable)
 - d. The American Board of Surgery (ABS)
 - e. The American Board of Medical Specialties (ABMS)
 - f. The American Society of Breast Surgeons (ASBrS)
 - g. The American College of Surgeons (ACS)
 - h. The American Osteopathic Association (AOA)
 - i. All Approved Breast Surgical Oncology Fellowship Programs

In addition, the Match applicant is to be prohibited from:

- j. Becoming a society member for a period five (5) years following the determination of the violation; if applicant is a current society member the applicant's membership will be suspended for a period of (1) year from the date it was determined that the applicant committed a violation.
- k. Participating in future Breast Surgical Oncology Fellowship Matches following the determination of the violation.

Breast Surgical Oncology Fellowship Programs must accept the applicant(s) who matched with to the program through the Breast Surgical Oncology match program. If a program wants to accept an applicant outside of the match, they may accept the applicant for an unaccredited fellowship position.

- III. Once a program has committed to participating in the Breast Surgical Oncology Fellowship Match, the program must complete the Match for that cycle.
- IV. Breast Surgical Oncology Fellowship Programs must accept the applicant(s) who match to the program through the Breast Surgical Oncology match program. If a program wants to accept an applicant outside of the match, they may accept the applicant for an unaccredited fellowship position.
- V. If a program wishes to withdraw from the Match and not accept any applicants for accredited positions for that academic year, the Program Director is required to submit a written request for withdrawal from the Match to the BSO Training Committee prior to the Match ranking list submission date, the Match being conducted, and the results being announced. This letter should outline the rationale for withdrawal and its anticipated duration. The BSO Training Committee will review the request to determine whether the withdrawal is necessary, is in the best interest of the education and training of the Breast Fellows and will be approved.
 - a. Depending upon the circumstances of the request, the BSO Training Committee may, at its discretion, schedule an off-cycle site visit of the program.
 - b. If a program withdraws from the Match without a formal request to the BSO Training Committee or without approval by the BSO Training Committee, this will be considered a **violation of the Match**.
- VI. If a program requests a delayed fellow start date and this is not approved by the BSO Training Committee, then the program will be considered in **violation of the Match**.

VII. If the BSO Training Committee receives information that a Breast Surgical Oncology Fellowship Program committed to participating in the Match, has interviewed applicants outside of the Match, and accepted an applicant for an accredited position, the BSO Training Committee will initiate an investigation to determine whether the program has violated the terms of the Match application. If the BSO Training Committee investigation determines that a Breast Surgical Oncology Fellowship Program has **violated the binding commitment policy within the Breast Surgical Oncology Fellowship Match application**, they can withdraw the Program from the Match.

VIII. For Programs which are determined to be in **violation of the Match**, the BSO Training Committee may,

- a. Prohibit the Program from participating in the Breast Surgical Oncology Fellowship Match for a period of three (3) years.
- b. Upon conclusion of the three (3) years require the Program to undergo the BSO Training Committee Site Visit process prior to inclusion in future Matches.

A record of the Program's violation will be posted on the SSO's website and include information regarding the length of an imposed sanction(s) for the violation.

Approved March 2020