

POLICY
Society of Surgical Oncology Policy on Breast Fellowship Match Program
Violation of Binding Commitment

Background: The Society of Surgical Oncology's Breast 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 SSO leadership and Training Committee will follow if a violation of the binding commitment acknowledged in the SSO's Breast Fellowship Match application occurs on behalf of a participating program and/or applicant.

Policy:

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

- II. If the SSO 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 SSO Training Committee, the SSO Training Committee will initiate an investigation to determine whether the applicant or program has violated the terms of the Match application. If the SSO Training Committee investigation determines that an applicant has violated the binding commitment policy within the SSO Breast 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. All SSO Approved Breast Fellowship Programs

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

- i. Becoming an SSO member for a period five (5) years following the determination of the violation;
- j. Participating in future SSO Breast Fellowship Matches following the determination of the violation.

SSO Breast Fellowship Programs must accept the fellow who was matched with them through the SSO match program. If a program wants to accept a fellow outside of the match, they can take them as an unaccredited position. If a program wishes to withdraw from the match and not accept any fellows for that academic year, the program can submit a written request for withdrawal from the match to the SSO Training Committee prior to the Match ranking occurring, the Match being conducted and the results being announced.

- III. If the SSO Training Committee receives information that a Breast Fellowship Program has agreed to participate in the Breast Match and has interviewed candidates outside of the match and accepted a candidate for an accredited position, the SSO Training Committee will initiate an investigation to determine whether the program has violated the terms of the Match application. If the SSO Training Committee investigation determines that a Breast Fellowship Program has violated the binding commitment policy within the SSO Breast Fellowship Match application, they can withdraw the Program from the Match and may:
- a. Prohibit the Program from participating in the SSO Breast Fellowship Match for a period of three (3) years;
 - b. Upon conclusion of the three (3) years require the Program to undergo the SSO Training Committee Site Visit process prior to inclusion in future Matches.

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.

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