



APPLICATION DISCLAIMERS

For applicants in Arizona:

SMOKE-FREE ARIZONA ACT: In accordance with Ariz. Rev. Stat. §36.601.01, smoking shall be prohibited indoors, and outdoors within twenty feet of entrances, windows, and ventilation systems.

For applicants in Arkansas:

In accordance with the Arkansas Clean Indoor Air Act of 2006, smoking shall be prohibited indoors and outdoors within twenty feet of entrances, windows, and ventilation systems.

For applicants in Georgia:

In accordance with Ga. Code Ann. § 31-12A-5, smoking shall be prohibited in all enclosed areas within places of employment, including, but not limited to, common work areas, auditoriums, classrooms, conference and meeting rooms, private offices, elevators, hallways, medical facilities, cafeterias, employee lounges, stairs, restrooms, and all other enclosed facilities.

For applicants in Iowa:

Under Iowa Code Ann. § 142D.3, The Iowa Smoke Free Air Act, smoking is prohibited and a person shall not smoke in all enclosed areas within place of employment including but not limited to work areas, private offices, conference and meeting rooms, classrooms, auditoriums, employee lounges and cafeterias, hallways, medical facilities, restrooms, elevators, stairways and stairwells, and vehicles owned, leased or provided by the employer.

For applicants in Maryland:

UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

For applicants in Massachusetts:

IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OF CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY.

You may include verified volunteer work in the work experience section of this application.

For applicants in Nebraska:

I HEREBY GIVE CONSENT TO ANY AND ALL PRIOR EMPLOYERS OF MINE TO PROVIDE INFORMATION WITH REGARD TO MY EMPLOYMENT WITH PRIOR EMPLOYERS TO DFCI.

For applicants in Rhode Island:

By law, smoking is prohibited in all enclosed facilities within places of employment without exception. This includes common work areas, auditoriums, classrooms, conference, and meeting rooms, private offices, elevators, hallways, medical facilities, cafeterias, employee lounges, stairs, restrooms, vehicles, and all other enclosed facilities.

Employees hired into this position are subject to the state workers' compensation act (Chapter 29 to 38 of Title 28 of the Rhode island General Laws).

For applicants in South Carolina:

THIS APPLICATION DOES NOT CREATE AN EXPRESSED OR IMPLIED CONTRACT OF EMPLOYMENT.

For applicants in Tennessee:

Pursuant to Tenn. Code Ann. §39-17-1803, the Tennessee Non-Smokers Protection Act, smoking is prohibited in all enclosed public places within the state of Tennessee, including, but not limited to areas available to and customarily used by the general public in businesses and nonprofit entities patronized by the public, including but not limited to, banks, laundromats, factories, professional offices and retail service establishments.

For applicants in Virginia:

Are you legally eligible for employment in the United States? _ Yes ___ No

For applicants in Washington:

We are required by the Office of Federal Contract Compliance Programs to obtain the requested information about protected class. Please be assured that your answer to these questions is strictly voluntary, and your failure to answer will not be held against you in any way. We use this information to comply with our affirmative action obligations. This information is kept strictly confidential, is not maintained in your personnel file and is not available to anyone other than appropriate personnel. If you have any concerns about the collection or use of this information, please contact the Manager of Talent Acquisition.

For applicants in West Virginia:

You understand and agree that, if hired, your employment will be "at will." You understand and agree that "at will" means the employment is for no definite period and may be terminated by you or Dana-Farber Cancer Institute at any time with or without cause or advance notice.

For applicants in Wyoming:

You understand that, if hired, your employment will be "at will." You understand that "at will" means the employment is for no definite period and may be terminated by you or Dana-Farber Cancer Institute at any time with or without cause or advance notice.