

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>				
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> <i>DATE</i> <i>Jan. 2015</i>	<i>REV. A</i> 8/13/2020	<i>REV. B</i>	<i>REV. C</i>	<i>REV. D</i>	<i>REV. E</i>
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PURPOSE

This establishes Creighton University Graduate Medical Education Office's commitment to identify and procedure to deal with any resident or fellow (hereafter referred to trainee) who is impaired while at work. It also meets compliance requirements for trainees' drug testing.

SCOPE

Trainees are required to comply with this operating procedure. This policy applies to all Creighton University trainees and their respective training programs.

DEFINITIONS

Faculty: Any individuals who have received a formal assignment to teach trainee physicians. At some sites, appointment to the medical staff of the hospital constitutes appointment to the faculty.

POLICY

While on duty conducting business-related activities, no trainee may use, possess, distribute, sell or be under the influence of alcohol or engage in the unlawful distribution, manufacture, dispensing, possession or use of illegal drugs. Violations of this operating procedure may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

In keeping with the goals established by this operating procedure, trainees described in the scope of this procedure will be asked to provide body substance samples (e.g., blood, urine) to determine the illicit use of drugs and/or alcohol. Creighton will attempt to protect the confidentiality of all drug and/or alcohol test results, except where employer or licensing body requires reporting. Where trainees are providing services in an affiliated clinical setting, the trainee will comply with that affiliate's policies and procedures regarding drug testing.

In the cases of suspected diversion, trainees, their possessions, and Creighton-issued equipment and containers under trainee control are subject to search and surveillance at all times while on duty. Any Creighton University trainee believed to be under the influence of drugs, narcotics, or alcohol while on duty will be required to leave the premises after body substance sample has been collected.

PROCEDURE:

Trainee Responsibility

1. Notify employer, per the employer policy on reporting, of prescribed drugs or narcotics which may affect work related job performance or behavior; provide acceptable medical documentation.
2. Notify program director of any investigations or discipline of the trainee by affiliated facilities for alcohol or drug related policy violations.
3. Any trainee who is convicted of an activity involving an illegal drug on or off duty is in violation of this operating procedure.
4. Any trainee who is charged under a criminal drug statute must notify their program director and

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employer in writing of such charge no later than five calendar days after the charge is made. Failure to report any charge is a violation of this policy and subject to discipline. In deciding what disciplinary action to take, GME, training program, and employer will work together to identify an appropriate response.

Supervisor Responsibility

1. Supervising faculty will follow the policy of the facility when any resident demonstrating significant and observable changes in resident performance, appearance, behavior, speech, etc. which provides reasonable suspicion of being under the influence of drugs and/or alcohol.
2. Notify trainee's program director.

Program Director Responsibility

1. Inform GME office.
2. Work with employer and facility to review the facts of the situation and determine if trainee should be examined by physician or clinic and/or tested for drugs and alcohol.
3. Arrange transportation for trainee believed to be under the influence of drugs, narcotics or alcohol.
4. Maintain confidentiality of all test results.

GME Responsibility

Work with employer and program director to determine appropriate discipline and reporting to relevant licensing board and as required for verifications.

Refusal to Submit to Drug Test

Subject to any limitations imposed by law, a refusal to arrive to the testing location or submit to requisite testing is considered insubordination and will result in termination of employment.

REFERENCES:

NE State Statutes, AZ State Statues

AMENDMENTS OR TERMINATION OF THIS POLICY

This policy supersedes all program level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME policy shall govern.

Reviewed and Approved By:

Phx P&P Committee: 3/2/2020 – major changes made

Phx GMEC: Approved 4/6/2020

Exec GMEC: Approved 8/13/2020