

Creighton University School of Medicine-Phoenix Policies

POLICY:	Physician Impairment
GOVERNING BODY:	Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix
GMEC APPROVAL DATE:	August 7, 2023; February 6, 2023
REVISED DATE:	February 6, 2023
ACGME ACCREDITATION STANDARD REFERENCE:	Institutional Requirement: IV.1.2. Physician Impairment

PURPOSE

This establishes Creighton University School of Medicine-Phoenix (CUSOM-PHX) Graduate Medical Education (GME) Office's commitment to identify a procedure to address any House Staff Physician (HSP) who is impaired while at work. It also meets compliance requirements for HSPs' drug testing.

SCOPE

All CUSOM-PHX HSP and their respective training programs, that are Accreditation Council for Graduate Medical Education (ACGME) accredited or meet the criteria in the Non-ACGME Accredited Program Policy are required to comply with this operating procedure.

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 HSP may use, possess, distribute, sell or be under the influence of any substance which may impair their judgment or cognitive functioning (including but not limited to alcohol, sedatives, or marijuana) 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.

CUSOM-PHX will attempt to protect the confidentiality of all drugs and/or alcohol test results, except where employer or licensing body requires reporting. When an HSP is providing services in an affiliated clinical setting, the HSP will comply with that affiliate's policies and procedures regarding drug testing.

Any CUSOM-PHX HSP 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

HSP Responsibility

- 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.
- Notify program director of any investigations or discipline of the HSP by affiliated facilities for alcohol or drug related policy violations.
- Any HSP who is convicted of an activity involving an illegal drug on or off duty is in violation of this operating procedure.

Any HSP who is charged under a criminal drug statute must notify their program director and 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, CUSOM-PHX GME leadership, training program, and employer will work together to identify an appropriate response.

Supervisor Responsibility

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

Program Director Responsibility

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

GME Responsibility

Work in collaboration with appropriate Creighton University School of Medicine leadership and the 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.

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 institutional policy shall govern.

Creighton University reserves the right to modify, amend or terminate this policy at any time.