

**Policy on Resident Impairment
Graduate Medical Education Committee
Children's National Medical Center**

I. **Purpose:**

This policy is intended to provide a process for programs to follow when it is necessary to investigate and determine if a resident suffers from an impairment as well as a course of action if it is determined that a resident may have an impairment.

II. **Policy**

It is the policy of Children's Hospital to provide a drug-free workplace and assure a safe work environment for all employees, patients and visitors. Therefore, no employee shall be under the influence of an illegal drug in the workplace. In addition, no employee shall be under the influence of a legally obtained drug while on duty if it could impair the ability of the employee to function safely in his/her job, or jeopardize the safety of co-workers, patients or visitors. For the purposes of this policy, alcohol is considered such a drug.

All selected applicants undergo a screening process for alcohol or substance abuse. In addition, in accordance with Hospital policy, drug screening may be required if reasonable suspicion exists that an employee is under the influence of a drug during work hours.

III. **Procedure**

A. New Employee Testing Procedures

All offers of employment are subject to the successful completion of a new employee health examination, which will include a drug and/or alcohol screen. If an applicant refuses to be tested or submits a false sample, the offer will be rescinded. Offers made to individuals who test positive for either drugs or alcohol will be rescinded and those individuals will generally be ineligible for employment for a period of six months.

B. Resident Use of Alcohol and Illegal Drugs

Only Leadership Council may authorize the moderate consumption of alcohol during Hospital-sponsored events during or after regular work hours. Residents are not permitted to possess, consume or be under the influence of alcohol while on Hospital or satellite premises or while conducting Hospital business. In addition, residents may not be under the influence of alcohol when in "on-call" status.

If there is a reasonable suspicion that a resident is under the influence of illegal drugs or alcohol, the clinical supervisor is to immediately discuss the suspicion with the employee. If the suspicion still exists, the supervisor

should immediately consult with the appropriate Training Program Director or Division Chief and with Human Resources to determine further action.

If a decision is made that drug testing is the appropriate action after consultation with the appropriate senior manager and Human Resources, the resident will be informed that the Hospital wishes to test for drug and/or alcohol use. The resident will be informed that refusal to consent to screening will result in termination of employment.

Occupational Health Services will oversee the testing and the chain of custody of the specimen.

Residents who submit a false sample or test positive are subject to corrective action, up to and including termination.

At the resident's request, a positive drug test may be validated at a second NIDA certified testing laboratory, using the same sample, provided the resident so requests within (3) three working days of notification of the test results.

C. Rehabilitation

Residents who have tested positive but have not committed misconduct which warrants termination of their employment as well as those residents voluntarily requesting assistance, will be eligible to continue their employment with Children's Hospital by entering a medically approved rehabilitation program as designated by the Employee Assistance Program. The resident will be granted a Leave of Absence consistent with other leave policies to participate in such a program.

Upon returning to work, the resident will be required to sign a Back to Work Agreement with Children's Hospital. Residents who have entered into the Back to Work Agreement will be tested randomly as specified in their agreement.

Failure to stay in compliance with the recommendations of the Employee Assistance Program or refusal to submit to necessary screening tests will be grounds for immediate termination.

Approved by CNMC GMEC: April 20, 2005



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Chair, GMEC