

**UC Riverside, School of Medicine Policies and Procedures**

**Policy Title:** Alcohol and Substance Abuse

**Policy Number:** 950-09-013

<b>Responsible Officer:</b>	Associate Dean for Graduate Medical Education
<b>Responsible Office:</b>	Graduate Medical Education
<b>Origination Date:</b>	01/12/11
<b>Date of Revision:</b>	
<b>Scope:</b>	UCR SOM Graduate Medical Education

**I. Policy Summary**

Abuse of drugs and alcohol is a significant problem in our society and can have serious adverse effects not only on the health and well-being of those who abuse such substances, but also on performance and safety in the workplace. It is the duty of every physician to report alcohol or substance abuse to the supervisor of the impaired physician. To the extent that this abuse impacts on the workplace and affects UCR SOM's ability to provide the highest level of confidence and services to patients, UCR SOM is committed to responding to mental and physical health issues of its residents related to alcohol and drug abuse in a respectful, appropriate and effective manner. This policy sets forth the standards of conduct that UCR SOM expects residents to follow, describes our drug and alcohol testing program, and explains UCR SOM's policy on physician recovery.

**II. Definitions**

**III. Policy Text**

**Standards of Conduct**

The following activities are contrary to the standards of conduct expected of residents:

- A.** Reporting for duty or working while under the influence of (a) intoxicating beverages, or (b) controlled substances.
- B.** Doing any of the following while on the job, during working hours (including lunch or other breaks), while on hospital premises, while on hospital business or while riding in a hospital vehicle: (a) unlawful manufacture, distribution, dispensing, receipt, possession or use of controlled substances or drug paraphernalia; (b) illegal sale, transmittal, receipt, possession or use of controlled substances off premises that adversely affects work performance, safety or the reputation of UCR SOM, or the illegal use of controlled substances off premises and off duty.

These standards apply to all UCR SOM residents. Failure to comply with any of these standards will result in actions to ensure workplace safety and

may involve discipline, up to and including discharge from our residency programs. Individual residency programs may adopt more stringent policies, including, but not limited to, policies that provide for random drug evaluation and testing.

#### Testing and Evaluation

- A.** The Program Director may request that a resident undergo an evaluation for drug and/or alcohol abuse at any time during the residency when the Program Director and/or other faculty in the Program has a reasonable suspicion about possible drug or alcohol abuse by the resident, whether such abuse occurs during or outside working hours, if the Program Director believes such abuse may affect the resident's performance and/or pose a serious risk of harm to the health and safety of the residents and/or patients.
- B.** Before conducting a drug and/or alcohol evaluation or test, the Program Director will inform the resident to be tested of the opportunity to inform the Program Director of information that the resident believes may support a legitimate use of a specific drug and, either before or after testing, to submit medical documentation thereof. That use of a specific drug by a resident may be "legitimate", in terms of the drug having been prescribed, does not preclude further actions under this policy. The policy is directed at abuse and impairment regardless of the "legitimacy" or "legality" of the usage.
- C.** Any resident who refuses to submit to medical examination, testing and/or evaluation will be considered insubordinate and subject to termination of residency.
- D.** The required evaluation will consist of whatever methodologies are appropriate for identification of the suspected abuse, as judged by the Program Director, with due regard for the state of the art in addictionology and drug testing. The evaluation may include, but is not limited to, an examination by a physician trained in addictionology, an interview, a spousal or "significant other" interview and/or blood, urine, hair or other screens for drug and/or alcohol.
- E.** A single positive test result will not be used as the basis for any final action by UCR SOM (although it may be the basis for a suspension pending the result of a second or confirming test) unless it is confirmed by a second analysis of the same sample or second positive test result of another sample or unless the resident confirms the accuracy of the initial test by admitting the use of drugs and/or alcohol.
- F.** Any resident who refuses to agree to release the results of this evaluation and any related medical and rehabilitation records to the Program Director shall be considered insubordinate and subject to termination of residency.

- G. Test and evaluation results will be accessible to appropriate personnel, but shall otherwise be kept confidential as required by law.

#### Impaired Physician

- A. Any UCR SOM resident who is determined to have a drug and/or alcohol abuse problem, whose continued presence in the residency program presents a serious risk of harm to the resident or to patients, and who wishes to continue in the residency program will be required to take leave of absence from the program, approved by the Program Director. Any resident in a rehabilitation program must authorize the release of regular reports to UCR SOM's Program Director, to the extent and in a form deemed satisfactory by UCR SOM's Program Director, concerning compliance with program requirements. Failure to authorize release of such information will result in termination of the residency.
- B. Re-entry into the residency program will be contingent upon an evaluation by the treating physician which is deemed satisfactory by the Program Director. The Program Director may also require a satisfactory fitness for duty evaluation by an appropriate professional selected by the Program Director.
- C. Continuation in the residency program after reentry will be contingent upon continued compliance with the recommendations of the rehabilitation program and remaining negative on subsequent drug and/or alcohol tests.
- D. Each case of drug and/or alcohol impairment will be evaluated on an individual case-by-case basis. In specific instances, UCR SOM may exercise its right to terminate any resident found to be currently impaired by drug and/or alcohol who is unable to safely perform his or her duties in the residency program, refuses to obtain the required rehabilitation and cooperate fully with UCR SOM's monitoring process, or thereafter violates UCR SOM's drug and alcohol abuse policies.
- E. Residents who voluntarily identify themselves as experiencing problems with drug or alcohol abuse and who agree to undergo appropriate rehabilitation, cooperate fully with UCR SOM's monitoring process and thereafter comply with UCR SOM's drug and alcohol abuse policies will not be subject to any disciplinary action under this policy.

#### **IV. Responsibilities**

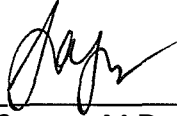
#### **V. Procedures**

#### **VI. Forms/Instructions**

**VII. Related Information**

**VIII. Revision History**

Approval(s):



\_\_\_\_\_  
RAJESH GULATI, M.D.  
ASSOCIATE DEAN FOR GRADUATE MEDICAL  
EDUCATION  
SCHOOL OF MEDICINE

12-3-19

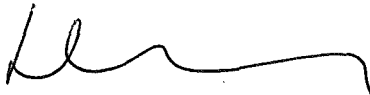
\_\_\_\_\_  
DATE



\_\_\_\_\_  
PAUL HACKMAN, J.D., L.L.M.  
CHIEF COMPLIANCE AND PRIVACY OFFICER,  
SCHOOL OF MEDICINE

11-27-'19

\_\_\_\_\_  
DATE



\_\_\_\_\_  
DEBORAH DEAS, M.D., M.P.H  
VICE CHANCELLOR, HEALTH SCIENCES  
DEAN, SCHOOL OF MEDICINE

12-4-19

\_\_\_\_\_  
DATE