

<b>Policy Title</b>	<b>Substance Abuse</b>
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POLICY	
<b>PURPOSE</b>	This policy addresses the responsibility of the SI and it's ACGME's/CPME training programs to address the substance abuse of residents/fellows and faculty members, consistent with ACGME Institutional, Common, and Specialty Specific Program requirements. Please also see MHS Drug Free Workforce policy and MHS employee Recovery Policy.
<b>SCOPE</b>	<p>The policy applies to all MHS-sponsored GME residency training programs, both accredited and non accredited. The term "resident" refers to all medical graduate trainees (interns, residents, fellows) in all postgraduate GME training programs sponsored by MHS.</p> <p><i>Note:</i> In addition to being subject to specific policies and procedures required by all applicable accrediting bodies, GME Residents are also subject to policies and procedures applicable to MHS employees generally and enjoy those benefits of employment applicable to MHS employees of comparable classification.</p>
<b>ACRONYMS</b>	ACGME — Accreditation Council for Graduate Medical Education CAO — Chief Academic Officer CMO (H) – Chief Medical Officer of individual hospitals in MHS CMO (S) –Chief Medical Officer of MHS CPME – Council on Podiatric Medicine DIO — Designated Institutional Official GMEC — Graduate Medical Education Committee MHS — Memorial Healthcare System OAA – Office of Academic Affairs PD — Program Director RRC — Resident Review Committee SI – Sponsoring Institution
<b>DEFINITIONS</b>	NA
<b>PROCEDURES</b>	<ol style="list-style-type: none"> <li>1. Untreated or relapsing substance abuse is incompatible with safe clinical performance..</li> <li>2. The Program Director, or his/her designee (individual or group), in conjunction with appropriate personnel at MHS, shall act as a resource for any trainee who may need assistance with substance abuse.</li> <li>3. Residents, faculty, and staff, should share their concerns about substance abuse with the Program Director and Sponsoring Institution as appropriate.</li> <li>4. Should the Program or MHS judge that a resident is unable to safely perform his/her duties, the resident will be relieved of clinical duties, pending further review.</li> <li>5. The Program Director will discuss substance abuse risks with residents in each semi-annual evaluation.</li> </ol>
<b>REFERENCES</b>	ACGME Institutional Requirements, effective July 2018

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	<p>ACGME Common Program Requirements, effective July 2020</p> <p>Program-Specific Policies and Procedures, latest effective as per specific RRC</p> <p>GMEC – Resident Services Policy</p> <p>MHS - Employee Recovery Program</p> <p>MHS – Drug Free Workplace Policy</p>
<b>ORIGINAL ISSUE DATE</b>	July 2020
<b>REVIEW/REVISION DATES</b>	July 2020
<b>POLICY OWNER</b>	<p>Office of Academic Affairs</p> <p>If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.</p> <p>Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System or as required by applicable law, regulation, or governing/accrediting body.</p> <p>Employees who have questions regarding information contained in this policy should contact the Office of Academic Affairs.</p> <p>This policy is intended to supplement standard MHS Human Resources (“HR”) policies. To the extent that this policy conflicts with any MHS HR policy, the standard HR policy shall govern and control.</p>