

Graduate Medical Education Policy	Drug Free Workplace
Facility/Sponsor	CMC/GMEC
Policy Origin Date	March 2007
Revision Date	March 2023

PURPOSE

Carilion Clinic is committed to improving the health of the communities we serve and providing quality care to patients. To promote a safe and healthy environment, a drug free workplace is maintained. The unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance is prohibited on all Carilion properties. The protocol also applies to the use of prescribed medications, which could impair job performance. This protocol reflects the current Carilion Clinic Drug Free Workplace Policy.

SCOPE

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC).

Residents must also comply with the Carilion Clinic Tobacco Use Policy. In addition, the Impaired Residents and Fellows Policy may also apply.

DEFINITIONS

Resident refers to all interns, residents, and fellows participating in CMC's accredited post-graduate medical education programs

PROCEDURE

1. Upon Inception of Residency - Post-Offer Physical Assessment
 - a. A drug screen is performed on all residents at matriculation to their training program. All residents who have been offered and accepted a contract must pass a drug screen as part of the Post-Offer Physical Assessment.
 - b. After confirmation of a positive screen by the Medical Review Officer, Employee Health notifies the Designated Institutional Official (DIO) The DIO will notify the relevant Program Director of the positive screen. The DIO and the Program Director will meet with the resident to discuss the positive screen.
 - c. If the drug screen is positive for any illegal and/or controlled substance, and the resident has no documented prescription for the controlled substance detected, the resident may be separated from employment and dismissed from the training program. Any exception to this course of action must be based on special circumstances that necessitate an alternative result. The DIO is responsible for evaluating the special circumstances and approving an alternative result.
2. Continued Employment - Current Employee
 - a. When observed, deficits are noted in performance or ability and/or changes of behavior that may be due to alcohol or drug use, including the use of prescribed medications that could impair job performance. The CMC Impaired Residents and Fellows Policy applies to all investigations and subsequent actions.
3. Confidentiality
 - a. Drug Free Workplace policy violations are investigated under strict confidentiality. Only those with a need to know have access to information regarding the investigation.

- b. Results of drug and alcohol screens administered to residency program applicants and employees remain confidential. The results are released verbally to appropriate Human Resources staff and may be discussed with other Carilion personnel with a need to know. Original test result records are maintained by Employee Health.
- 4. Staff Education
 - a. Resident applicants are informed that passing a drug screen is one of the conditions for appointment. Residents are notified about this policy when they sign the consent form given to them by Employee Health and when they receive their employment contract.

Designated Institutional Official	Reviewing Committee	Date Approved
Daniel Harrington, MD	GMEC	March 11, 2007
Daniel Harrington, MD	GMEC	January 1, 2011
Donald Kees, MD	GMEC	January 17, 2017
Donald Kees, MD	GMEC	January 21, 2020
Arthur Ollendorff, MD	GMEC	March 21, 2023