

Drug Free/Alcohol Free Residency Policy

Physician Impairment (ACGME Institutional Requirement IV.1.2.)

The use and abuse of drugs and alcohol can seriously impair ability to perform duties safely and efficiently. Drug and alcohol use/abuse not only jeopardize the public and co-workers' safety, they undermine the public's confidence in PrimaryPlus. Because a drug or alcohol impaired resident can impose a significant threat to public safety, the safety of co-workers and the resident's own safety, PrimaryPlus has established this policy as part of its ongoing efforts to maintain a drug-and-alcohol-free workplace.

All residents are expected to report to duty free of alcohol and illegal drugs and not to sell, distribute, dispense, possess, conspire to sell, distribute, dispense, possess, or use an illegal drug or alcohol on PrimaryPlus premises, during working time, or when engaged in PrimaryPlus business/activity sponsored by PrimaryPlus. The only exception is for residents attending PrimaryPlus sponsored events or attending events as representatives of PrimaryPlus at which alcohol is served. In such instances, minimal consumption of alcohol is permitted (but not encouraged) so long as the employee's behavior remains acceptable to the PrimaryPlus professionalism policy standard and the employee's Blood Alcohol Content (BAC) remains under the legal limit for operating a motor vehicle as defined by state law.

Likewise, all residents are expected not to distribute, misuse, or abuse any prescription or nonprescription medications on PrimaryPlus premises. Residents must remember that distribution of prescription medication to co-workers not only violates this policy but is also a crime.

Residents using a prescription drug that may impair mental or motor functions so as to affect the resident's ability to safely to perform their duties must report use of that prescription drug to their supervisor/director prior to reporting to work after its use. For the safety of all employees, PrimaryPlus may place persons using such prescription drugs in a less hazardous job assignment, provided such assignment is available, or place them on temporary medical leave until released as fit for duty by the prescribing physician. PrimaryPlus reserves the right to have its physician determine if a prescription drug produces hazardous effects and/or to restrict the quantity the resident is allowed to bring to the workplace.

PrimaryPlus looks to all its employees to support this policy to better the overall safety, health, productivity, and welfare of all employees. Employees are asked to discourage co-workers from violating this policy and are expected to cooperate in PrimaryPlus's efforts to enforce this policy and in any investigation of its violation

Post-offer Resident Drug Testing

Post-offer drug testing will be required for all prospective residents. All offers of a residency position are contingent on a satisfactory mandatory drug screen. PrimaryPlus will rescind any

offer of a resident position to anyone who tests positive for illegal drugs, for prescription drugs not prescribed to the prospective resident, or for prescription drugs not taken appropriately.

Reasonable Cause Testing

When there is reasonable cause to believe that the resident has inappropriately used drugs or alcohol, the resident may be required to submit to a drug and/or alcohol screening test

“Reasonable cause” testing may be based upon:

- Specific observations concerning the appearance, behavior, speech or body odors of the employee, including direct observation of drug use, drug possession, or possession of drug paraphernalia, physical signs or symptoms of being under the influence of a drug or alcohol, signs and symptoms of chronic and/or withdrawal effects of drugs
- A pattern of abnormal or erratic behavior as evidenced by the employee's work time actions, appearance or conduct
- Arrest or conviction for a drug-related offense
- Having an on-the-job accident or incident requiring medical attention and/or involving property damage, where inappropriate use of drugs and /or alcohol is suspected

If practical, the resident’s conduct should be witnessed by two supervising physicians/program director (PD)/other residency staff and then reported to the GME office. If not practical, one supervising physician/PD/other residency staff member’s observations are sufficient.

Reasonable cause can also be based upon a report received from a third-party observer if the report is independently corroborated.

An employee who is required to submit to a reasonable cause drug screen will be suspended until the results of the test are disclosed to PrimaryPlus Residency GMEC. If the test result is negative, the resident will be compensated appropriately for the regularly scheduled hours missed.

In any reasonable cause situation, PrimaryPlus will ensure that the resident is transported to an appropriate facility and then transported back to the work site, where a spouse, family member or other appropriate individual designated by the resident will be contacted to transport the resident home. If the resident refuses to agree to any of these procedures and attempts to operate his/her own vehicle, PrimaryPlus will take appropriate effort to discourage the employee from doing so, up to and including contacting local law enforcement officials. Any resident failing to cooperate with any of the procedures previously described will be subject to dismissal.

Voluntary Identification and Rehabilitation/Treatment

Any resident who voluntarily identifies himself as having a drug or alcohol-related problem will not be subject to discipline for volunteering that fact. Rather, the employee will be permitted to take a leave of absence as governed by PrimaryPlus Residency leave policy for the purpose of

undergoing rehabilitation or treatment to permit the resident an opportunity to eliminate dependence on drugs or alcohol or to comply with other treatment plans as recommended by a substance abuse professional.

Residents who volunteer such information and participate in a rehabilitation/treatment program are not relieved from their obligation to comply with applicable rules concerning alcohol and drugs upon their return to work and will be subject to disciplinary action, including termination, for their violation.

Since the key to PrimaryPlus residency rehabilitative efforts in an employee's willingness to admit and seek to remedy the problem, this provision is not available to a resident who requests protection after being asked to submit to testing or after the resident's use of drugs or alcohol becomes a personnel issue based on direct observation or evidence obtained from an arrest or criminal conviction for a drug or alcohol-related offense.

If the resident has successfully completed a rehabilitation/treatment program as verified in writing by the rehabilitation program's administrator/medical director/physician within the time allowed based on leave policy, the resident will be allowed to return to work when work is available for which the individual possesses the skills, qualifications, and experience. Return from rehabilitation may also be conditioned upon the employee's compliance with individual responsibilities, which may include obtaining follow-up counseling and/or treatment.

Applicable Requirements

ACGME Institutional Requirements effective 7/1/22 (IV.1.2.):

Physician Impairment: The Sponsoring Institution must have a policy, no necessarily GME-specific, which addresses physician impairment. (Core)

GMEC Approved 9/19/22