

University of Tennessee Graduate Medical Education Program Drug and Alcohol Use Policy

Effective January 1, 2007

Residents, as employees of the University of Tennessee, are subject to all University work rules and policies including the Drug Free Workplace Policy (Policy HR0720.) Please note that the policy allows drug screening “where there is reasonable suspicion of drug or alcohol use.” Some situations that might require drug testing include:

Unusual behavior such as slurred speech or unusual energy levels for which an explanation is not apparent.

Drastic changes in performance or behavior.

Unusual drug administration procedures or documentation, including those as those noted by a review from the pharmacy staff of any of our teaching hospitals.

Reports by faculty, peers or other co-workers of unauthorized drug and/or alcohol use or being under the influence on the job.

Any behavior that poses a threat to patients or co-workers.

If a determination is made that drug testing is necessary, the program director or other responsible faculty member will immediately relieve the resident of assigned clinical responsibilities and notify the Graduate Medical Education Office. If required, the program director or attending should arrange safe transportation for the resident. The GME Office will make arrangements through the Physicians Health Program of the Tennessee Medical Foundation to arrange testing. Based upon test results, the TMF will work with the University of Tennessee to develop an appropriate treatment or intervention program for the resident. Every effort will be made to maintain the confidentiality of the individual’s test results and status.

Refusal to be escorted from the hospital or to be tested may result in disciplinary action up to and including termination.