

University of Tennessee Graduate Medical Education Program**DRUG AND ALCOHOL USE POLICY**

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). 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 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 resident appears to be unfit for duty due to suspected influence of alcohol or other drugs, the program director or other responsible faculty member will immediately relieve the resident of assigned clinical responsibilities and notify the Graduate Medical Education (GME) office. If a determination is made that immediate drug testing is necessary, the GME office may refer the resident to University Health Services for urinalysis, breathalyzer or blood tests to assess fitness for duty. Refusal to be escorted from the hospital or to be tested may result in disciplinary action up to and including termination. If necessary, the program director or attending should arrange safe transportation for the resident.

The GME office may also arrange drug or alcohol testing through the Physicians Health Program of the Tennessee Medical Foundation (TMF) (see GME Policy #260 – Aid for Impaired Residents). Based upon test results, the TMF will work with GME administration to develop an appropriate treatment or intervention program for the resident unless it is determined that the resident will not be able to continue training.