

UTHSCSA Graduate Medical Education Policies

Section 7	Health & Wellness	Effective:	October 2000
		Revised:	April 2001
Policy 7.2.	Resident Impairment	Responsibility:	Associate Dean for Graduate Medical Education
<b>Resident Impairment Due to Substance Abuse</b>			
Purpose	<p>The University of Texas Health Science Center at San Antonio (UTHSCSA) is committed to maintaining or restoring the physical and mental health of Resident Physicians, as well as maintaining a drug free environment. Prevention is the primary goal related to substance abuse in the Resident Physician community. UTHSCSA recognizes that substance abuse and mental disorders are treatable medical conditions, and as an institution dedicated to health, facilitates the treatment and rehabilitation of these conditions for both patients and healthcare providers.</p>		
Policy	<p>Residents in UTHSCSA-sponsored training programs are subject to the University of Texas System "Drugs and Alcohol Policy" (<a href="http://www.utsystem.edu/systempolicies/drug_al.htm">http://www.utsystem.edu/systempolicies/drug_al.htm</a>).</p> <p>The unauthorized purchase, manufacture, distribution, possession, sale, storage or use of an illegal drug or controlled substance while on duty, while in or on premises or property owned or controlled by the University, or while in vehicles used for University business is prohibited. The unauthorized use or possession of alcohol while on duty or while in vehicles used for University business is prohibited.</p> <p>The use of alcohol or an illegal drug or controlled substance while not on duty which adversely affects performance of professional activities, or may adversely affect the health or safety of other employees, students, visitors, or patients is prohibited.</p> <p>The use of alcohol at an authorized University function, in the course of official University business, or at an authorized University site that adversely affects performance of professional activities, or may adversely affect the health or safety of any other person is prohibited.</p> <p>Residents must heed published warnings about prescribed or over-the-counter medication and its impact on performance of professional activities, or the adverse affects on the safety of other employees, students, visitors, or patients. The residency program director's advice and assistance may be necessary when adjustments are required to ensure a resident's ability to perform assigned work in a safe manner because of the use of such medications.</p> <p>The distribution to others of a drug or controlled substance obtained</p>		

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pursuant to a prescription, except by duly licensed and certified persons, while on duty or while in or on premises or property controlled by the University, or in professional settings within UTHSCSA sponsored residency programs, is prohibited.

Residents who use illegal drugs or abuse controlled substances or alcohol are encouraged to seek help from available resources.

A resident who violates the policy may be subject to disciplinary action, including termination. At the discretion of the University the resident may be referred to an assistance program and may be required to participate in and satisfactorily complete a chemical abuse rehabilitation program as a condition of continued resident status.