

## Still OPTI

| POLICY                       |                                                                       | Policy<br>No: IS-014 |
|------------------------------|-----------------------------------------------------------------------|----------------------|
| Subject: Resident Impairment | Approval: June 27, 2017<br>Most recent revision approved:<br>11/25/25 | Page 1 of 3          |

### **PURPOSE**

The purpose of this policy is to promote and support the physical and emotional well-being of interns/residents at Still OPTI-affiliated programs. The policy is written in accordance with *ACGME Institutional Requirements*.

### **POLICY**

Each Still OPTI participating site acknowledges that postgraduate training is stressful for interns and residents. This may increase their risk factor for mental and emotional conditions that inhibit performance for learning. Stress may also lead to an increase in an intern's/resident's alcohol and/or drug-related symptoms or dysfunction and increase intern/resident family problems. Physician impairment and dysfunction can be a major outcome of these stresses and symptoms. Still OPTI participating sites will facilitate information dissemination about assessment evaluations, confidential counseling, and psychological and psychiatric services to the intern/resident.

### **PROCEDURE**

If a resident shall, by virtue of his/her behavior, deportment, or performance, raise concern that he/she is suffering from an emotional disorder, including but not limited to substance abuse, he/she may, at the discretion of the DIO, Associate DIO/CLER Director, or Program Director, be required to undergo an evaluation and/or drug screening. The Director of Graduate Medical Education, equivalent, or designee would coordinate this through the appropriate human resources, employee health and/or state physician wellness services. The intern/resident shall be placed on a paid administrative leave until a professional assessment is made. Behaviors that might indicate the necessity of an evaluation would include, but are not limited to:

- Dereliction of normal duties.
- Inability to be aroused while on call.
- Persistent tardiness.
- Disheveled appearance.
- Disorganized thinking.
- Memory impairment.
- Unprofessional or otherwise inappropriate behavior in relationship with peers, patients and their families, teaching faculty, or nursing staff.
- Demonstration of a disorder of mood such as depression or anxiety of such severity that it places the patients at risk under his/her care.
- Driving while under the influence
- Alcohol on breath

If the psychiatric evaluation and/or substance abuse screening yielded evidence of a disorder, the resident would be required to undergo treatment in a program recommended by the Health Professionals Recovery Service that performed the assessment. Depending upon the severity of the resident's impairment, the Health Professionals Recovery Service may recommend one of the following actions:

- The resident could continue to function with modification in his/her service load and supervision as agreed upon by his/her program director, providing he/she is able to safely perform patient care duties.
- Arrangements may be made for a formal leave of absence through Human Resources. The resident will be allowed to return only upon release by the attending physician with supporting documentation from the Health Professionals Recovery Service.
- All treatment plans prescribed through the Health Professionals Recovery Service will be forwarded to the Still OPTI DIO, Associate DIO/CLER Director, Human Resources at the participating site, and the Program Director. The Program Director will assume responsibility as the site supervisor for the Health Professionals Recovery Service and will assist with any reporting requirements of the plan.
- A resident can be dismissed from the training program should they refuse to participate in the Health Professionals Recovery Service and/or if they discontinue plan recommendations/treatment. The resident will then be reported to the State Department of Commerce, Bureau of Occupational and Professional Regulation, State Board of Healing Arts, or equivalent, pursuant to the statutory requirements.

Flow Chart  
Resident Impairment Process

