

DRUG/ALCOHOL USE AND PRE-EMPLOYMENT DRUG TESTING

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). Based on this policy and, at the request of our primary affiliated hospital, Erlanger Health System, the University of Tennessee College of Medicine Chattanooga Residents* will be subject to pre-employment drug screening since their involvement in patient care can affect public safety. This means that incoming Residents will be required to undergo and pass a pre-employment drug screen before being placed on payroll and employed by the University as a Resident. As part of the Incoming Resident Procedures, Residents must complete and sign a form to “Consent for Drug Screening.” Testing will be performed at Erlanger Express Care at 325 Market Street, Suite 102, Chattanooga, TN 37402. Failure to cooperate or pass the drug screen will void the Match agreement or Letter of Commitment and the individual will not be employed as a UT Resident. Failure to comply with a drug screen request or a positive confirmed result for the illegal use of drugs and/or alcohol, will void the Match agreement or Letter of Commitment. This will be grounds for non-appointment to the GME Programs and not being placed on payroll.

The 10 panel drug screen administered by Erlanger Express Care includes the following:

- Amphetamine
- Cocaine
- Marijuana
- Opiate (e.g., Hydrocodone and Codeine)
- Phencyclidine (PCP)
- Barbiturate (e.g., Seconal and Fiorcet)
- Benzodiazepine (e.g., Valium and Xanax)
- Methadone
- Propoxyphene (Darvocet)
- Methaqualone (Qualude)

Results of the screen will be reported to the Director of Graduate Medical Education or administrative staff in the GME Office and the appropriate Program Director if any issues are reported.

The UT Human Resources Policy 0720 and UT GME Policy #745 Fitness for Practice and Alcohol/Drug Testing also allow drug and alcohol 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.

UT GME Policy #745 Attachment A Reasonable Suspicion for Drug/Alcohol Testing Checklist includes a more detailed list of possible observed behaviors that would warrant drug/alcohol test.

In accordance with these policies and attachments, 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 Director of Graduate Medical Education or and administrative staff member in the GME Office. If a determination is made that immediate drug testing is necessary, the GME Office may refer the Resident to Erlanger Express Care or other location 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 (preferably with a faculty member or Erlanger Security Officer).

The GME Office may also arrange drug or alcohol testing through the Physicians Health Program of the Tennessee Medical Foundation (TMF) (see our UT GME Policy #320 – 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.

UT College of Medicine Chattanooga Residents*

*The term “Resident” refers to both Resident and Fellow trainees.

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