

Policy #: 013.001
Policy Title: Drug and Alcohol Policy for Trainees
Sponsor: David Brown, MD; DIO
Approved by: Graduate Medical Education Committee

Purpose

Florida International University (FIU) has adopted the following policy to elucidate policy 1705.002 Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy and Procedure within the context of Trainees participating in ACGME-accredited graduate medical education programs.

Definitions

Alcohol Use: The consumption of any beverage, mixture or preparation, including any medication, containing alcohol.

Confirmed, Positive Drug Test: The result of a drug test in which a designated Medical Review Officer (MRO) verifies as positive.

Department Approved Professional (DAP): Substance abuse professionals that have been approved by the Department of Health, due to their credentials, expertise in treating healthcare practitioners, and the diverse services they offer.

Drug Test: A toxicological test of an individual’s urine for evidence of the prohibited drug use. FIU will test for the following drugs: marijuana, cocaine, opiates (including morphine, codeine, heroin), four (4) semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone), amphetamines (including methamphetamine, amphetamine), and phencyclidine (PCP).

Note: FIU and the Veterans Administration do not allow the use of medical marijuana or other cannabis products by actively practicing healthcare professionals. This includes cannabidiol (CBD) products which may contain amounts of THC that result in positive toxicology testing.

Employee Assistance Program (EAP): A work-based intervention program designed to assist FIU employees in resolving personal problems that may be adversely affects the employee’s performance. The program also is an awareness program where FIU employees are made aware of the dangers or illegal drug use.

Pre-Employment Testing: An applicant for an ACGME-accredited residency program must pass a drug test before employment.

Professionals Resource Network (PRN): The Professionals Resource Network, Inc. (PRN) is a legislatively enacted private non-profit organization for impaired healthcare professionals. The primary mission of PRN is to protect the health, safety and welfare of the public while supporting the integrity of the healthcare team and other professionals. PRN serves as the Consultant to the Florida Department of Health (DOH) and the Department of Business and Professional Regulation (DBPR) on matters relating to practitioner impairment. The DOH and the DBPR contract with PRN to provide mandated services of the Florida Statutes in Chapters 455 and 456, each individual’s practice act. PRN is a voluntary alternative to the DOH/DBPR disciplinary process.

Refusal to Submit: Failure of a Trainee to provide a required test sample (in the absence of a genuine inability to provide a specimen as determined by a medical evaluation) after he/she has received notice of the requirement to be tested in accordance with this policy. Also includes engaging in conduct that clearly obstructs the testing process, such as substitution, intentional dilution, or adulteration of a sample.

Background

This statement applies only to Trainees who provide medical services to patients at participating sites of the ACGME-accredited GME programs established by FIU. All covered individuals are required to read this statement and sign an acknowledgment that they agree to abide by its terms and conditions

In addition to consenting to and complying with the requirements of this policy, the Trainees are also required to abide by and participate in any drug/alcohol testing program for the hospitals and/or clinical sites to which the Trainees are assigned. This may result in the Trainees consenting to participate in different testing programs such as random testing that is not otherwise required by FIU. This may also result in the Trainee being tested twice for the same incident that triggers testing (i.e., once by FIU and once at the hospitals and/or clinical sites to which the Trainee is assigned).

Policy

Trainees are prohibited from:

1. Providing patient care or performing other training-related responsibilities while in an impaired state resulting from the use of alcohol, a controlled substance, an illegal substance, or any other substance, including but not limited to non-prescription drugs
2. Selling or using alcohol, controlled substances, illegal substances or any other substances in violation of any applicable State or Federal law
3. Possessing any illegal substances

Drug testing will be conducted in accordance with the GME Trainee Recruitment & Selection Policy at FIU's expense. Initial drug testing in relation to the Trainee Impairment Policy will also be at FIU's expense. Specifically, Trainees will be tested for the presence of controlled substances as part of 1) pre-employment 2) and reasonable cause testing. The Program Director will be advised as soon as practicable about the need to conduct for-cause testing. All results will be forwarded to the Program Director or designee who will work with Program Leadership who have a need-to-know.

Types of Testing

1. Pre-Employment Testing: Trainees that match into the Program will be tested for the controlled substances listed in the procedure; trainees will not be tested for alcohol as part of their pre-employment screen.
A pre-employment finalist who submits a urine sample cannot be employed until a negative test result is confirmed.
2. Reasonable Cause Drug Testing: Any Trainee suspected of using an illegal drug must be tested. Likewise, a Trainee suspected of being intoxicated or under the influence of alcohol shall be tested.

- a. Reasonable cause to test a Trainee will be based on a reasonable and articulable belief that the Trainee has used an illegal drug based on direct observation of specific, contemporaneous physical, behavioral, or performance indicators of probable use.
- b. All observations, employee discussions, and anything else leading to conclusion that the Trainee should be tested based on reasonable cause will be documented as soon as possible following the observations.
 - i. Documentation will be shared on a need-to-know basis and may not remain confidential.
- c. A Trainee will be placed on administrative leave pending the outcome of the drug-testing result. Refusal to Submit to a test will be documented and reported to the Program Director for appropriate discipline.
- d. Trainees will sign an *Authorization to Release Information* to Program Leadership.

The Employee Assistance Program and Professionals Resource Network

FIU strongly encourages any Trainee with drug or alcohol abuse to seek treatment FIU has an Employee Assistance Program (EAP) which provides the Trainee with an avenue for getting help should they decide that they have a substance use or alcohol use problem. The EAP will also provide training to GME faculty and Trainee on the dangers of illegal drug use (including misuse of prescription drugs).

FIU may refer Trainee violating this policy to the Professionals Resource Network (PRN). Resumption of training will be contingent upon Program Director approval.

Related Policies

Trainee Impairment Policy

Author	Maryam Shakir	04/19/2022
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