

FIT FOR DUTY POLICY:

Fitness for Duty refers to the ability of a resident physician to perform the essential functions of his or her job without an impairment that may pose a potential risk to patients, a direct threat to the safety of others in the workplace, and/or interfere with the performance of his or her necessary duties, with or without a reasonable accommodation.

There are at least four categories of *impairment* associated with Fitness for Duty:

- (1) Impairment associated with the misuse or the suspicion of misuse of prescription medications, alcohol or illegal drugs;
- (2) Impairment associated with behavior that may pose a direct threat to the employee, patients or to others in the workplace;
- (3) Impairment caused by a medical condition, including mental health, and/or the use of medication for that condition; and
- (4) Impairment associated with fatigue/sleep deprivation

The supervisor who receives reliable information that an individual may be unfit for duty, or through personal observation believes an individual to be unfit for duty, will validate and document the information or observations as soon as is practicable. Actions that may trigger the need to evaluate an employee's fitness for duty include, but are not limited to, problems with dexterity, coordination, concentration, memory, alertness, vision, speech, inappropriate interactions with coworkers or supervisors, inappropriate reactions to criticism, or suicidal or threatening statements.

A resident physician who is suspected of being impaired for any reason is immediately subject to drug screening. Refusal of drug screening is grounds for immediate suspension and/or termination with referral to the Faculty and Staff Assistance Program (FSAP) and/or the West Virginia Medical Professional Health Assistance Program.

In the spirit of a just culture of safety and wellbeing, any person may report suspicion of impairment to the employee's supervisor or to the compliance hotline. There shall be no retaliation or repercussions towards individuals who have reported such concerns.

Residents and any others are urged to report any concern regarding duty hours, fatigue and other issues to contact HR at 1-833-599-2100 or online at HROneSource.org. These concerns will be reported to the GME office.

As a result of impairment the employee may be suspended until fitness for duty is established. Involvement of the Human Resources department, the FSAP Program, and the hospital Practitioner Health Committee is expected.

Approved by the GMEC Taskforce: June 2011
Adopted by the GMEC: July 9, 2011

Revision approved by the GMEC Taskforce: February 2, 2017
Adopted by the GMEC: March 24, 2017