

RADIOLOGY DEPARTMENT ALCOHOL AND DRUG-FREE WORKPLACE POLICY

Policy

Indiana University absolutely prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on university premises or while conducting university business off university premises. Violations of this policy may result in immediate termination of employment.

IU School of Medicine and the Radiology Department endorse Indiana University's policy on alcohol and a drug-free environment. The policy applies to all trainees at IUSM and its affiliated hospitals. IUSM expects and requires all trainees to report to work on time and in appropriate mental and physical condition. It is the school's intent and obligation to provide a drug-free, healthful, and secure work environment.

The university, the school and Radiology Department recognize drug dependency as an illness and a major health problem. The university and school also recognize drug usage as a potential health, safety, and security problem. Therefore, the IU School of Medicine has contracted with the Indiana State Medical Association Physician Assistance Program (ISMA PAP), website <http://www.ISMAnet.org>, to coordinate efforts in identifying and assisting IUSM physicians with illnesses impairing their ability to practice medicine. These illnesses may include chemical dependency, psychiatric illnesses, and/or physical illnesses. The partnership between IUSM and ISMA was created to assist in the identification, treatment, and rehabilitation of an impaired member of the medical staff and house staff.

The objective is to serve all physicians who provide care at Clarian Methodist, IU, Riley, VAMC, and Wishard Hospitals be they faculty, staff, or resident physicians. If intervention is deemed appropriate, it is undertaken in a confidential, positive, supportive manner, consistent with the laws of the State of Indiana, with the goals of recovery and rehabilitation foremost in mind.

For-Cause Drug Testing

If an individual has a concern or question regarding a house staff member's mental or physical condition due to supposed substance abuse, he or she should contact the program director immediately and follow this up with written documentation of the event.

The program director has the authority to direct a "for cause" drug screen. The program director should contact the DIO or a designee who will in turn, contact the ISMA PAP, (317) 261-2060 or (800) 25-4762.

Intervention

Intervention offers a way to approach the impaired practitioner in a caring, nonjudgmental manner and request that the physician receive assistance for a problem. To set up an intervention:

- ISMA PAP staff review the information and determine if it is adequate to reasonably conclude an impairment exists. If more information is needed,

RADIOLOGY DEPARTMENT ALCOHOL AND DRUG-FREE WORKPLACE POLICY

the referral source may be asked to identify other concerned parties to provide additional details.

- A meeting is held with the impaired physician and an assessment is requested by a source approved by the ISMA PAP.

Assessment/Treatment Referral

Once an intervention has successfully occurred, the following usually represents the best interests of the physician, school, hospital:

- Formal enrollment in the ISMA PAP
- Agreement to immediately enter an approved assessment program and allow formal communication between the assessing agency and the ISMA PAP
- Agreement to follow all treatment recommendations resulting from the assessment recommendations
- Agreement that failure to comply with this plan violates the school/hospital agreement and may result in action on continuance of training, medical privileges, and/or medical license

Monitoring/Advocacy Services

A key service offered by the ISMA PAP is the monitoring contract. A typical physician contract remains in effect for five years and may include monitoring the following:

- Attendance at 12-step support groups, where appropriate
- Random urine drug-screen testing, where appropriate
- Individual, family and/or group counseling, where appropriate
- Communication with all appropriate therapists and treating physicians
- Attendance at Caduceus meetings, a support group for health care professionals, where appropriate
- Regular meetings with the PAP-named physician monitor and/or staff
- Any other requirements deemed necessary to aid recovery

As part of this contract, the physician allows regular communication with all necessary and appropriate school/hospital personnel. Additionally, regular progress compliance letters can be sent on behalf of the recovering physician, when consent is given.

Confidentiality

According to federal law and ISMA program policies, all participant information is confidential. The ISMA does not automatically refer a physician to the licensing board for a minor infraction of the contract. It is only after all attempts to work with a physician have failed that a referral is made to the appropriate board.