

Tilman J. Fertitta Family College of Medicine

Graduate Medical Education Policies

PHYSICIAN IMPAIRMENT

ACGME Policies

IV.I.2. Physician Impairment: The Sponsoring Institution must have a policy, not necessarily GME-specific, which addresses physician impairment.

Background

The Tilman J. Fertitta Family College of Medicine (COM) strives to create an educational environment which assists residents and fellows in maintaining wellness and in proactively addressing any health condition or impairment that could potentially affect their health, well-being, and performance. At the same time, it is also the goal of the COM to provide safe and quality patient care, as well as ensure a safe working and educational environment for all involved. Timely identification and diagnosis of an impairment may be both career and life saving.

Procedure

For the purposes of this policy, impairment is defined as a condition which is, or may be, adversely effecting patient care, including, but not limited to: alcoholism/alcohol abuse, other drug addiction, sexual misconduct and/or harassment, physical or mental conditions, psychiatric, emotional, and/or behavioral disorders.

Anyone on the patient care or educational team who suspects impairment is empowered to take appropriate measures to remove a resident/fellow from clinical duties immediately, by contacting the program director, DIO, or attending faculty member, to ensure the safety of all. Any such reports made in good faith shall not result in adverse actions against the person reporting, even if determined to be inaccurate.

The program director or their designee shall speak directly to the resident in a timely fashion, to discuss the concerns raised and devise an action plan. The DIO shall be notified in writing of the results of such meeting and sign off on the action plan.

The resident or fellow shall be referred to appropriate sources for evaluation, and, if necessary, treatment. Should the resident be required to take a leave of absence for treatment, the trainee should follow the appropriate GME policy(ies). The program director and trainee should notify the Texas Medical Board immediately.

EFFECTIVE DATE: September 1, 2021

APPROVAL DATE: August 31, 2021

NEXT REVIEW DATE: January 31, 2024