

**Charleston Area Medical Center
Office of Graduate Medical Education**

Process for Handling Impaired Professionals

Impairment may include any physical, mental, or emotional condition or substance abuse that could adversely affect the ability to provide safe patient care or perform duties of residents and fellows as outlined in the resident contract.

As soon as the Program Director and/or the Department Chair learn that a Resident/Fellow may be impaired, the Program Director and/or the Department Chair must consult the CAMC Human Resources Director/Business Partner assigned to GME. The Program Director or attending supervising faculty may exercise authority to immediately remove the Resident/Fellow from duty until further guidance is obtained.

The CAMC Human Resources Director shall, in collaboration with the DIO/CAO and the Chief Medical Officer (CMO), facilitate assessment of each situation in accordance with state and federal laws and applicable institutional policies. The CMO and Director of Human Resources will determine whether submission to blood, hair, or urine test or to undergo some physical and/or mental assessment is required to evaluate ability to safely perform duties. The CMO, in collaboration with medical staff leadership, has the authority and discretion to determine ultimate approval or restriction of clinical assignment at CAMC facilities as they are defined by medical staff policy.

Signatures:

GMEC Chair:	<div style="border: 1px solid black; padding: 2px;">Arthur B Rubin, DO, FACOP, MHA <small>Digitally signed by Arthur B Rubin, DO, FACOP, MHA Date: 2024.06.26 10:39:49 -04'00'</small></div> Art Rubin, DO	<div style="border: 1px solid black; width: 150px; height: 20px; margin-left: auto;"></div> Date
DIO:	<div style="border: 1px solid black; padding: 2px;">Dinchen Jardine <small>Digitally signed by Dinchen Jardine Date: 2024.06.25 07:57:58 -04'00'</small></div> Dink Jardine, MD	<div style="border: 1px solid black; padding: 2px; text-align: center;">25 Jun 24</div> Date