

**LEHIGH VALLEY HOSPITAL
LEHIGH VALLEY HOSPITAL – MUHLENBERG
Graduate Medical Education**

GME Policy - Physician Impairment

I. POLICY

It is an ACGME Institutional Requirement that the Sponsoring Institution's GMEC develop and implement a formal written policy governing impairment.

II. SCOPE

All ACGME, AOA, and CODA approved postgraduate training programs at Lehigh Valley Health Network (LVHN).

III. DEFINITIONS

ACGME – Accreditation Council for Graduate Medical Education

CODA – Commission on Dental Accreditation

AOA – American Osteopathic Association

GMEC – Graduate Medical Education Committee

Sponsoring Institution – The institution that assumes the ultimate responsibility for a program of GME

IV. PROCEDURE

- A. Program Directors, faculty, peers, and other medical center professionals are encouraged to be observant for signs of impairment from alcohol, drugs, psychiatric, fatigue, or medical disorders among graduate trainees.
- B. When impairment is suspected, the appropriate Program Director, Department Chair or other avenues for reporting should be immediately informed and should utilize available resources to investigate the situation and take appropriate actions, including intervention, when warranted.
- C. It is our goal to provide intervention and rehabilitation for impaired graduate trainees and to support them during the process. However, dismissal is possible if the graduate trainee refuses such.
- D. Resources available to Program Directors, Department Chairs, faculty, or graduate trainee with respect to impairment include the Employee

Assistance Program, Employee Health Services, Department of Psychiatry and Human Resources Consultant.

- E. The GME programs will follow LVHN institutional policies regarding Screening for Drugs and Alcohol and Drug/Alcohol Use and Drug Possession-For Cause Testing.

Approved by the Graduate Medical Education Committee:

VI. References

Screening for Drugs and Alcohol

Drug/Alcohol Use and Drug Possession-For Cause Testing.

IX. Revisions

Statement of Right as Follows:

Network reserves the right unilaterally to revise, modify, review, rescind or alter the terms and conditions of the policy within the constraints of the law, by giving reasonable notice.

Approved by: Brian Costello (Physician), Thomas Whalen (Evp & Chief Med Officer)	Approval Date: 09/26/2017
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