

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**IMPAIRMENT AND SUBSTANCE ABUSE POLICY**

**Purpose**

To establish guidelines and requirements for resident/fellow supervision.

**Applies To**

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

**Policy**

It is the policy of Conemaugh Memorial Medical Center (CMMC) and Conemaugh Health System (CHS) that employees, volunteers, students of CMMC educational programs and affiliate schools, hereafter referred to as “students,” contract personnel, physicians, and residents/fellows be physically and mentally fit. The effects of controlled substance and alcohol abuse, i.e., physical and psychological dependence and impaired behavior, adversely affect personal safety and performance, as well as become a threat to the safety of fellow employees, patients, and others. This policy serves to address these concerns and commitments.

**Procedure**

Follow the CMMC Human Resource Policy titled “Drug and Alcohol Free Workplace”

**References**

IR: IV.H. (Resident Services)

GMEC Reviewed: 1/2016, 3/2018

GMEC revised policy: 10/2004, 10/2005, 12/2006