

GMEC approved 8/26/2025

Background: Formerly the Impaired Physician Policy, March 4, 2016

4.9.b. Physician Impairment

ACGME Institutional Requirements

4.9.b. Physician Impairment: The Sponsoring Institution must have a policy, not necessarily GME-specific, which addresses physician impairment. (Core) ^(Core)

Purpose: To provide the resources necessary for identification, treatment, rehabilitation and monitoring of Residents or Fellows with substance use disorders, mental health disorders, and unprofessional behaviors.

Scope: This Policy applies to all Residents in ACGME accredited programs sponsored by UMKC School of Medicine and employed by the UMKC School of Medicine. Residents employed by other employers will be subject to the policies of their employers.

Definitions: "Impairment"- the existence of a mental illness, substance use disorder, or other health condition or unprofessional behavior that does, or may, interfere with the Resident's ability to practice or function safely in a clinical or educational setting.

Procedures:

1) Notification

- a) In the event that any person has information regarding a potentially impaired Resident, a report shall be made to the Associate Dean of Graduate Medical Education ("ADGME").
- b) An impaired Resident may make a self-referral by contacting the ADGME.

2) Investigation and Initial Action

- a) An investigation will be conducted by the ADGME to determine the details of the report. The ADGME may delegate the investigation and initial action to the applicable Program Director and/or Chair of the CCC.
 - i) The ADGME shall meet with the Resident to discuss the report.
 - ii) The ADGME may meet with the Resident's Program Director and other individuals to investigate the report.
- b) If the investigation reveals that impaired practice or performance by the Resident exists, or is likely to exist, immediate steps will be taken by the ADGME.
 - i) The ADGME may place the Resident on a paid leave of absence.
- c) If the ADGME determines that the Resident may resume the duties of the Residency Program, the ADGME may discuss with the Program Director and Resident whether any conditions need to be placed on the Resident.

3) Assessment of Resident



- a) If the Resident is currently under the care of a practitioner for a condition related to the suspected impairment, the Resident will be asked to sign an Authorization for the practitioner to provide the ADGME with a fitness for duty evaluation within a set time frame.
 - i) If the fitness for duty evaluation confirms that Resident is safe for clinical practice, the Resident will be permitted to resume Residency Program responsibilities.
 - ii) If there are limitations on the duties that can be undertaken by the Resident, the ADGME will meet with the Resident and the Resident's Program Director to discuss if and/or how the Resident can continue in the Residency Program.
 - iii) If the practitioner determines that the Resident's health condition requires accommodation, the ADGME shall refer the Resident to the Title IX Office.
- b) If the Resident does not have an applicable treating practitioner, the Resident will be referred to the MU Physician and Health Professional Wellness Program ("MU PHP") for an assessment.
 - i) The Resident will be given a time frame in which to contact MU PHP.
 - ii) The ADGME will contact MU PHP about the referral and request that the Resident provide MU PHP with an Authorization to provide a report to the ADGME as to whether the Resident is safe for clinical practice and whether the Resident agrees to be enrolled in and monitored by MU PHP.
- c) The failure to timely provide the fitness for duty evaluation from the Resident's treating practitioner to the ADGME, or the failure of the Resident to timely contact MU PHP, or the failure of the Resident to cooperate with the assessment required by MU PHP shall be considered as misconduct under the GME Misconduct Investigation Policy.

4) Monitoring Requirements

- a) If ongoing treatment and/or drug testing is recommended for the Resident, the Resident will be required to authorize periodic reports to the ADGME that include whether the Resident is compliant with the treatment and/or drug testing and whether Resident is safe for clinical practice.
- b) Failure of the Resident to be compliant with recommended treatment and/or drug testing, or to authorize the provision of periodic reports to the ADGME shall be considered as misconduct under the GME Misconduct Investigation Policy.

Revised from March 4, 2016, Policy

Administered By:

A handwritten signature in black ink, appearing to read "Phil Byrne".

Phillip D. Byrne, EdD
Associate Dean of Graduate Medical Education