POLICY

It is the University of Toledo Medical Center’s Graduate Medical Education Programs’ objective to provide the highest quality health education, research and services with a responsibility to do so in a safe environment. Residents under the influence of drugs and/or alcohol while working create serious health risks to themselves, patients, guests, coworkers, and the University of Toledo Medical Center (UTMC). UTMC is committed to maintaining a workplace that is free from the detrimental effects of drug and/or alcohol abuse. UTMC prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance including the unsanctioned use of alcohol, on UTMC property, or as any part of its activities.

The term “controlled substance” means a controlled substance in Schedules I through V of Section 202 of the Controlled Substance Act (21 U.S.C. 812). This includes all illegal drugs and legal drugs used without a physician’s order. It does not prohibit taking prescribed medication under the direction of a physician.

PURPOSE

To provide the institution with a policy for abuse of drugs or alcohol which may interfere with all phases of job performance, patient care, education, research and services. UTMC is committed to maintaining a workplace that is free from the detrimental effects of drug and/or alcohol abuse.

PROCEDURE

Alcohol: The use of alcohol and or illegal drugs while performing job responsibilities is prohibited and is subject to corrective action up to and including termination of contract.

Illegal Drugs: The use, sale, purchase, transfer, possession, or being under the influence of an illegal drug (and/or use, sale, purchase, transfer, possession, or being under the influence of a legal drug for illegal purposes) is prohibited. Residents/Fellows engaging in the use, sale, purchase, transfer, possession, or being under the influence of an illegal drug will be subject to corrective action up to and including termination and possible criminal prosecution.
Legal Drugs: The use, or being under the influence of any legally obtained drug while performing job responsibilities is prohibited to the extent such use or influence may affect the safety of patients, guests or coworkers.

Residents/Fellows are responsible for advising their supervisor whenever they are taking medication which may adversely affect their job performance or the safety of others. When the use of a prescribed medication may adversely affect their job performance it is in the best general interest of the resident/fellow, coworkers, and UTMC that sick leave or personal leave be used. Residents/Fellows misusing or illegally using legal drugs will be subject to corrective action up to and including termination of contract.

Drug screening will be performed on each new resident/fellow prior to date of hire and employment will be contingent upon a negative drug screen result.

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3/26/2007

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