Purpose:
The University of Utah Health (UUH) and the Office of Graduate Medical Education maintains a drug-free workplace to establish, promote, and maintain a safe and healthy environment for patients. And a safe, healthy, working and learning environment for employees, students and volunteers.

Policy:
A. It is a violation of this policy for any covered individual to engage in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance at the workplace, including being under the influence or impaired at the workplace, while engaged in UUH business on or off campus, or in any manner that violates criminal drug statutes.

B. Unauthorized use or possession of alcohol at the workplace, including being under the influence or impaired by alcohol at the workplace, or while engaged in UUH business, on or off campus is also prohibited.

C. By establishing a program to determine whether covered individuals are engaged in substance abuse, the University of Utah Health Sciences Center seeks to prevent the risks associated with such abuse.

D. All trainees are also governed by the University of Utah Policy on Drug Testing (Policy 5-114: Drug Testing).
   1. As described in more detail in Policy 5-114, a drug test may be administered to trainees:
      a. During the employment application process
      b. Upon reasonable suspicion
      c. Upon the occurrence of a drug loss or diversion event
At other times as described in the Policy 5-114.

**PROCEDURE**
A. Breach of the Policy will result in disciplinary action, which disciplinary action may include termination from the training program, as well as other disciplinary actions.

**UTAH RECOVERY ASSISTANCE PROGRAM**
When faced with the problem of an impaired physician, Utah Recovery Assistance Program (the "Program") is available as a resource to the University of Utah Health Hospitals and Clinics. This Program's stated purpose is to "monitor chemically dependent licensed professionals in a manner that promotes confidentiality for the licensed professional while assuring the safety of his or her patients." Depending on the circumstances, this Program may be available to an impaired trainee. For more information on this Program, please contact the Office of Graduate Medical Education.