

**UNIVERSITY OF FLORIDA COLLEGE OF MEDICINE JACKSONVILLE**  
**Office of Educational Affairs**

<b>Approval Date:</b> 11/7/23	<b>Subject:</b> RESIDENT IMPAIRMENT AND SUBSTANCE ABUSE POLICY	<b>Page 1 of 3</b>
<b>Approved by:</b> GMEC		<b>Revised Date:</b> 8/1/07, 3/1/11; 5/10/16; 9/28/21; 10/20/22; 9/29/23
<b>Effective Date:</b> 8/1/07		<b>Reviewed Date:</b> 8/1/07; 5/10/16

The University of Florida is a Drug Free Workplace. A violation of this policy can result in disciplinary action, up to and including termination, and/or referral for prosecution. To help support a resident who may be struggling with a potentially impairing health condition due to misuse or abuse of drugs, alcohol, or both, resources for evaluation and treatment can be provided.

Trainees who report for duty while under the influence of alcohol or drugs, or are suspected of being impaired, will be reported and the procedure specified below will be followed. In addition to any disciplinary action, trainees under the influence of alcohol or drugs, or are suspected of being impaired, will be referred to the Professionals Resource Network (PRN; refer to subsequent discussion). Individuals declining referral to the PRN will be reported to the Board of Medicine and may be subject to additional adverse consideration by the University's College of Medicine. In addition, individuals are subject to federal, state, and local laws.

**Resources**

**Employee Assistance Programs**

The University has a two Employee Assistance Programs available to all trainees. The University also provides an educational program for residents regarding impairment, including substance abuse. Individuals who recognize, in themselves or others, the presence (or potential presence) of a drug, alcohol, or other impairment will be supported to seek and use appropriate treatment and coping mechanisms.

The University of Florida Employee Assistance Program, managed through ComPsych, offers resources to all trainees. The program offers confidential emotional support, work-life solutions, legal guidance, financial resources, in person and online support. Visit the EAP program's website: [https:// eap.ufl.edu](https://eap.ufl.edu).

The College of Medicine-Jacksonville offers services through the Center for Healthy Minds and Practice (CHaMP). The center provides wellness and mental health support in a safe and confidential environment. The center can be reached by calling (904) 244-8332.

**Professionals Resource Network (PRN)**

The University of Florida College of Medicine conforms to Florida Statute 456.076, the rules of the Florida Board of Medicine, and Department of Professional Regulation. Florida Statute 456.076 provides for the Florida Impaired Practitioners program. The program was established by the department by contract with one or more consultants to serve impaired or potentially impaired practitioners for the protection of the health, safety, and welfare of the public. F.S. 456.076(1)(d). The rules call for all licensed practitioners to report to the appropriate authority any reasonable suspicion that a practitioner is impaired to practice. The legislation provides for therapeutic intervention through the Professionals Resource Network (PRN). The PRN works closely with the Florida Board of Medicine and is recognized as the primary organization supporting those experiencing impairment while a licensed provider practicing in the state of Florida. Faculty, staff, peers, family or other individuals who suspect that a trainee is suffering from a potentially impairing health condition due to misuse or abuse of drugs, alcohol, or both are obliged to report such problems. Reporting can be made directly to the PRN, Program Director, Department Chair, Associate Dean for Student Affairs, or Senior Associate Dean for Educational Affairs. PRN referrals are

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The term trainee refers to interns, residents, fellows, or post-doctoral associates.

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confidential. The Associate Dean for Student Affairs is available to assist with PRN referrals and should be contacted whenever such a referral is being considered. If the PRN feels intervention is necessary, they provide oversight for treatment and follow-up. If the resident is to be permitted to return to their training program within six months, they can only return to clinical duties with the approval of the PRN. The PRN maintains contact with the Program Director and Associate Dean for Student Affairs about residents in the PRN recovery program. If the resident participates in either inpatient or outpatient treatment, the costs not covered under the resident's health insurance plan provided by the University will be paid in equal parts by the training program, the Office of Educational Affairs, and the resident.

A leave of absence may be granted by the University to the resident/fellow for a period not to exceed six months. Re-entry into their training program is not automatic. Depending upon the severity of the infraction and the circumstances, the training program may terminate the resident from the program before, during, or after completion of treatment by PRN. Due process will be afforded the resident in such case. The University may, but is not required to, reinstate the resident upon completion of the PRN program.

Residents forging prescriptions or otherwise illegally obtaining controlled substances will be subject to severe disciplinary measures, up to, and including, termination from the program, as well as formal criminal prosecution.

**Please Note:** A key step in cost control for PRN referrals is that of early notification using the UFCOM-J Fringe Benefits contact information below.

**Referral Process**

1. If PRN determines that an evaluation and/or treatment are necessary, PRN will refer the trainee to the UF Health Florida Recovery Center or another approved PRN location. The Office of Educational Affairs should notify UFCOM-J Fringe Benefits coordinator.
2. The UF Health Florida Recovery Center will evaluate the resident for treatment: Inpatient detoxification, partial hospitalization, detoxification and partial hospitalization, discharge.
3. The UF Health Florida Recovery Center will pre-certify any inpatient admission with the group health program provider by calling the GatorCare customer service number on the ID card.
4. The UF Health Florida Recovery Center will notify the Associate Dean for Student Affairs and the Program Director of the individual assessment and of the need (if applicable) for hospitalization.
5. The UF Health Florida Recovery Center will discount charges by 40% and bill the health program provider (GatorCare) for the **covered expenses**.
6. The UF Health Florida Recovery Center will bill the resident/fellow **for non-covered expenses** (Room, Board, psychological/diagnostic testing). The trainee will pay those charges up front. The trainee will submit the paid receipt with invoice to the Office of Educational Affairs Director, Leslie Caulder ([leslie.caulder@jax.ufl.edu](mailto:leslie.caulder@jax.ufl.edu)). The non-covered expenses will be shared 1/3 OEA, 1/3 program, 1/3 trainee.

**Contacts:**

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**UFCOMJ Fringe Benefits**

Julia Morris

(904) 244-8531

[ufcomjaxbenefits@jax.ufl.edu](mailto:ufcomjaxbenefits@jax.ufl.edu)

Administrative Affairs

653-1 West 8<sup>th</sup> Street, Box L-15

PO 44008

Jacksonville, Florida 32209

Jacksonville, FL 32231-4008

**Group Health Program Administrator**

Florida Blue

Benefits information can be found on the website: <https://gatorcare.org/plans/premium/>

Preadmission Review and Notification: see GatorCare Premium plan benefit booklet

**Professionals Resource Network**

Information about the PRN and its program can be obtained on their website <https://flprn.org> by calling 1-800-888-8PRN or by writing to the PRN at P.O. Box 16510, Fernandina Beach, Florida 32035-3126.

**UF Health Florida Recovery Center**

<https://floridarecoverycenter.ufhealth.org/>

Supervisor of Admissions

4001 SW 13<sup>th</sup> St.

Gainesville, FL 32608

Toll free day or night (855) 265-4372

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