Title: Drug Screening Policy	GME-198
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Scope:　　　　Applies to all University of South Florida Morsani College of Medicine ("USF MCOM") residents and fellows ("Residents") in Accreditation Council for Graduate Medical Education ("ACGME") accredited and non-accredited/non-standard programs as appointed through the House Office Contract issued from the USF MCOM Graduate Medical Education Office ("GME Office").

Background:　The University of South Florida ("USF") System Policy 0-610 (Drug-Free Workplace) prohibits the unlawful possession or use of alcohol or a controlled substance on the property or in connection with any activities of the USF System. This 0-610 policy is inclusive of federal law regarding the unlawful possession or use of controlled substances, most notably, but not limited to, marijuana. The GME Office is committed to creating a professional and safe working environment, which includes a responsibility to the health, welfare, and safety of patients and others at the facilities where Residents train. To achieve this commitment, the GME Office requires that every Resident complete a 10-Panel Urine drug screen as a condition of appointment or as a condition of participation in programs run by affiliated educational sites.

Policy:　　　The GME Office has established policies and procedures to assist in evaluating whether potential and current Residents are eligible to participate in training programs. Individuals with a history of behavior that is inconsistent with the high standard of ethical conduct required for Residents, or who may be impaired due to substance abuse, are not eligible for appointment or reappointment as Residents. Residents must give a truthful and comprehensive self-disclosure of any prior substance abuse and/or treatment as is required for unrestricted licensure by the Florida Board of Medicine as part of this or any employment application, licensing, credentialing, privileging or other training related process. Refusal to undergo any part of the drug screen process will render a Resident ineligible for appointment or continuation or be grounds for disciplinary action, up to and including termination.

A resident may be subject to periodic testing as requested, where there is "reasonable suspicion of drug or alcohol use" or when required as a condition of participation in programs run by educational affiliates.

As a condition of appointment as a Resident with GME, all incoming Residents and those Residents entering a new program must undergo a drug screen as defined below. This process must be completed and results verified prior to the training start date. Failure to receive results prior to the training start date will result in a delayed start, including a delayed payroll start date.

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Responsible Party	Action
The GME Office	Manages the drug screen process through a third-party vendor.
	Sends Residents instructions via the onboarding checklist about placing an order for the drug screen through the vendor's website. Any positive drug screen results will be referred to an Advisory Committee consisting of the GME HR administrator, Director of GME, and an attorney representative of the USF Office of General Counsel. The results will be reviewed on a case by case basis. Any confirmed positive result for an illegal substance or for a prescription medication that was obtained without a valid prescription may render the Resident ineligible for appointment, and that information will be communicated in writing to the Resident and program director in writing. Positive results may lead to a PRN referral as part of the medical screening process.
Program Director	In the program to which the Resident is to be appointed will also be informed of the drug screen results.
Advisory Committee	Will review the results of the drug screen, as well as any corroborating evidence from the Board of Medicine application, and, as needed, is able to solicit additional information from the Self-Insurance Program (SIP), and the applicable Program Director and/or Chairman to determine whether the Resident should be appointed.
	Will make a recommendation to the DIO, who will then make a final determination as to Resident appointment. That decision of the DIO will then be communicated to the Resident and Program Director in writing.

10 Panel Urine Drug Screen

When a positive result is received, the drug screen vendor's chief medical officer will contact Resident about prescription medications s/he may be taking. All final determinations will be made by drug screen vendor's medical review officer. Should Resident challenge the results of the drug screen, this information will be forwarded to drug screen vendor, which will send the sample to another lab for re-testing (positive samples are retained by drug screen vendor for one year). The results of that re-test will be considered final.

Dilute Negative Results

If a Dilute Negative result is received, it will be treated as a negative result. GME reserves the right to retest, in the future and without advance notice, any Resident whose urine drug screen result was Dilute Negative.

Dilute Negative Results (continued)
Results will be received and maintained in the background screening vendor's website. The Resident and USF GME HR administrator will have access to the results.

Outside the U.S.
Residents who reside outside of the United States (excluding Puerto Rico) prior the start of training at USF must complete the urine drug screen as soon as possible after arriving in the U.S.

Results Disclosure
Results of the drug screen will be available to USF administrative officials and affiliated educational sites for on-boarding and credentialing purposes.

APPROVED:

Senior Associate Dean, Graduate Medical Education/DIO

Date of Origin	Effective	Revision/GMEC Approval:	Originally Policy #
12/2015	12/2015	12/2016; 04/2019; 07/2020	GME-199-B