Substance Abuse can negatively impact a Resident / Fellow’s ability to perform essential functions of his/her position, is detrimental to the Resident / Fellow’s health, and poses a threat to the safety of patients and hospital employees. For these reasons, all Residents / Fellows matched into or selected for employment in Beaumont Residency & Fellowship programs will be required to pass a Substance Abuse Drug Screening test as a condition of employment and participation in their Graduate Medical Education (GME) programs. This requirement is in keeping with condition of employment policies for all newly-hired Beaumont employees.

POLICIES AND PROCEDURES

1. All new Residents / Fellows are required to agree to and pass a Drug Screening test as part of their employee physical examination prior to the commencement date of their employment and educational program.

2. For Residents / Fellows commencing their training on or around July 1 each year, drug screening will occur during the general Department of GME Orientation in late June required for all new Residents & Fellows. Those commencing their training at other times of the academic year will have the dates of their drug screens arranged accordingly by their programs and GME.

3. Contracts are typically offered to new Residents / Fellows shortly after Match Day or non-Match selection. In accord with Beaumont’s usual and customary practice, new Residents / Fellows will be offered and expected to sign their contracts prior to their arrival at Beaumont. Thus, although contracts will be offered and signed by all parties prior to drug screening tests being conducted, new Residents / Fellows must understand that their employment will be contingent upon passing the test.

4. Initial and repeat/confirmatory drug screening tests will be conducted by Beaumont’s Occupational Health Service (OHS), performed according to prevailing standards and policies of the OHS, Beaumont’s Human Resources Department, and State, and Federal laws.

5. All Residency and Fellowship program applicants will be informed of this policy as follows:
   a. In writing at the time of applicant interviews, which is required as part of all programs’ recruitment process
   b. In writing as part of post-Match letters to matched applicants, or letters offering positions to applicants outside a Match,
   c. In the Resident / Fellow contract, and
   d. In the “Resident and Fellow Handbook”
6. Drug screening test consequences:
   a. Refusal to be tested will result in the immediate termination of the Resident / Fellow contract for employment and GME training.
   b. Residents / Fellows whose initial and repeat/confirmatory tests are positive will be considered to have failed the drug screening test requirement. They will be offered further evaluation and counseling pertinent to the possible cause and ramifications of the positive test by their respective Program Director and the Director of GME as guided by the OHS, Human Resources, and the Legal Affairs Department. Decisions regarding contract termination, substance abuse counseling and rehabilitation, and program commencement will be determined following this post-positive test evaluation.

7. Once employed, drug screens will be required only for cause; they will not be conducted randomly or as a condition of annual contract renewal for program advancement.

This policy has been approved by Beaumont’s Graduate Medical Education Committee, the Director of GME / DIO, Occupational Health Service, Human Resources Department, and the Legal Affairs Department.