

# RESIDENT HANDBOOK

## SECTION II: CONDITIONS OF EMPLOYMENT

### GME DRUG SCREENING POLICY FOR INCOMING RESIDENTS

---

#### PURPOSE

- I. Clinical facilities that serve as training sites for residents increasingly require drug screening for individuals who provide services within these facilities, particularly those individuals involved in direct patient care. It is in the interest of both residents and GME to identify and resolve potential issues where an incoming resident may not be allowed to initiate clinical activity due to a positive drug screen.

#### POLICY

- I. New residents and fellows, collectively referred to as “residents”, conditionally hired by the Kirk Kerkorian School of Medicine at UNLV (KSOM), are required to comply with drug testing as described below.
- II. Should a positive result occur after a resident initiates clinical activities, another policy will be referenced.

#### PROCEDURES

- I. Applicants to all KSOM residency and fellowship programs will be notified in writing of the requirement for drug testing at the time of interview; and further, that a conditional offer of employment may be rescinded by the applicant’s failure to comply with KSOM’s drug testing policy.
- II. Residents will be drug tested during the GME orientation. Residents will be required to complete a Drug Screen Release of Information Authorization form at the time of the drug testing. GME will cover the costs of the drug screen.
- III. Review of drug screen results will be conducted by the Medical Review Officer of the designated vendor. Results of the resident drug screen will be reported to the designated individual in the respective residency program. The drug screen results of residents who receive a positive screen will be reviewed by the Associate Dean for Graduate Medical Education and the Program Director. Any consequences will be communicated to the resident in writing.
- IV. Drug screens that are reported as indeterminate or negative dilute must be repeated, sometimes under direct observation.
- V. If the resident is unable to provide a sufficient specimen, the resident will be given the opportunity to provide a legitimate medical explanation, such as a physician’s evaluation documenting a medical reason why the resident is unable to provide an adequate amount of urine. If no acceptable medical explanation is provided, it will be treated as a refusal to test, which is a presumptive positive.
- VI. Once initial screening has been completed, residents will be responsible for all costs of any required repeat drug testing, for any purpose.
- VII. Any resident who receives a positive screen, or an “adulterated” or “substituted” result, will be given the opportunity to provide a legitimate medical explanation, such as a physician’s prescription for the positive result. A medical marijuana prescription will not be accepted as a

legitimate medical explanation. This is to maintain compliance with our hospital partner institutions.

- VIII. The drug screening results will be recorded in New Innovations and maintained by the appropriate program personnel. Negative results will only be stored for the duration of residency/fellowship for each resident. Positive results will be stored for 7 years for each resident.
- IX. Drug screen results may be reported to a healthcare facility in compliance with contractual agreements. However, contracted sites may require independent drug screens at their discretion or policy.
- X. After review by the Associate Dean for Graduate Medical Education and the Program Director of the program of a positive drug test with no medical explanation, a contract can be rescinded.

Approved by GMEC September 2019