

Charleston Area Medical Center Office of Graduate Medical Education

Impairment Policy

Impairment may include any damage to, reduction of, or decline in physical or cognitive function due to medical or psychiatric illness, fatigue, or abuse of alcohol, illegal drugs, prescription drugs, or other substances that adversely affects the ability to provide safe and quality patient care or perform other duties or that interferes with the learning and work environment. An impaired provider is a risk to patients and to their colleagues. All members of the healthcare team have a responsibility to report concerns or incidences of impairment in the interest of patient safety and provider well-being. Early identification and diagnosis of an impairment may be both career and life saving.

Residents/fellows and faculty members must demonstrate an understanding of their personal role in the assurance of their fitness for work, including management of their time before, during, and after clinical assignments and recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team.

Reporting Suspected Impairment:

Residents/fellows and faculty members are expected to alert the respective Program Director, Chair, and/or the DIO when they are concerned that another member of their health care team (resident, fellow, medical student, faculty member, or other staff member) may be displaying signs of impairment, including burnout, depression, substance abuse, suicidal ideation, or potential for violence. All residents/fellows are also strongly encouraged to self-report any concerns they may have about their own well-being if they believe their performance may be impaired.

When a member of the Program Leadership team learns that a resident/fellow may be impaired, they must consult the DIO or designee who will be responsible for engaging the CAMC Human Resources Director/Business Partner assigned to GME to assist with review of the report. The DIO or designee may exercise authority to immediately remove the resident/fellow from duty until further information is obtained.

The CAMC Human Resources Director/Business Partner shall, in collaboration with the DIO or designee, assess each report of impairment in accordance with state and federal laws and applicable institutional policies. The CAMC Director of Human Resources/Business Partner will determine whether submission to blood, hair, or urine testing or physical and/or mental assessment is required to evaluate the resident/fellow's ability to safely perform their duties. Based on the findings of this assessment, the DIO or designee has the authority and discretion to approve, terminate, or restrict the resident/fellow's clinical assignment.

Following consultation with Human Resources and/or any further evaluation necessary, the DIO or designee shall work with the Program Director and resident/fellow to: 1) ensure that appropriate action is taken to provide guidance and options to the resident/fellow so they may seek help as needed; 2) remove the resident/fellow from clinical duty, if warranted; and 3) outline next steps in written form, including deficiencies, and the action plan expected in accordance with applicable policies and procedures.

Impairment Education:

Every program should provide education to residents/fellows regarding this Policy and impairment, including information on identifying signs and symptoms. This education should include information on self-assessment, as well as identifying signs of impairment in other practitioners and the steps for reporting suspected impairment.

Programs must:

- educate all faculty members and residents/fellows on how to recognize the signs of fatigue and sleep deprivation;
- educate all faculty members and residents/fellows in alertness management and fatigue mitigation processes; and
- encourage residents to use fatigue mitigation processes to manage the potential negative effects of fatigue on patient care and learning.

West Virginia Medical Professionals Health Program (WVMPHP):

CAMC residents/fellows have access to an important program devoted to helping physicians who are dealing with impairment. The WVMPHP is an independent, non-profit 501(c)3 charitable organization authorized to assist and monitor physicians, podiatrists and physician assistants while they pursue treatment and recovery for alcohol abuse, chemical dependency or major mental illness. Residents/fellows who enroll in the WVMPHP on a voluntary basis may, in the sole discretion of CAMC, be excused from CAMC disciplinary action for conduct that occurred during impairment if the person successfully completes the WVMPHP and complies with its goals.

The WVMPHP has formal agreements with both the WV Board of Medicine and the WV Board of Osteopathic Medicine authorizing the WVMPHP to monitor physicians, podiatrists and physician assistants while they pursue treatment and recovery for alcohol or substance abuse or dependency or major mental illness. Related legislation allows for confidential participation in the WVMPHP without full knowledge of the participating physicians' licensure Board if treatment is related to self-administration of alcohol and other drugs and there is no evidence of patient harm.

The WVMPHP is available for any resident/fellow who needs assistance, guidance and support for impairment. Contact information for the program: WVMPHP, 4013 Buckhannon Pike, Mount Clare, WV 26408; phone 304-933-1030; fax 304-933-1006; Executive Director Brad Hall at bhallmd@wvmphp.org or Administrator Marlene Hall at mdhall@wvmphp.org.

Other resources available

Access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week, can be found on the CAMC GME website at <https://www.camcmedicine.edu/residents-fellows/well-being-initiatives-camc>.

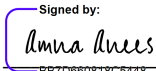
The CAMC Employee Health Office has a nurse on call 24/7. The Employee Health Office can be reached at 304-388-5520. If it is after hours or the weekend, the operator at 304-388-5432 can connect a caller to the Employee Health nurse on call for assistance.

Residents and fellows have a variety of paid and unpaid leave options available should they need time off to seek care and treatment for an impairment. Vacation leave, sick time, PMPC leave, short term disability and FMLA may be options. The GME office and Human Resources can assist with application of leave time and can be reached at 304-388-9948 (GME) and 304-388-9011 (Human Resources).

A resident/fellow requiring an accommodation for a disability is responsible for making such request to the Program Director and the DIO as soon as the need for an accommodation is recognized. Please refer to the Disability Accommodations Policy for further information.

The ACGME offers a selection of resources specifically designed for the GME community to promote physician well-being. Those tools can be found at www.acgme.org.

Signatures:

GMEC Chair:	<div>Signed by:  BB7D660818C5448...</div> <div>Amna Anees, MD</div>	<div>10/20/2026</div> <div>Date</div>
DIO:	<div>DocuSigned by:  D1119686F13144F...</div> <div>Dink Jardine, MD</div>	<div>10/19/2026</div> <div>Date</div>