

**STONY BROOK UNIVERSITY HOSPITAL  
GRADUATE MEDICAL EDUCATION  
POLICIES AND PROCEDURES**

**POLICY: COUNSELING AND SUPPORT SERVICES FOR PHYSICIAN  
IMPAIRMENT/SUBSTANCE/OTHER ABUSE**

**PURPOSE**

To establish an institutional policy regarding Counseling and Support Services to assist program directors and residents on finding resources for counseling and dealing with physician impairment, substance and other abuse.

**POLICY**

Physician Impairment

Program directors and faculty are responsible for monitoring resident stress, including mental or emotional conditions inhibiting performance or learning and drug or alcohol-related dysfunction.

Program directors and faculty should be sensitive to the need for timely provision of confidential counseling and psychological support services to residents.

Substance Abuse

In compliance with the Federal Drug-Free Workplace Act of 1988, the following policy must be adhered to as a condition of employment.

The unlawful use, possession, manufacture, dispensation or distribution of a controlled substance in all Stony Brook University Hospital work locations is prohibited. The term “controlled substance” means a controlled substance in Schedules I through V of the Section 202 of the Controlled Substances Act (21 USC 312).

Employees who unlawfully manufacture, distribute, dispense, possess or use a controlled substance will be subject to disciplinary procedures consistent with applicable laws, rules, regulations, and collective bargaining agreements. Penalties sought may include termination. Any illegal activity involving drugs or alcohol is considered MISCONDUCT and may be reportable to the Office of Professional Medical Conduct or any other regulatory agency as applicable. Employees must notify their program director of any criminal drug statute conviction occurring in the workplace or at a worksite no later than five (5) days after such conviction.

Counseling Services:

The Stony Brook University Employee Assistance Program (EAP) assists faculty, staff, family members and retirees with personal, family and job-related issues. It is a voluntary and

confidential service established in 1985 and staffed by mental health professionals. The EAP's focus is on the health and well being of our employees so that they can lead productive lives both at work and at home. The EAP offers educational workshops on health and wellness topics, provides a lending library for employees and conducts supervisory training. Additional information can be obtained on the website at [www.stonybrook.edu/eap](http://www.stonybrook.edu/eap). They can be reached at 632-6085 or by e-mail at [EAP@notes.cc.sunysb.edu](mailto:EAP@notes.cc.sunysb.edu) for an appointment or further information.

Further information can be found in:

1. The Stony Brook University Hospital Faculty and Professional Employee Handbook offer information about the University Counseling Center as well as the Employees Assistance Program. This support and referral service is set up for employees and families facing health, emotional, alcohol, drug abuse, financial strain or legal problems. It is free and strictly confidential. The University has also established an Alcohol and Drug Abuse Advisory Panel composed of faculty, professional employees, and students to promote the ongoing education of the University community with regard to alcohol and drugs. For additional information call 632-6085.
2. Stony Brook University Hospital offers chaplaincy services with a multi-denominational staff that gives support to the human and emotional needs of the faculty, house staff and patients. Call 444-8157.
3. The Practitioner Well Being Committee, a committee of the Medical Board is also available to residents and fellows. This committee is responsible to determine if a practitioner has a active problem that requires referral to the appropriate agency for the particular type of practitioner.
4. The Committee for Physicians Health (CPH) is a division of the Medical Society of the State of New York and not part of any government agency. CPH is authorized by Section 230-11 of the Public Health law to confidentially contact and refer to treatment, physicians who are troubled with behavioral health concerns including substance abuse and other psychiatric disorders. CPH activities are confidential, its records are not discoverable and the law provides immunity for those who make referrals. Physicians are encouraged to contact CPH to obtain confidential assistance for themselves and their colleagues. CPH will coordinate appropriate treatment and notify the respective program director when the practitioner is medically cleared for duty and appropriate monitoring is in place.

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