

University of Colorado School of Medicine

Graduate Medical Education

Policy: Drug Test Policy		
Effective date: 6/1/2013		Revision Date: 6/11/2015 6/22/2017 7/7/2017 (editorial); 5/15/2019 11/20/2024

In this document, “Resident” refers to both specialty Residents and subspecialty Fellows.

Policy Statement

The Office of Graduate Medical Education requires that all Residents comply with the medical staff policies for drug testing at the affiliated teaching hospitals and all training sites. Depending on the affiliate/training site, policies may require drug tests prior to starting clinical rotations, randomized drug tests, and/or drug tests for cause. A negative drug test is required for participating in patient care at any training site. The medical staff drug test policies of the affiliated teaching hospitals can be located on the hospital’s intranet.

- **Childrens Hospital Colorado:** Refer to the link below when logged into the CHCO server either through onsite network connection or VPN.
<https://childrenscolorado.navexone.com/content/dotNet/documents/?docid=17616&app=pt&source=search>
- **Denver Health:** On a Denver Health desktop computer, refer to the PolicyStat icon (PolicyStat ID 16302628) for the Drug and Alcohol-Free Workplace Policy.
- **UCHealth:** Refer to the UCHealth Intranet for the [Medical Staff Member Alcohol and Drug Free Workplace Policy](#) (PolicyStat ID 14502378) and the [Practitioner Health Policy](#) (PolicyStat ID 16126162)
- **Veterans Affairs Medical Center:** Refer to the Executive Order 12564, Drug Free Federal Workplace¹ and the Random Drug Testing Notification and Acknowledgement document provided to Residents during onboarding.

Rationale

All health care providers are entrusted with the health, safety and welfare of patients, have access to controlled substances and confidential information and operate in

¹ <https://www.reaganlibrary.gov/archives/speech/executive-order-12564-drug-free-federal-workplace>

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settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of a Resident's possible impairment that could diminish the Resident's capacity to function in such a setting is imperative to promote the highest level of integrity in patient care.

Clinical facilities that serve as educational and training sites for Residents increasingly require drug tests for individuals who provide services within the facility and particularly for those individuals who provide patient care and/or who are at high risk for diversion or tampering of certain substances. In addition, many licensing agencies require that individuals pass a drug test as a condition of licensure and/or employment. The University of Colorado policy on drugs and alcohol prohibits the unlawful manufacture, distribution, dispensation, possession or use of any controlled substance (illicit drugs of any kind or amount), marijuana (recreational or medical) and the abuse of alcohol by students and employees on university property or as part of any of its activities. It is thus in the interests of both Residents and GME to identify and resolve potential issues where a Resident may not be allowed to participate in a clinical rotation due to a positive drug test.

Positive Drug or Adulterated/Substituted Test Results

- Residents who do not pass the required drug test may face disciplinary action, up to and including termination, in accordance with the appropriate University of Colorado policy.
- Residents whose test receives an "adulterated" or "substituted" result without a valid medical explanation will be considered a refusal to test. A refusal to take the drug test will be considered a presumptive positive.
- Residents may be referred for evaluation and treatment through the Colorado Physicians Health Program (CPHP) or another designated program as a condition for remaining in the program.
- Positive test results will be reviewed by the Associate Dean for Graduate Medical Education who will notify the Program Director.
- Any consequences due to positive test results will be communicated to the Resident in writing.

Additional Policy/Procedure Information

All Residents must be able to meet the physical and cognitive demands of the clinical setting as well as exhibit sound judgment at all times. Residents who are seriously ill, injured or taking medication that impairs judgment (including, but not limited to, lawfully prescribed medications) may not be able to meet this standard, and therefore may not be

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suitable for the clinical environment where patient safety is the utmost concern. A determination of any conditions on a Resident's ability to participate in clinical experiences or to otherwise proceed in the program will be handled on a case by case basis by the Program Director, Department Chair and the Associate Dean for GME. Any Resident may be required at any time to submit to immediate drug test for cause.

Pre-Rotation Drug Test Procedure

- If required by the training site, Residents will be drug tested during the pre-employment immunization screening that occurs during orientation week in the GME training program. Residents are required to complete a Drug Test Authorization form at the time of the drug test; this form includes the authorization for results to be released to the designated individual within the GME Office. GME will cover the costs of the drug test.
- Review of drug test results will be conducted by the Medical Review Officer of the designated vendor. Passing or failing levels will be determined by the Department of Transportation ("DOT") threshold (49 CFR Part 40). Results of the Resident drug test will be reported to the designated individual in GME Office. The drug test results of Residents who receive a positive test 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.
- Drug tests that are reported as indeterminate or negative dilute must be repeated, sometimes under direct observation.
- In the event an insufficient specimen is provided during the drug test the Resident will be urged to drink additional fluid (up to 40 ounces), until the Resident can provide a sufficient urine specimen or 3 hours have elapsed. If the Resident is unable to provide a sufficient specimen after 3 hours, 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 according to DOT rules, it will be treated as a refusal to test, which is a presumptive positive.
- After the initial drug test, Residents will be responsible for all costs of any required repeat drug tests.
- Any Resident who receives a positive test, or an "adulterated" or "substituted" result, will be given the opportunity to provide a legitimate medical explanation, such as physician's prescription for the positive result. A medical marijuana prescription will not be accepted as a legitimate medical explanation.
- Drug test results will be retained by the Office of Graduate Medical Education's designated provider and maintained only for the duration of training program for each Resident.
- Drug test results may be reported to the facility in compliance with contractual agreements.

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- Unless specified above, the designated vendor for the pre-rotation drug tests will follow DOT standard procedures for the drug tests.

Random Drug Test Procedure:

- If required by the training site, Residents are subject to random drug tests during their rotations, clinics, and call shifts at their training sites to the same extent as medical staff.
- If the Resident is not scheduled at the training site during the time of the drug test, the Resident may not be asked to leave another training site in order to be tested.
- The training site will administer and cover the costs of the random drug tests.