In recognition that substance use and/or abuse (alcohol, controlled substances, and illicit drugs) can affect residents’ performance and safety, HRP and its residency training programs will take certain basic steps to prevent substance use and/or abuse. HRP has a zero tolerance substance use and/or abuse policy.

a. HRP and all programs are firmly against workplace substance use and/or abuse.

b. All incoming residents will be subject to drug testing before the first day of duty. Returning residents may be subject to periodic drug testing.

c. All residents are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and illicit drugs in the workplace. All residents are prohibited from engaging in the use of alcohol in the workplace and at any HRP or program-related events.

d. Residents must not report for duty under the influence of controlled substances, illicit drugs, or alcohol.

e. Assistance, including counseling, medical, psychological, and other support services, may be provided for residents. This assistance would be in the strictest confidence. The residency program would continue to be involved with rehabilitation in monitoring treatment and compliance and would follow procedures or requirements that may be imposed by Federal law, State law, and/or licensing and credentialing authorities. However, nothing in this provision waives or limits HRP’s right to impose sanctions, including dismissal for a resident’s violation of this substance abuse policy.

f. Drug and/or alcohol testing may occur where HRP believes that an employee has violated HRP’s substance use and/or abuse policy, such as where the employee has engaged in impaired or inappropriate behavior; where the employee is involved in a fight, industrial injury, or accident; or where HRP otherwise has a reasonable suspicion of on-the-job drug or alcohol use or impairment.

g. Information about drugs and alcohol and their effects is available. The programs will participate in activities geared to education and awareness. Information is also available through the Employee Assistance Program (EAP) and your health care provider.

Violation of this policy will result in discipline, which may include dismissal and/or other sanctions.