

INSTITUTIONAL GME POLICY— Physician Impairment

Approved by GMEC July 22, 2022

I. EDUCATION

Hawaii Residency Programs, Inc. (HRP) and the University of Hawai'i (University) John A. Burns School of Medicine (JABSOM) will provide education to residents, fellows and faculty:

- HRP and JABSOM will educate residents/fellows about physician impairment, including recognition of impairment, from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team. Residents / fellows will be educated about resources that are available to the impaired resident/fellow.
- JABSOM Office of the Designated Institutional Official (ODIO) will work with department chairs and appropriate JABSOM and University staff to ensure faculty are educated about physician impairment, including recognition of impairment, from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team.

II. REPORTING AND SELF-DISCLOSURE

It is the responsibility of the GME program staff, residents/fellows and faculty to report cases of possible resident/fellow impairment, including cases reported by self-disclosure, to at least one of the following:

- Program Director who is the immediate supervisor of the resident/fellow
- Human Resources of the Resident's/Fellow's Employer
- JABSOM Designated Institutional Official (DIO), any member of the ODIO, any Department Chair, or the Dean or his/her designee(s)

III. MANAGEMENT

The Resident/Fellow Employer and Designated Institutional Official (DIO) of JABSOM shall work together, with residents/fellows, and with the appropriate governing bodies such as hospitals and health care facilities, licensing boards, federal and state agencies, and others to address cases of possible resident/fellow impairment, including failure of residents/fellows, faculty and staff to cooperate or report impairment.

Should a resident/fellow dispute any actions taken, he/she may follow the GME policies and procedures on hearings, grievances, and administrative procedures available on the JABSOM GME website.