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| Methodist Health Services Corporation<br>UnityPoint Health- Proctor | Page # 1 of 3                                   | Section: | Policy #: 33                      |
|   | Approved by:                                    |          | Date: 6/2017<br>Review by: 6/2018 |
|   | Supersedes:                                     |          |                                   |
|   | Date Revised: 6/2018                            |          |                                   |
|   | Primary Responsible Parties: Dr. Ashley N. Huff |          |                                   |
|   | Secondary Responsible Parties:                  |          |                                   |
| Joint Commission Standard:  |   |          |                                   |
| SUBJECT: SUBSTANCE ABUSE  |   |          |                                   |

I. POLICY:

Substance Abuse

II. PURPOSE AND STANDARD:

The UnityPoint Health EMS System considers substance abuse (drug and/or alcohol dependency) to be a health problem and will assist any System provider who becomes dependent on drugs and/or alcohol. The System, and ultimately our patients, will suffer the adverse effects of having a prehospital care provider whose work performance and attendance are below acceptable standards. Any employee whose substance abuse problems jeopardize the safety of patients, co-workers or bystanders shall be deemed “unfit to work”. Any prehospital care provider involved in the UnityPoint Health EMS System who voluntarily requests assistance with a personal substance abuse problem will be referred to the EMS Medical Director for assessment and referral for treatment when necessary.

III. POLICY SCOPE: Departmental

IV. GENERAL INFORMATION:

A. Any prehospital care provider may contact the EMS Medical Director (or his/her designee) if he/she has reasonable cause to suspect that a co-worker is under the influence of drugs and/or alcohol while on duty. The EMS Medical Director may choose to require the System provider to submit to a blood alcohol test and/or blood/urine toxicology screening. The cost of this testing procedure may be billed to the provider’s agency, or in the case of a student, the requesting agency. Disputes related to billing of drug testing should not delay the procedure(s).

1. If a System provider who is required to submit to testing for drugs and/or alcohol refuses to cooperate, he/she will be subject to disciplinary action for insubordination (up to and including termination from the System).

2. Anyone caught tampering with, or attempting to tamper with his/her test specimen (or the specimen of any other prehospital care provider) will be subject to immediate termination from the System.
3. If any of the test results are positive, the EMS Medical Director will interview the provider. The EMS Medical Director will consult with the provider's agency to determine if referral to an assistance program shall occur.
  - The **first** occurrence will result in a referral of the prehospital care provider to the appropriate assistance program and the provider will be subject to disciplinary action as determined by the EMS Medical Director in consultation with the provider's agency/employer.
  - The **second** occurrence will result in disciplinary action as determined by the EMS Medical Director in consultation with the provider's agency/employer and may result in suspension of the provider's license and/or System participation.
  - The progress of employees with substance abuse problems who have been referred to an assistance program will be closely monitored by their agency/employer and the EMS Medical Director. The provider must successfully complete the entire required rehabilitative program and maintain the preventative course of conduct prescribed by the assistance program. He/she must attend the appropriate after-care program(s) and provide verification of compliance with the program requirements, including additional drug testing as determined by the EMS Medical Director and the agency/employer.
4. If the test results are negative, a conference with the EMS Medical Director and the provider's agency/employer will be held to determine what future action, if any, will be taken.
5. If the prehospital care provider refuses to correct his/her health problems, he/she shall be subject to disciplinary action that pertains to all System providers who cannot, or are not, performing their job duties and responsibilities at acceptable levels.

The use, sale, purchase, transfer, theft or possession of an illegal drug is a violation of the law. *Illegal drug* means any drug which is (a) not legally obtainable or (b) legally obtainable but has not been legally obtained. The term *illegal drug* includes prescription drugs not legally obtained and prescription drugs legally obtained but not being used for prescribed purposes. Anyone in violation will be referred to law enforcement, licensing and/or credentialing agencies when appropriate.