

FIT FOR DUTY/EMPLOYEE ASSISTANCE EVALUATIONS

When a resident/fellow has been identified as having academic deficiencies or as exhibiting behavior or conduct or as having any condition or circumstance which the Program Director reasonably believes are interfering or could interfere with the resident/fellow's performance and/or prevent him/her from properly performing his/her responsibilities in the program, the resident/fellow may be required to undergo a mandated evaluation regarding Fitness for Duty. The type of the evaluation will be determined by the Program Director in consultation with the Graduate Medical Education (GME) Office. The resident/fellow may be required to have either a mandated evaluation with Employee Assistance Program (EAP) evaluation to determine the need for a formal Fit for Duty evaluation, or the resident/fellow may be required at the outset to undergo a formal Fit for Duty either with an appropriate health care provider who may be a psychiatrist, psychologist, the [HAVEN*](#) program, or other suitable provider. These evaluations may be used to determine if a resident's/fellow's performance is being or may be affected by impairment that includes but is not limited to medical conditions, mental health conditions, emotional disorders, and/or substance abuse problems. The purpose of an evaluation is to determine the resident's/fellow's ability to meet the academic expectations of his/her program and/or to perform his/her clinical duties and responsibilities safely, without danger to patients, colleagues, or self.

Concerns regarding a resident's/fellow's Fit for Duty must be discussed with the Associate Dean for GME, DIO, or Assistant DIO. The Assistant DIO should be the first contact to discuss a concern.

EAP Evaluation

If a mandated EAP evaluation is needed, the resident/fellow will be placed on Administrative Leave (see [Administrative Leave Policy](#)) by the Program Director/designee and referred to the University of Connecticut's EAP office. The Associate Dean for GME, DIO or Assistant DIO, and/or the Program Director will contact the Employee Assistance Program (EAP) director. As this is a mandated EAP evaluation, the Program Director and/or the Associate Dean for GME, DIO, or Assistant DIO will share information regarding the concerns with EAP personnel. This is not a confidential session between the resident/fellow and EAP personnel. Therefore the evaluation with any recommendations resulting from the evaluation will not be subject to the same privacy rules as occur in a therapeutic relationship. The Program Director and the Associate Dean for GME, DIO, or Assistant DIO will be notified by EAP personnel regarding the outcome of the evaluation.

- ❑ If it is determined on the basis of or in conjunction with the EAP evaluation that the resident/fellow requires a formal Fit for Duty evaluation, EAP personnel will notify the Program Director and the Associate Dean for GME, DIO, or Assistant DIO of their recommendation in writing. The resident/fellow will be mandated to comply with this recommendation (see below re: Fit for Duty evaluations).
- ❑ If it is determined from the EAP evaluation that the resident/fellow is able to work and does not need a formal Fit for Duty evaluation, EAP personnel will notify the Program Director and the Associate Dean for GME, DIO, or Assistant DIO in writing. In some instances, EAP personnel may recommend further evaluation/management/ treatment by a health care provider (physician, masters of social work, psychologist, psychiatrist, etc.). While the Program Director cannot mandate compliance with said recommendation, it will be strongly encouraged.

Fit for Duty Evaluation

If it is determined by the Program Director in consultation with the Associate Dean for GME, DIO, or Assistant DIO, and/or EAP that a formal Fit for Duty evaluation is necessary, or if a formal Fit for Duty evaluation is recommended by EAP personnel, the resident/fellow will be placed on or remain on Administrative Leave until his/her fitness for duty is determined (see [Administrative Leave Policy](#)). The resident/fellow may then be referred to an appropriately qualified healthcare provider (e.g. a psychiatrist, psychologist, the HAVEN program, or other suitable provider) for assessment depending on the nature of the concern. As this is a mandated formal Fit for Duty evaluation, the Program Director and/or Associate Dean for GME, DIO, or Assistant DIO will share information with the psychiatrist or the HAVEN personnel. This is not a confidential session between the resident/fellow and a provider and therefore the evaluation will not be subject to the same privacy rules as occur in a therapeutic relationship. The Program Director and the Associate Dean for GME, DIO, or Assistant DIO will be notified of the outcome of the formal Fit for Duty evaluation in writing.

- ❑ The formal Fit for Duty evaluation may determine that the resident/fellow is fit to return to work with or without accommodations and/or with or without additional treatment and/or participation in a regimen or program. The resident/fellow will be promptly notified of the outcome of the fit for duty evaluation. In order for a resident/fellow to return to the program, a written fit for duty report must be submitted by the provider to the Program Director and the Associate Dean for GME, DIO, or Assistant DIO. Upon receipt of the report and review of any requested accommodations/needs of the resident/fellow, the Associate Dean for GME, DIO, or Assistant DIO shall consider whether to return the resident/fellow to work, with or without some or all aspects of any recommended treatment and/or accommodation and/or restrictions on participation in the program. As part of this process, the resident/fellow will be afforded an opportunity to provide input to the Associate Dean for GME, DIO, or Assistant DIO, and the Program Director.

- ❑ If a resident/fellow is determined not to be fit for duty, the provider will contact the Program Director and the Associate Dean for GME, DIO, or Assistant DIO in writing. The resident/fellow will also be promptly notified of the outcome of the Fit for Duty evaluation. The Program Director in consultation with the Associate Dean of GME, DIO, or Assistant DIO will then determine the status of the resident/fellow in the program. As part of this process, the resident/fellow will be afforded an opportunity to provide input to the Associate Dean for GME, DIO, or Assistant DIO, and the Program Director regarding his/her status in the program.

The status of a resident/fellow who is not deemed fit to return to training after sixteen (16) weeks will be determined by the Program Director in consultation with the GME Office. The position of the resident/fellow may or may not be held.

The resident/fellow will be promptly notified of the outcome of all evaluations and all decisions regarding his or her leave and status in the program.

The Fit for Duty evaluation of a resident/fellow will be paid in full by the Capital Area Health Consortium (CAHC).

A resident/fellow who refuses a Fit for Duty Evaluation or who does not comply with all required appointments, evaluations, or other program conditions will not be allowed to work as a resident/fellow, and such refusal/noncompliance may be cause for termination/dismissal.

Residents/Fellows Policies and Procedures Manual

***HAVEN** is the health and wellness program authorized by state law to serve healthcare professionals in Connecticut. **HAVEN** provides a safe environment for coordinating educational, rehabilitative, and supportive services for concerns related to alcoholism, substance abuse, behavioral or mental health issues, and/or physical illness.

Revised 4/16, 3/17, 4/19, 3/21

Fit for Duty Algorithm

