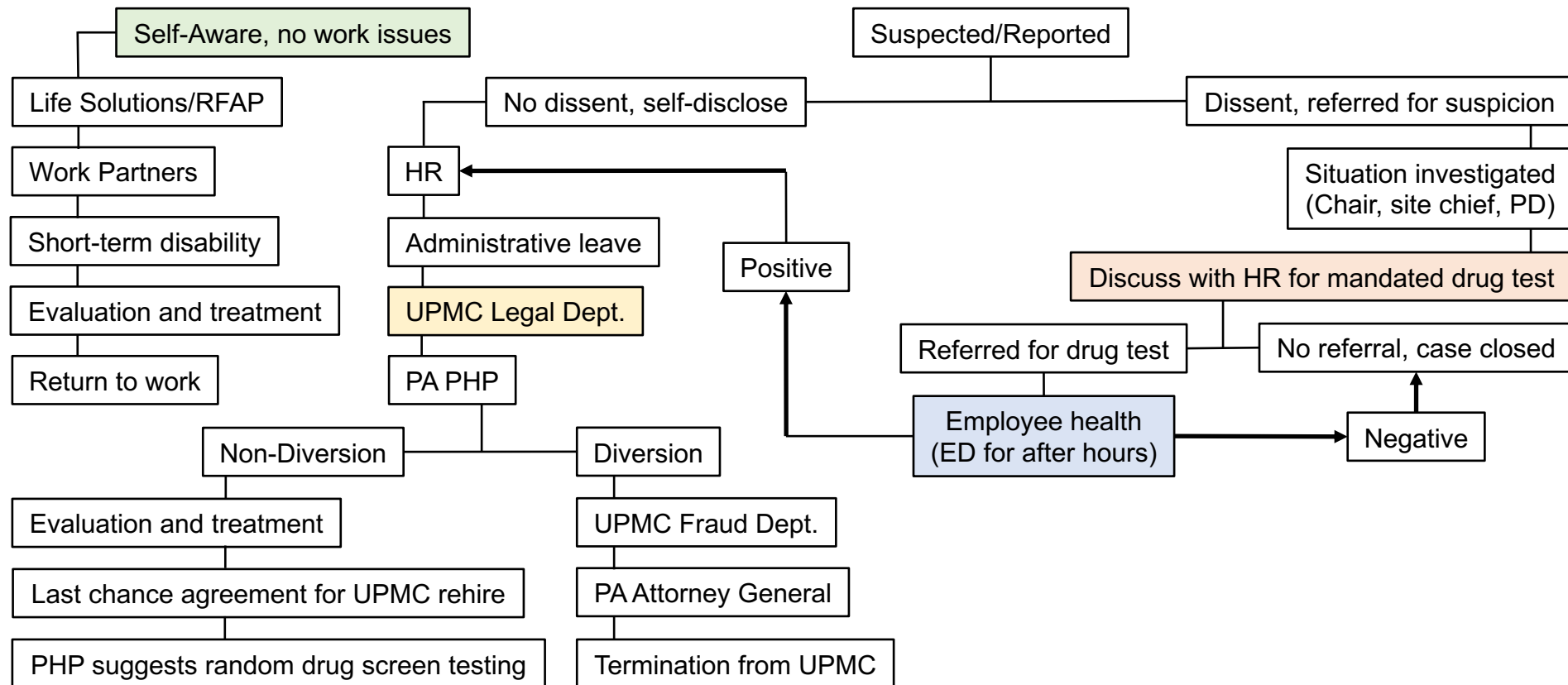


# Physician Substance Use Disorder



- So long as there is no interference with work performance and/or patient safety, a physician who acknowledges their SUD and chooses to seek help can do so confidentially without repercussion from UPMC
- HR notifies UPMC legal who then informs the state (PA PHP) and law enforcement (PA Attorney General)
- Employees referred for suspected SUD that refute the allegations will discuss with the department representative. The case will then be discussed with HR to determine if mandating a drug test is necessary or not.
- Drug testing results from employee health/ED may take up to 2 weeks, during which time the employee must be on administrative leave

SUD = substance use disorder; RFAP = resident and fellow assistance program; HR = human resources; PA = Pennsylvania; PHP = Physicians' Health Program; PD = program director; ED = emergency department