

# RESIDENT HANDBOOK

## SECTION III: TRAINING ENVIRONMENT

### FIT FOR DUTY EVALUATION

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#### INTRODUCTION

Fit for duty evaluations are used to determine if a resident/fellow's performance is being affected by impairment that includes, but is not limited to, medical, mental health, or substance abuse problems. The purpose of the fit for duty evaluation is to determine the resident/fellow's ability to perform his/her clinical

- a. Once the written report is received, the program director in consultation with the associate dean for GME/DIO will determine the status of the resident/fellow in the program.
  - b. This could result in termination, medical leave of absence, or personal leave of absence.
  - c. In order for reinstatement into a program, a fit for duty report must be submitted to the program director and the associate dean for GME/DIO.
  - d. A resident/fellow who continues to be “unfit for duty” after 90 days is in jeopardy of losing his/her position.
- VIII. A resident/fellow who refuses a fit for duty evaluation will not be allowed to work as a resident/fellow and will be terminated from the program.

Approved by the Graduate Medical Education Committee April 2017