

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**PHYSICIAN IMPAIRMENT**

**Purpose**

To create an educational environment which assists residents and fellows in maintaining wellness and in proactively addressing any health condition or impairment that could potentially affect their health, well-being, and performance. At the same time, it is also the goal of Conemaugh Memorial Medical Center along with Graduate Medical Education to provide safe and quality patient care, as well as ensure a safe working and educational environment for all involved. Timely identification and diagnosis of an impairment may be both career and life saving.

**Applies To**

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

**Policy**

It is the policy of Conemaugh Memorial Medical Center (CMMC) and Conemaugh Health System (CHS) that employees, volunteers, students of CMMC educational programs and affiliate schools, hereafter referred to as “students,” contract personnel, physicians, and residents/fellows be physically and mentally fit. The effects of controlled substance and alcohol abuse, i.e., physical and psychological dependence and impaired behavior, adversely affect personal safety and performance, as well as become a threat to the safety of fellow employees, patients, and others. This policy serves to address these concerns and commitments.

**Procedure**

Follow the CMMC Human Resource Policy titled “Drug and Alcohol Free Workplace”

**References**

IR: 4.9.b. (Physician Impairment)

GMEC Reviewed and approved: 1/2016, 3/2018; 2/19/2026

GMEC revised policy: 10/2004, 10/2005, 12/2006