

**THE UNIVERSITY OF TENNESSEE GRADUATE SCHOOL OF MEDICINE****RESIDENT ASSISTANCE PROGRAM**

**STATEMENT OF NEED:** Residency program requirements are rigorous and demanding and at times may be highly stressful. Personal crisis; substance abuse; marital, family, legal and financial concerns and work related difficulties may impact negatively on the personal status, professional development, and work performance of a physician who is in training.

**GOAL:** The major objective of the Resident Assistance Program is to provide help and support to all residents and their family members who develop stress related problems during the tenure of their training at The University of Tennessee Graduate School of Medicine, and at the same time, ensure that these individuals will not present a clear and immediate danger to themselves, their co-workers, their patients, or the Medical Center.

**SERVICES PROVIDED:**

1. Short-term counseling related to problem identification;
2. Referral for treatment and rehabilitation to an appropriate community service or outside professional resource; and
3. Follow-up, as indicated to aid in readjustment to the job during and after treatment.

**REFERRAL:**

1. Self-Referral: Residents are encouraged to voluntarily request help from the Resident Assistance Program when such support is needed.
2. Supervisory Referral: Supervisors may refer a resident to the program when:
  - a. Deteriorating performance which appears to be attributable to medical-behavioral problems indicates that adverse employment action may become necessary.
  - b. Substance abuse is suspected.

**CONFIDENTIALITY:**

In self-referral, all communication between the participant and the Resident Assistance Program will be in confidence, including the fact that the Resident Assistance Program is being utilized; except when participants appear to present a clear and immediate danger to themselves, to others, or to Medical Center personnel and/or patients.

In supervisory referral cases, communication will also be in confidence; except that the Resident Assistance Program will notify the supervisor when assistance has been terminated without success or when a program of rehabilitation has been successfully completed.

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**RESIDENT ASSISTANCE PROGRAM PROCEDURE**

The Graduate School of Medicine's Resident Assistance Program is provided through Employee Network Inc. (ENI). Access to ENI may be gained through the following mechanisms:

1. A resident may contact ENI directly and request a confidential appointment by dialing 1-800-327-2255 and selecting option 3.
2. A resident may be referred by an attending physician, Program Director or Department Chairperson. The latter individuals may, under certain conditions, advise a resident to contact ENI for a minimum of one confidential interview. The resident may be required to sign a written form acknowledging that the Resident Assistance Program has been made available to him/her.
3. A resident may be required to contact the ENI when an attending physician, Program Director or Department Chairperson determines the resident has displayed deteriorating performance which appears to be rendering him/her a danger to themselves or Medical Center personnel and/or patients. Communications will remain confidential when possible; however, a non-privileged interview may be necessary when concerns about safety become an issue.

Revised/Reviewed August 2011