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.

Effective August 2011