

POLICY COMMUNICATIONS REPORT (PCR)

DATE: May 29, 2009

Policy Name and Code #: Employees with Impairments, 00-01-30-45:00 (formerly Staff Impairment)

Check one of the following actions:

New Revised (Substantive) Revised (Non-Substantive)
 Rescinded Reclassified

Date of Action: May 26, 2009 (Revised)

May 26, 2009 (Rescinded two policies listed below)

Purpose:

To set policy that (1) addresses the behavioral issues associated with impaired employees; (2) provides assistance to impaired employees; and (3) protects the health and safety of patients, students and employees of the University.

Motivation for Revision

To combine three related yet separate policies dealing with the staff, housestaff and faculty impairment-related issues into a single policy covering all employees. Since this policy incorporates the provisions contained within three separate policies, two of the policies: Impaired Faculty, 00-01-20-55:00 and Impaired Housestaff, 00-01-20-86:00 are being rescinded. The Employees with Impairments policy provides a more efficient vehicle for ensuring compliance by centralizing the coordination responsibility under the Department of Human Resources.

Highlights:

- Formerly known as Staff Impairment, the policy was revised and incorporates two other related policies: Impaired Faculty, 00-01-20-55:00 and Impaired Housestaff, 00-01-20-86:00; therefore, all references to “staff” have been changed to “employees;”
- The ACCOUNTABILITY Section has been revised in keeping with the broader scope of the policy to encompass all employees, including faculty and housestaff, under the supervision of department Chairs, GME/GDE Directors or Associate Deans;
- The Professionals’ Assistance Program of New Jersey is identified as a potential resource for supervisors of healthcare practitioners;
- UMDNJ Drug Free Environment policy, 00-01-10-60:00 has been added to Section IV. References;
- Under V. Procedures, language was inserted regarding use of drug testing;
- The Faculty Assistance and Housestaff Assistance Committees have been eliminated.

Review/Approval Process

This policy was revised by Academic Affairs in collaboration with Human Resources. It has been reviewed by the Deans, Academic Affairs Deans, GME/GDE Deans or Directors at all Schools, Office of Legal Management, Office of Labor Relations, Occupational Medicine Service Directors at all campuses, Environmental and Occupational Health and Safety Services Director, Office of Ethics and Compliance, Policy Review Group and President’s Cabinet.

This policy was approved by the Board of Trustees on May 26, 2009.