

**Cleveland Clinic  
Random Drug Testing Program  
Physician, Physician Assistant, Resident FAQ**

**1. What happens if a Physician, Physician Assistant or Resident tests positive?**

Upon receipt of a confirmed positive result, the individual will be referred to the Physician Health Committee and taken off duty, pending evaluation.

**2. What is the Physician Health Committee?**

This is a standing committee of the Office of Professional Staff Affairs. It manages all matters related to physician impairment. It convenes regularly for the purposes of reviewing/monitoring cases and remaining up to date on all aspects of physician impairment.

The Physician Health Committee serves as a clearinghouse for complaints, referral, evaluation, treatment, re-entry, monitoring and compliance. It provides information about legal requirements of reporting, licensing and other matters; and serves as a resource for quality control of physician services.

The Physician Health Committee is a knowledgeable, experienced resource for handling all matters regarding possible or suspected physician impairment. All matters before the committee are kept strictly confidential and are dealt with on a need-to know basis.

**3. Where can individuals get confidential help, if they suspect they may have a problem with alcohol and/or drugs?**

Cleveland Clinic encourages caregivers who suspect they may have a problem to voluntarily seek assistance. Our Caring for Caregivers Staff and Employee Assistance Programs and the Physician Health Committee provide confidential assistance to help individuals receive appropriate evaluation and treatment. Contact 216-445-6970 or 1-800-989-8820 confidentially.

**4. Can individuals volunteer for treatment after being selected for mandatory testing?**

No. A voluntary referral must occur prior to being selected for random drug testing. Seeking voluntary treatment is 100% confidential and would never be a basis for corrective action.

**5. Can individuals get confidential help with problems other than alcohol/drugs?**

Yes. Our programs offer a range of services to assist caregivers and family members with substance abuse, emotional and mental health issues, family concerns and other problems that may affect job performance.

**6. What is Cleveland Clinic's administrative process if an individual tests positive?**

Caregivers will be referred to Chief of Staff/Board of Governors, Graduate Medical Education, or Human Resources to determine whether discipline is appropriate.

**7. When are individuals reported to the Ohio State Medical Board?**

If a physician, physician's assistant, or resident meet specific criteria for the current 1-Bite program, which provides a single reporting exemption to licensees for the treatment of alcohol and drug addiction, reporting is not required. If they do not meet criteria, a report is required.