

Fitness for Duty

Roles and Responsibilities

Policy Contact(s)	Associate Dean for Student Affairs
Responsible	Office of Student Affairs
Accountable	Office of Medical Education, Course Faculty, and Medical Students
Consulted	MEAC, Advancement Committee
Informed	Office of Medical Education, Course and Clerkship Directors, Faculty, Staff, and Medical Students

LCME Elements

3.5 Learning Environment/Professionalism

A medical school ensures that the learning environment of its medical education program is conducive to the ongoing development of explicit and appropriate professional behaviors in its medical students, faculty, and staff at all locations. The medical school and its clinical affiliates share the responsibility for periodic evaluation of the learning environment in order to identify positive and negative influences on the maintenance of professional standards, develop and conduct appropriate strategies to enhance positive and mitigate negative influences, and identify and promptly correct violations of professional standards.

10.5 Technical Standards

A medical school develops and publishes technical standards for the admission, retention, and graduation of applicants or medical students in accordance with legal requirements.

Purpose and Scope

The purpose of this policy is to ensure the safety, well-being, and professional competence of medical students to protect patients, colleagues, and the students themselves by addressing any impairments that may affect their ability to perform essential functions responsibly and safely. This policy applies to all medical students enrolled in the MD program.

Policy Statement

A student may be required to undergo a fitness for duty evaluation at the discretion of the School of Medicine if there are concerns about a student's ability to meet technical standards. All information related to the evaluation and the results will be confidential.

Findings of the fitness for duty evaluation may result in consequences including but not limited to a mandatory leave of absence, probation, special placement, and dismissal from school. Failure to comply with the fitness for duty process will result in a recommendation for dismissal from the School of Medicine.

Until a decision is made regarding the outcome of the fitness for duty, the student may be prohibited from participating in all class and clinical work.

Procedures

1. Students will be notified by the Office of Student Affairs when a fitness for duty evaluation must be completed.
2. The evaluator of the student's fitness for duty will be designated by and paid for by the School of Medicine and will have no direct role in the student's education, assessment, or progression.
3. The evaluation must be completed and related documentation submitted by the deadline established by the Office of Student Affairs.
4. The results will be reviewed by the Associate Dean of Student Affairs and referred to the Advancement Committee and/or the Dean or their designated representative if the results would affect the student's status in the MD program.

Related Policies

Advancement, Graduation, and Dismissal

Technical Standards: Essential Requirements for Admission

History

Initial Approval: February 15, 2022 (CCC)

Revised Policy Approval: May 20, 2025 (CCC)