

	Johns Hopkins Medicine <b>Graduate Medical Education          Policies and Forms</b>	<i>Policy Number</i>	P&F031
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## **I. REFERRALS FOR MENTAL HEALTH SERVICES IN GRADUATE MEDICAL EDUCATION**

Program directors may identify a resident or clinical fellow who they believe would benefit from mental health services or professional assistance managing stress or change. In rare instances the program director might determine that engaging in mental health services is not just recommended but needs to be a condition of employment. Johns Hopkins has mental health services available at no cost to the resident or fellow. The two main resources are described here: The Faculty and Staff Assistance Program (FASAP) and Mental Health at University Health Services.

If you have questions about which service to choose, when to refer, how to monitor the learner's progress, and how to document these actions, please contact the GME office.

## **II. FACULTY AND STAFF ASSISTANCE PROGRAM**

[http://hopkinsworklife.org/employee\\_assistance/fasap/index.html](http://hopkinsworklife.org/employee_assistance/fasap/index.html)

Phone: 443-997-7000

Locations at JHH, Bayview, Johns Hopkins at Eastern, Columbia and Glen Burnie, Maryland, and Washington, DC.

FASAP clinicians see clients on weekdays between 8am and 7pm.

Callers can speak to a licensed clinician 24/7/365 by calling FASAP's number: 443.997.7000.

FASAP is the employee assistance program of the Johns Hopkins University, Johns Hopkins Medicine, and Community Physicians. FASAP provides confidential services. FASAP clinical staff members are licensed mental health clinicians (licensed certified professional counselors and licensed clinical social workers) and will refer clients to outside mental health treatment providers as appropriate, including those at University Health Services Mental Health.

- A. **FASAP services** include an assessment of emotional wellbeing and current stressors, and short-term counseling during times of grief, loss, stress, challenge, and transition. FASAP clinicians provide referral to mental health treatment providers when necessary for treatment of clinical depression, anxiety disorders, and substance use disorders.
  1. **FASAP Services Offered**
    - a. Crisis intervention: FASAP provides 24 hour crisis coverage by calling 443-997-7000.
      - i. The resident or fellow can contact FASAP him/herself; however, for crisis intervention it is recommended for a faculty member to make the initial contact to notify them of the specific concerns.
    - b. Assessment: Trainees are eligible for assessment and short-term assistance for managing interpersonal and other work or family-related problems. If longer-term assistance is appropriate they may be referred to outside resources.
    - c. Brief, supportive counseling: Arrangements can be made for brief, time-limited support and coaching sessions for situations or concerns that can be adequately addressed in a few meetings. In general, if it is felt that

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improvement will require more than 6 sessions with a FASAP clinician, a referral will be made to a treatment provider. It's important to note that while FASAP provides short-term support, there is no limit to how often a trainee may return to FASAP for support if he or she encounters new challenges.

- d. NOTE: Some program directors have proactively set aside a full- or half-day off for their new trainees to attend a 1-hour FASAP coaching session (as well as to take care of dental and medical appointments, MVA visits, etc.) These directors e-introduce me to each trainee and the trainee then follows up with me to arrange an appointment. Out of respect for confidentiality and self-determination, FASAP does not report on attendance or non-attendance (or provide any other feedback) to the program director. If interested in setting up similar settings for your trainees, please contact Frances Callahan.

### **III. UNIVERSITY HEALTH SERVICES – MENTAL HEALTH**

[https://www.hopkinsmedicine.org/uhs/university\\_mental\\_health.html](https://www.hopkinsmedicine.org/uhs/university_mental_health.html)

Phone: 410-955-1892

Urgent Care After Hours: 410-955-1892, press “0” to connect to JHH operator and request the UHS Mental Health psychiatrist on call

933 N. Wolfe Street, Baltimore, MD 21205

Hours of operation: Monday-Friday, 8:00a-5:00p

Appointments outside of normal hours can be arranged if necessary.

University Health Services (UHS) Mental Health is a confidential diagnostic and treatment program for medical learners – including residents and clinical fellows - seeking mental health treatment from psychiatrists or other mental health clinicians.

- A. **UHS Mental Health services** are available for mental health conditions include depression, anxiety, and stress. Psychiatric assessment and treatment, including medication therapy if appropriate, is offered. Treatment providers at UHS Mental Health include psychiatrists and therapists, including a psychologist and licensed clinical social workers.
1. **UHS Mental Health Services Offered**
    - a. Psychiatric assessment, diagnosis and treatment for mental health conditions
    - b. Counseling services
    - c. For after- hours urgent care, please call 410-955-1892, press “0” and ask for the UHS mental Health Psychiatrist on call to be paged
  2. Residents and fellows can access UHS Mental Health providers at no cost. If care is received outside UHS-Mental Health, residents and fellows would utilize their insurance. Details can be found under [Resident](#) or [Fellow](#) Benefits Summary.
  3. **FASAP referral as a condition of employment or as a facilitated referral**
    - a. If a trainee’s ability to function effectively is impaired (e.g., mental health concerns, emotional problems, substance abuse, or behavioral concerns), a referral may be made as a facilitated referral or as a condition of employment. In both cases it is important that the program director or other faculty member contact FASAP to identify the trainee in question and to describe the reason for the referral. In cases of facilitated referral, reports to the program director will be contingent upon the trainee approving disclosure of that information. When referral is a condition of employment, compliance with and progress with recommended interventions are provided to the program director as part of the condition of employment. Documentation of the reason for referral is extremely important in both facilitated referrals and in referrals as a condition of employment.