



Mental Health &
Addiction Resource Guide
for BMC Residents and Fellows

Boston Medical Center
HEALTH SYSTEM

We're committed to creating an environment where our residents and fellows can care for patients, learn, and thrive. Your health and wellbeing are important to us, and we know that residency and fellowship can be exciting, exhilarating, as well as demanding.

Please know that you are not alone and that we are here to support you. I encourage you to take advantage of the resources and programs outlined in this guide.

Jeff Schneider, MD
DIO
Associate CMO
Assistant Dean for GME

Community Resources and Support Programs

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Support Available to Residents and Fellows

EMPLOYEE RESILIENCE TEAM (RESILIENCE@BMG.ORG)

The Employee Resilience Program provides direct care and support for employees across BMCHS.

- **Individual Sessions:** individual, free & confidential short-term sessions with a licensed clinician on stress at work. Available in-person or via telehealth.
- **Team Support & Training:** facilitates Emotional Debriefs after adverse events, department trainings, and Resilience Rounds to check in with teams. Also available for consults to teams and managers.
- **Care Navigation:** help finding the most appropriate site/providers, including referrals for long-term counseling and SUD treatment programs.

Contact them at resilience@bmc.org.

ADDITIONAL RESOURCES

- BMC Peer Support Teams for ED and Surgery: <https://hub.bmc.org/programs/peer-support-bmchs-programs>.
- Betsy Lehman Peer Support for the Medical Community in Massachusetts: <https://betsylehmancenterma.gov/initiatives/clinician-support/virtual-peer-support-network>.

GME DEI COUNCIL

Trained and available to be the first point of contact, if desired, by a resident or fellow, to be a sounding board for concerns; a trusted colleague to support and assist in the moment and to navigate the process for raising concerns. Email: GMEDEIFellowSupport@bmc.org.

BMCHS EMPLOYEE ASSISTANCE PROGRAM (EAP) (888.628.4824)

When in doubt, come here; we're here to help you. Don't hesitate. The EAP provides employees and their families with confidential short-term counseling and referral services. They cover a wide range of concerns including mental health, alcohol/substance use disorders, smoking cessation, depression, and anxiety. They also provide addiction and mental health assessments and are available 24/7. More information, as well as addiction and mental health assessments, are available online at guidanceresources.com. (Username: LFGSupport, Password: LFGSupport1).

PAUSE FOR A MOMENT (PAM)

PAM provides healthcare workers with free and completely confidential personalized tools to help with stress and stress injury symptoms. More information is available in this video at https://youtu.be/vclHsW-O3_Q. **Access PAM.** To get started, visit <https://pam.stanford.edu/> and register with code 719 (BMCHS) or code 951 (BUMG).

HEADSPACE

Headspace provides access to on-demand guided meditation videos and educational content that can be used as a personal guide towards less stress, more focus, and better sleep. With guided exercises and structured courses, Headspace will help you start your day motivated and end your day grounded. To sign up for a free account, visit <https://work.headspace.com/bmc/member-enroll>.

DAYLIGHT

Daylight is a digital therapy app designed to help you build your resiliency so you can feel better when facing life's tough challenges. It was created with evidence-based research and uses Cognitive Behavioral Therapy (CBT) to teach you ways to manage your daily stress, worries and anxiety, based on your specific needs. To sign up for a free account, register at www.trydaylight.com/bmc.

SLEEPIO

We know the scheduling demands of residency and fellowship can often be a challenge to maintaining a consistent sleep routine. Research shows people who suffer from chronic sleep problems have more difficulty managing emotions, are at double the risk of developing depression and respond less to treatment for mental health disorders. Sleepio can help you get the best sleep possible. This six-week personalized sleep program uses Cognitive Behavioral Therapy (CBT) to teach you techniques to get your sleep schedule into shape. Download the app to discover your Sleep Score and learn how to improve it at www.sleepio.com/bmc.

BMC DOMESTIC VIOLENCE PROGRAM

This program provides support and resources for employees and patients with suspected or known domestic violence situations. The team is trained to support people in all relationships regardless of sexual or romantic orientation. Contact Joanne Timmons at **617.414.5457** or visit www.bmc.org/domestic-violence-program for more information.



SPIRITUAL CARE

Chaplains have an appreciation for the reality of human fragility and understand the feelings of uncertainty and anxiety that you may be experiencing. As members of the hospital's interdisciplinary team, they are trained to respond to your spiritual, emotional and religious needs. They are accepting of and prepared to provide support to anyone regardless of religious affiliation or denomination. The chaplains are available for immediate support and pastoral counseling. Contact them at **pager 4578** or visit the Chapel on Menino 2nd floor.

SAFE DISPOSAL OF UNUSED MEDICATION

To prevent unused medication from from being inappropriately used or harming the environment, it is important to safely dispose of them. At BMC, unused medications may be disposed of in the medication disposal receptacles located in the Shapiro, Crosstown, and Yawkey Pharmacy patient waiting areas. Additional information is available at www.fda.gov/drugs/disposal-unused-medicines-what-you-should-know/drug-disposal-drug-take-back-locations.



Support if You Are Enrolled in a BMCHS Medical Plan

HEALTH PLANS, INC. (844.926.2262)

Regardless of which BMC health plan you're enrolled in, HPI members may visit any mental health/substance use disorder provider that is part of the Optum Behavioral Health network through HPI. Referrals are not required. To find a provider, visit www.healthplansinc.com/bmc or call HPI directly. If you're having difficulty finding a provider that meets your needs, you may contact BMCHS Employee Resilience Program at resilience@bmc.org for Navigation Assistance.

LYRA HEALTH

Lyra Health provides expanded access to mental health coaching, therapy, and medication management via live video, messaging, phone, or in-person care. Regular plan copays apply. Lyra provides multi-lingual capabilities and allows members to select a provider based on shared identities. Additional mental health care through self-guided exercises are also available.

Provider	On-Site?	Free for Employees?	Insurance Claims?	Epic Record?
Employee Resilience Program Clinician	X	X		
Isidore Berenbaum, MD	X		X	
Doctor on Demand		\$10 copay	X	
EAP		X		
In-Network Providers	Depends	Copay	X	Depends
Lyra Health		Copay	X	

Lyra Renew is available to assist people who want to drink or use cannabis less, or stop entirely. They help you gain a better understanding of your relationship with alcohol or cannabis and teach you skills to manage your use. Lyra can also assist people who want to stop using nicotine, stimulants, and opioids. A specially trained Lyra therapist will meet with you one-on-one and create a care plan tailored to your specific needs. Small group peer sessions are also available.

To get started with all Lyra services, visit bmc.lyrahealth.com. Call Lyra at **877.253.9994** for additional support or questions.

DOCTOR ON DEMAND

HPI plan members can receive confidential behavioral health visits through online video chat with licensed practitioners. Conditions treated include depression, anxiety, addiction, trauma and loss.

You can select a mental health appointment with a psychologist or a masters level therapist for talk therapy for 25 or 50 minute sessions. You may also schedule an appointment with a psychiatrist for an initial assessment and medication management including prescribing/ renewing prescriptions (45 minutes). Subsequent 15-minute follow-up sessions are available for ongoing medication management. Medications can be called in to a local pharmacy, including BMCHS.

To get started, download the app on your phone or tablet, or visit doctorondemand.com/health-plans-inc. Create your account and enter insurance ("Health Plans, Inc.") and complete the necessary information. The cost of each visit is just \$10.

Prescriptions?	Longterm?	Crisis Management?	Virtual?	Group Training/ Workshops?	Trainees?
		X	X	X	X
X	Depends		Depends	X	X
X	X		X		X
		X	X		X
X	X		Depends		X
X	X		X	Depends	X

LIFE AND HEALTH COACHING

If you are living with high levels of stress, you are putting your entire wellbeing at risk. Stress affects your emotional equilibrium as well as your physical health. While you cannot avoid all sources of stress in your life, you can develop healthier ways of responding to them. With this program, a Health Coach will help you identify the causes of stress in your life and work with you to develop effective techniques to manage it so you can relieve the pressure and regain control. You may enroll at <https://enroll.hpiachievehealth.com/> and search for "Boston Medical Center." For information, call **866.234.4635**.

SMOKING CESSATION

The Achieve Health program provides one-on-one smoking cessation support from a Health Coach. A Health Coach will work with your whole health (e.g., increasing exercise, changing poor food habits, and managing stress) providing you with practical tools to help you breathe easier. Enroll at <https://enroll.hpiachievehealth.com/> and search for "Boston Medical Center." For information, call **866.234.4635**.

ACUPUNCTURE TREATMENT FOR ADDICTION/SMOKING CESSATION

As part of your BMCHS medical plan coverage, a BMCHS Family Medicine acupuncturist can help treat your addiction through the NADA (National Acupuncture Detoxification Association) protocol. NADA involves the placement of up to 5 needles into specific sites on each ear for 30-45 minutes. To schedule an appointment or to learn more about the NADA protocol, call **617.414.6264**.

NALOXONE NASAL SPRAY RESCUE KIT

Naloxone (the generic name for Narcan) can prevent an opioid overdose fatality. Kits are available without a prescription to all BMCHS employees. If you are enrolled in our group medical plan through Health Plans Inc., Naloxone is processed through the insurance for a zero dollar copay at BMCHS pharmacies. Naloxone can be carried in case you encounter a potential overdose situation. To request a kit, fill out the online form: hub.bmc.org/departments/pharmacy/outpatient-and-retail-pharmacy-services/resources-employees. Upon receiving the kit, a pharmacist is available to provide a demonstration for proper administration. A training video is also available at: <https://vimeo.com/207320201/433ee2c45e>.

Support if You Have a PCP at BMC

BMC PRIMARY CARE

If you have a behavioral health concern, your primary care provider can be your first step in receiving care. Additionally, many BMC Primary Care Providers have a subspecialty in Addiction Medicine. They can offer treatment or provide referrals to mental health providers if needed. As part of the OBAT program, they can provide treatment for addiction during regular office visits. For a listing of these providers, contact the OBAT Care Coordinator at **617.414.4123** for navigation support.

BMC DEPARTMENT OF OUTPATIENT PSYCHIATRY

Psychiatrists, Nurse Practitioners and Clinical Social Workers are available for services including therapy, counseling, psychotherapy support groups, and psychopharmacological treatment for adults, adolescents and children. To schedule an appointment, call **617.414.4238**.

BMC COMMUNITY BEHAVIORAL HEALTH CENTER (CBHC)

The BMC CBHC Clinic offers support for same-day urgent visits for mental health or substance use concerns. CBHC providers are able to provide urgent mental health evaluation, urgent psychopharmacology support as well as urgent therapy support, while also helping patients transition their ongoing behavioral health care to the most appropriate service for their needs. For more information, call **617.414.5470** or visit www.bmc.org/cbhc.

GRAYKEN CENTER FOR ADDICTION

The Grayken Center for Addiction at BMC offers multiple programs to support addiction treatment. For a full listing, visit www.bmc.org/addiction, or call **617.638.5500** to schedule an appointment with an addiction specialist.

- **Referral Programs**

- **Rapid ACCESS:** Connects patients with substance use disorders to available treatment at BMC and in the community. Their team consists of recovery coaches, licensed social workers, and recovery support navigators.
- **FASTER PATHS:** Triage patients into the right inpatient or outpatient medical care; provides medical and psychiatric examinations to match patients with the right level of care; and ensures access to prescribed medications.

- **Treatment/Support Programs**

- **SOFAR:** (bmc.org/pediatrics-primary-care/sofar)
The Supporting Our Families through Addiction and Recovery program is based in the pediatric primary care clinic and provides ongoing support for families to enhance child development, as well as support for recovery, with access to specialty care and social services. Call **617.414.6640**.
- **CATALYST:** (bmc.org/catalyst-clinic)
This primary care based program is for adolescents and young adults. Treatment plans may include medications, psychotherapy, assessment for co-occurring psychiatric disorders, monitoring with urine toxicology screenings, contingency management and assistance with navigating the school and employment systems. Call **617.414.6655**.
- **Project RESPECT:** (bmc.org/obstetrics/pregnancy/addiction)
An OBGYN program that provides treatment for pregnant women and their newborns with substance use disorder. Call **617.414.6376**.
- **Partnership for Drug-Free Kids:** (graykenaddictionsupport.org)
Parents in MA can receive personalized help from parent support specialists whose own families have experienced addiction. The support provides strategies to increase chances of recovery and lead to better outcomes for those struggling with substance use. Call **844.319.5999**.

How to Take Time Off for Treatment/Care

LEAVE OF ABSENCE

You qualify for protected time off from work. Depending upon the circumstances, this may be in the form of taking a Leave of Absence. The first step is deciding if taking Leave of Absence is the right for you.

- Are you planning to take more than five days off?
- Are you planning to take parental leave?
- Is this for your own physical or mental health condition?
- Is this for you to care for a family member or dependent's physical or mental health condition?

For information on BMCHS Leave of Absence Policies, visit <https://hub.bmc.org/departments/graduate-medical-education/resident-leave-absence-resource-page>.

Leave Request Checklist

- To help you decide, reach out for support to any of the following:
 - Program Director
 - Employee Resilience Team
 - Your Medical or Mental Health Provider
- Contact Lincoln to notify them of your upcoming leave. Call **844.869.344** or file a claim at www.MyLincolnPortal.com (first time users use Company Code: "BostonMC.")
- Follow the directions from Lincoln on filing for state leave, such as PFML in Massachusetts. (use Employer Identification Number: 04-3314093). For questions on MA PFML, call **833.344.7365**.
- When your leave begins, contact Absence Management and your program administrator to confirm your last day worked.
- You will receive a notice from Absence Management which will identify the next steps. If you have any questions, schedule a meeting with your GME HR Business Partner.
- If you need to update your leave dates (i.e. extension and/or earlier return), contact your program administrator.

RELATED BMCHS POLICIES

- To learn more about related BMCHS GME Policies, go to <https://hub.bmc.org/departments/graduate-medical-education/policies-and-forms/policies> (i.e. FMLA, Reasonable Accommodations).
- To learn more about related HR policies that address BMCHS's expectations for employee workplace behavior, go to <https://hub.bmc.org/employee-center/hr-policies-and-procedures> (i.e. Employee Conduct, Drug and Alcohol).
- If you have a Substance Use Disorder, we encourage you to inform your Program Director and/or HR Business Partner. To learn more about how BMCHS can support Residents and Fellows with Substance Use Disorders, please review the resources outlined in this guide.



Getting Ready for Your First Therapy Visit

It's common to feel anxious about seeing a therapist for the first time. Knowing what to expect ahead of time may help you feel more prepared for your first visit.

How do I know if therapy is right for me?

You don't need to have a diagnosed condition to benefit from speaking with a therapist. Sometimes experiencing a specific event such as the loss of a loved one or a traumatic encounter can prompt a desire to seek therapy. Other times you may just notice that you're feeling different from usual.

How long does each therapy session last?

Sessions typically last 50 minutes to 1 hour. Providers may offer sessions in person, by phone, and/or virtually.

How many sessions should I have/how often will I be going?

This varies from person to person. Discuss this with your therapist.

How do I prepare and what should I expect during my first visit?

On the first visit, the therapist will gather information about your personal and mental health history and answer any questions you may have. You will work together to clarify why you're seeking therapy and what you'd like to get out of it - this is called goal-setting.

How do I get to know a therapist/What questions can I ask?

Before you meet with a therapist consider reading their bio online. They will usually list specialties, types of therapy they use, as well as general information about their approach and style.

What should I look for in a therapist?

Take some time to find a therapist who you feel you connect with - the more comfortable you feel, the more likely you are to get the most out of your time together. Many therapists offer free consultations before committing to an appointment so both you and they can determine if it will be an appropriate fit. You can ask a prospective therapist if this is something they offer.

Additional Resources and Support Programs

PHYSICIAN HEALTH SERVICES (PHS)

Physician Health Services (PHS) is a non-profit corporation founded by the Massachusetts Medical Society that provides confidential consultation and support to physicians, residents, and medical students facing concerns related to:

- Substance Use Disorder
- Behavioral or mental health issues
- Physical illness

While anyone may contact PHS, including physicians who refer themselves, most referrals come from colleagues, hospitals, and the Massachusetts Board of Registration in Medicine. PHS services and programs are designed to assist physicians and help assure the safe practice of medicine. Contact PHS at **781.434.7404**.

ADDICTION/SUBSTANCE USE DISORDERS

- **Group Support Programs**

Available community resources and support programs include Alcoholics Anonymous (www.aa.org), Al-Anon Family Groups (al-anon.alateen.org), Narcotics Anonymous (www.nerna.org) and SMART Recovery (www.smartrecovery.org). A comprehensive list of resources is available on the Hub at hub.bmc.org/departments/nursing/substance-use-disorder-council/resources.

- **RIZE Massachusetts**

RIZE Massachusetts is a nonprofit foundation working to end the opioid epidemic and reduce its devastating impact on people, communities, and our economy. RIZEMA created a toolkit with information about the rights and available resources related to recovery pathways, housing, education, employment, and more. Visit www.rizema.org.

- **Empowering Loved Ones of People with Addictions**

This is a free educational program for family members, partners, and friends of people who use substances problematically. This drop-in group is taught by professionals in addiction medicine who have been personally impacted by a loved one's substance use. Class meetings via Zoom are on the 2nd and 4th Wednesday of every month from 7:00 - 8:30 PM ET. To sign up, email **EmpoweringFamilies@bmc.org**.

- **Police Assisted Addiction Recovery Initiative**

Participating police departments have created a simple, stigma-free entry point to addiction treatment when people need help. Their objective is to ease access to treatment and recovery programs to prevent and reduce overdose deaths. Visit their website to see if your town participates: paariusa.org/our-partners.

- **Project TRUST**

Project Trust offers help to anyone who is actively struggling with substance use. They focus a compassionate, harm reduction approach. Visit bmc.org/project-trust or call **617.680.1828**.



MENTAL HEALTH AND SUD CRISIS SUPPORT

- **Suicide Prevention Lifeline (988)**

The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals. Visit suicidepreventionlifeline.org or call **988** for immediate support.

- **Samaritans Hope**

Samaritans Hope provides help to those having suicidal thoughts, enables people to help others in need, and provides grief support for those who have lost someone to suicide. Learn more at www.samaritanshope.org.

- **Crisis Text Line**

If you are in a crisis, text HOME to 741741 to connect with a volunteer Crisis Counselor. They are available 24/7. For additional information, visit www.crisistextline.org.

- **Massachusetts Behavioral Health Helpline: <https://www.masshelpline.com>. Call or Text: 833-773-2445**

The Massachusetts Behavioral Health Help Line (BHHL) can connect you directly to clinical help, when and where you need it, even if you're not sure what kind of help or treatment you may need. It's free, confidential, and no health insurance is required. Real-time interpretation is available in over 200 languages.

- **Massachusetts Substance Use Helpline (800.327.5050)**

The Helpline is a public resource for finding substance use treatment in Massachusetts. Helpline services are free and confidential. Their trained Specialists will help you understand the treatment system and your options. Visit <https://helplinema.org>.

- **Parents Stress Line (800.632.8188)**

Free. Confidential. Anonymous. The Parent Stress Line offers a safe place for parents and caregivers to talk about the challenges of raising children and receive kindness, understanding, and the non-judgmental support needed to help prevent a situation from escalating into a crisis. Available 24 hours a day, 7 days a week. Visit parentshelpingparents.org/stressline.

MEDITATION AND STRESS RELIEF

- **Free Meditation Resources**

- **Insight Timer:** Provides free access to guided meditation sessions, programs to improve your sleep, yoga techniques, and even content for kids. Visit the App store (iPhones) or Google Play (Andriods) and search for “Insight Timer”.
- **UCLA Health:** Provides an extensive library of meditations, with many available in multiple languages. Visit <https://www.uclahealth.org/programs/marc/free-guided-meditations/guided-meditations> or download the UCLA Mindful app.

DOMESTIC VIOLENCE/INTIMATE PARTNER VIOLENCE SUPPORT

Many people are in relationships with someone who is hurting them, controlling them or scaring them. If you are experiencing any of these things, help is available. In addition to the DV program at BMC (see page 4), the following resources are available:

Statewide

- **SAFELINK (MA Toll-Free Domestic Violence Hotline):** 877.785.2020
- **National DV Hotline: 800.799.SAFE (7233):** www.thehotline.org
- **Jane Doe, Inc:** www.janedoe.org

Boston Area

- **BARCC:** barcc.org
- **Jane Doe, Inc:** www.janedoe.org
- **Casa Myrna:** casamyrna.org

Brockton area

- **Brockton Family and Community Resources:** www.fcr-ma.org

FOR MORE INFORMATION

Visit the Behavioral and Mental Health Support page (<https://hub.bmc.org/employee-center/employee-wellbeing/mental-health-sud-support>) on the Hub for a listing of BIPOC Resources.

SCREENING TOOLS

Screening tools are a quick and easy way to determine whether you are experiencing symptoms of a mental health or substance use disorder.

These tools are for informational purposes and do not serve as diagnosis or substitute for seeking care from a medical or mental health professional.

Mental Health

- <https://screening.mhanational.org/screening-tools/>

Alcohol/Substance Use Disorder

- The AUDIT is a self-assessment tool used to identify alcohol consumption patterns and implications: <https://auditscreen.org/check-your-drinking>
- The DAST is a tool that assesses maladaptive substance use and its effects: www.mdcalc.com/calc/10526/drug-abuse-screening-test-10-dast
- alcoholtreatment.niaaa.nih.gov/FAQs-searching-alcohol-treatment#topic-what-is-alcohol-use-disorder-and-its-symptoms
- www.bmc.org/research/alcohol-treatment-research/signs-problems



Wellbeing Benefits Highlights

For a full listing of wellbeing benefits, visit <https://hub.bmc.org/employee-center/employee-wellbeing/full-listing-wellbeing-programs>.

CHILDCARE/ELDERCARE

BMC offers employees last minute care for children, adults, and elders so you can get to work. You can use up to 10 backup care days/year. Call **855.781.1303**, visit bmc.care.com or download the "Care@Work" app. Care.com can be used to find routine childcare or eldercare.

CIRCLES: PERSONAL ASSISTANCE

Circles is a concierge and personal assistance program that can help with planning and coordinating requests and projects. Place a request by calling **877.231.0456**, emailing bmcsupport@circles.com, or going to my.circles.com (use code "circlesBMC").

BURNALONG

Employees have free access to Burnalong, an online fitness and wellness platform. Invite up to four friends and family members for free. Register using your employee ID at join.burnalong.com/bmc.

FINANCIAL PLANNERS & PUBLIC ACCOUNTS

The EAP has Certified Financial Planners and Certified Public Accounts who can assist with financial topics, including retirement planning, estate planning, and more. Phone consultations are free and unlimited. Call **888.628.4824**.

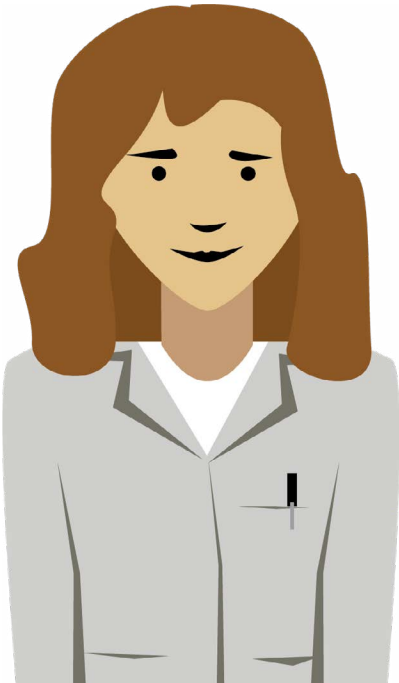
LAUREL ROAD

Employees and their families are eligible for rate reductions on student loan refinancing. A special repayment program is also available for your loans while you are completing your residency. Apply online at www.laurelroad.com/bmc.

The Importance of Employee Patient Privacy

At Boston Medical Center Health System, we place the highest priority on a patient's right to privacy, and this extends to our employees who receive their care at BMC. We are committed to providing our employees and patients with exceptional care and forming a relationship that is built on trust. This means that we respect an employee's and patient's right to privacy and will endeavor to protect the confidentiality of the health information shared with us. We have detailed policies and procedures in place to safeguard employee and patient rights to privacy.

Our Privacy Office, Information Security team and Health Information Department is available to provide information on how we protect employee and patient information. Please email PrivacyOfficer@bmc.org or call our anonymous Compliance Hotline **800.586.2627** with any questions.



Contact Us:

Human Resources Service Center

Phone: 617.638.8585

Email: HRConnect@bmc.org

Web: internal.bmc.org/employee-center

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