

ILLEGAL DRUG AND ALCOHOL POLICY AND IMPLEMENTATION PROGRAM

Illegal Drug and Alcohol Policy

School of Health Professions is firmly committed to maintaining an environment free of the influence of illegal drugs and alcohol. In keeping with this commitment, the School maintains the right to require any student to undergo testing to determine his or her fitness for enrollment in the School. Students will be dismissed from the School for any illegal or unauthorized involvement with drugs or alcohol. Illegal or unauthorized involvement includes, but is not limited to:

- a. Illegal or unauthorized possession, use, manufacture, dispensation, distribution, or purchase of illegal drugs and/or alcohol
- b. Being under the influence of drugs and/or alcohol
- c. Violation of any applicable federal or state criminal drug and/or alcohol statute
- d. Positive laboratory testing for drugs in which the student does not have a legal prescription, or which the student is using in a non-prescribed manner.

Illegal Drug and Alcohol Implementation Program

Drug Screen testing will be done at the following times:

- a. Upon enrollment
- b. Upon re-enrollment
- c. At randomly chosen time(s)
- d. Any Student "For Cause"

IF A STUDENT REFUSES OR FAILS TO BE TESTED AT THE REQUIRED OR "FOR CAUSE" TIMES AS REQUESTED, OR, IF A STUDENT ATTEMPTS TO TAMPER WITH ANY PART OF THE TESTING PROCESS, HE/SHE WILL BE DISMISSED FROM THE SCHOOL OF HEALTH PROFESSIONS.
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Post-Accident Drug Test – Work related accidents involving students **MUST** be reported immediately to the Clinical Instructor and the Program Director. Students involved in a work related "accident" must not be allowed to leave the facility and **will be required** to undergo an immediate drug screening. Students involved in such accidents that leave without permission of a Faculty Member or Program Director will be disciplined and may be terminated from the program.

Upon report of an accident during clinical hours, the Program Director shall review the circumstances of the work related "accident" and will immediately schedule the student for a **mandatory** drug screening. Typically an "accident" is any event, incident, or judgment resulting in:

- a. **Bodily injury** (including a needle stick and a blood splash) to the student that requires medical attention other than simple First Aid/one time treatment for minor scrapes, scratches, cuts, burns, splinters, etc.
- b. **Bodily injury** of any kind to another person.
- c. **Death to any person.**
- d. **Damage to any property.**

Students who are required to undergo a post-accident drug screening, based on the above criteria, will be suspended from clinical rotations pending the results of such test. If the results are positive for an illegal substance the student will immediately be dismissed from the

program. If the student tests positive for a prescribed drug in **excess** of the prescribed amount, the student may be disciplined, up to and including termination retroactive to the date of the accident. A refusal to undergo the test will be grounds for dismissal. The test should be administered as soon as practical following the work related incident and prior to the student leaving the work location.

“For Cause” Testing

“For Cause Testing” provides the faculty with a means to identify drug and/or alcohol affected students who may pose a danger to themselves, others, or patients under their care, in the performance of their duties in the clinical area or affiliating agencies. In addition, the testing may be requested when the student is attending class/clinical or present on Campus or the properties of any clinical affiliate(s). The faculty and staff attended a training program presented by the Employee Assistance Program of Sovah Health – Danville on the signs and symptoms of substance abuse/chemical dependency.

- a. If a student exhibits behaviors indicative of the possibility of illegal or unauthorized involvement with drugs or alcohol, or a noticeable odor of drugs or alcohol on the student is noticed, the School will conduct the investigation deemed appropriate to determine whether corrective action is needed. The School maintains the discretion to take whatever corrective action deemed appropriate under the particular circumstances.
- b. Instructor(s) will maintain records of observations of student behaviors, which indicate the possibility of illegal or unauthorized involvement with drugs and alcohol. It may be appropriate to meet with the student and discuss the observations and consider various explanations for the behaviors.
- c. If a pattern of suspicious behavior develops (see **INDICATORS OF SUSPECTED CHEMICAL SUBSTANCE ABUSE in this handbook**), the student will be confronted with the suspicious behavior and requested to have drug testing at that time. In addition, if a student exhibits behaviors in the clinical or classroom setting indicative of the possibility of substance abuse, the student will be confronted with the behaviors and requested to have immediate testing for drug and alcohol abuse. The student will be counseled as to the seriousness of the observed behaviors and how these behaviors affect performance and patient care.
- d. **Drug and alcohol** testing will be required of a student if the School is notified internally or externally of the possibility of substance abuse. The student will be confronted with the allegation and requested to undergo immediate drug and/or alcohol testing.
- e. The student will not be permitted to return to clinical until the Program Director or designee receives the testing result.
- f. Any Applicant/Student who tests positive for an **illegal drug** or a legal drug which the student is using in a non-prescribed manner will be dismissed and will not be eligible for admission / re-admission to the School at any time.
- g. If a student is deemed to be under the influence during clinical or class, the faculty member(s) will request the student’s keys to prevent him/her from driving. The faculty in this case reserves the right to contact the students’ parents, guardian or significant other to request that the student be provided transportation home in order to prevent harm to the student or others. If a student refuses, the Program Director will notify local law enforcement of the time and location so that they may deal with this student officially.

h. It is our goal to protect the student and the general public from potential harm.

Conviction of any Drug Statute

A student who is convicted of violating any drug statute must notify the Program Director within 5 days of the conviction. Within 10 days of receiving this notice from the student or otherwise learning of the conviction, the School will give notice of the conviction to the federal agency involved in any applicable grant program.

After receiving such notice from a student or otherwise learning of such a conviction, the School will take the corrective action appropriate, up to and including dismissal.

Notification of Illegal Drug and Alcohol Policy and Implementation Program

At the beginning of this program, each student will be given a copy of this Illegal Drug and Alcohol Policy and Implementation Program. As this policy may be modified from time to time students will be provide with updates. The student will be required to sign the attached form acknowledging receipt of the copy, understanding of the program, understanding of the requirements of adherence, and understanding of the possibility of corrective action, up to and including dismissal from the School.

Drug-free Awareness Program

The School of Health Profession's Drug-Free Awareness Program includes the following elements:

- a. The School conducts ongoing education and training, including in-service programs, to inform and remind students and employees about the dangers of illegal and unauthorized involvement with drugs and alcohol.
- b. Among the topics that may be discussed and explained further in these education and training programs are the health risks associated with chemical substance abuse, social effects of chemical and substance abuse, and the applicable legal sanctions under local, state, and federal law for illegal involvement with drugs and alcohol.
- c. The School publicizes and discusses this Program on Illegal Drugs and Alcohol at least annually. Thus, students and employees are informed and reminded regularly of the School's policy, the expected standards of behavior, and the potential for corrective action for violations of the policy.
- d. The School makes efforts to inform and remind students about the availability of rehabilitation and counseling services.

References: *(For more in-depth description)*

Federal Register 34 CFR Part 86 (August 16, 1990). Washington, DC: U.S. Dept. of Education.

Wilson, H., & Kneisl, C. (1988). *Psychiatric nursing*. Menlo Park, California: Addison-Wesley.

U.S. Department of Justice, Drug Enforcement Administration. (1989). *Drugs of abuse*. U.S. Government Printing Office.

LEGAL SANCTIONS FOR ILLEGAL INVOLVEMENT WITH DRUGS AND ALCOHOL

There are a number of federal, state, and local laws controlling or prohibiting the possession and distribution of drugs and alcohol. Violations of these laws can lead to lengthy imprisonment, substantial fines, or both.

ALCOHOL

Virginia State laws concerning the purchase, possession, consumption, sale, and storage of alcoholic beverages include the following:

Any sale of alcoholic beverages requires an ABC license.

Alcoholic beverages are not to be given or sold to persons less than 21 years of age.

Alcoholic beverages are not to be given or sold to persons who are intoxicated.

State law prohibits; drinking in unlicensed public places; possession of alcoholic beverage by person under 21 years of age; falsely representing one's age for the purpose of procuring alcohol; and purchasing an alcoholic beverage for a person who is less than 21 years of age.

DRUGS

The Federal Controlled Substance Act and the Virginia Control Act penalizes for unlawful manufacturing, distribution, use and possession of controlled substances, including marijuana, cocaine, and LSD. The penalties vary based on the type of drug involved, possession, and intent to distribute. Federal law sets penalties for the first offense ranging from one year to life imprisonment and/or \$100,000 to \$4 million fines. Penalties may include forfeiture of properties, including vehicles used to transport or conceal controlled substance or denial of federal benefits such as student loans. Convictions under state law may be misdemeanor or felony crimes with sanctions from six months to life imprisonment and/or \$250 to \$100,000 fines.

Federal law holds that any person who: distributes, possesses with intent to distribute, or manufacture a controlled substance in, or within one thousand feet of an educational facility, is subject to a doubling of the applicable maximum fine and punishments. Virginia state law carries sanctions of up to five years of imprisonment and up to \$100,000 fine for similar violations.

INDICATORS OF SUSPECTED CHEMICAL SUBSTANCE ABUSE

APPEARANCE: Inattention to personal appearance and hygiene. Has an odor of alcohol on the breath and a flushed appearance. Glassy red and/or watery eyes, frequent runny nose, tremors, unsteady gait. **Weight loss**, hyperactivity and hyper-vigilance or drowsiness.

SOCIAL CHANGES: Increased isolation, eat alone, avoids peers and has a decreased interest in school and other social activities.

GENERAL BEHAVIORS: Frequent inappropriate responses; elaborate excuses for behaviors; grandiosity; **decrease in grades**; late to class and leaves early; frequent trips to the bathroom during class and clinical times; lying and blames others for problems; increasing irritability; mood swings and erratic behavior. Involvement in an accident on School or any affiliates property resulting in an injury or significant damage to property.

MENTAL STATUS: Forgetfulness, memory loss, confusion, euphoria, disorientation, and has difficulty following directions and instructions. Makes repeated mistakes due to inattention and exercises poor judgment. Has difficulty remembering one's own mistakes.

ABSENTEEISM: Repeated absences and tardiness, particularly if they follow a pattern. Unbelievable excuses for absences. Frequently absent for respiratory problems and gastritis. Leaves class or the clinical area without permission.

ANY and ALL of the above indicators are grounds for “for cause” testing.

DRUG AND ALCOHOL TREATMENT

The School sincerely desires to offer assistance to any student who seeks help with a drug or alcohol abuse problem. Free resources for the Danville community are:

- Danville-Pittsylvania Community Services – (434) 799-0456
- Alcoholics Anonymous – (434) 799-4111
- Counseling and Psychological Services – (434) 792-2277

These services are not a shield from corrective action for students who violate the School's program on Illegal Drugs and Alcohol.

HEALTH RISKS RELATED TO THE USE OF ILLICIT DRUGS AND ABUSE

OF ALCOHOL

The use of illicit drugs and the abuse of alcohol (chemical substance abuse) pose numerous health risks to individuals. Chemical substance abuse strikes all ages, cultural groups, and socioeconomic classes. Studies show that one out of every ten American workers is a substance abuser. Chemical substance abuse is a major public health issue. It affects the abuser physiologically and psychologically, as well as socially.

SOCIAL EFFECTS OF CHEMICAL SUBSTANCE ABUSE

Chemical substance abuse is a major issue with grave ramifications. It increases the crime rate, auto accident deaths, number of teenage pregnancies, and the suicide rate. The abuser and their family members are destroyed by chemical substance abuse. Substance abuse in the work setting increases accidents, workman's compensation claims, absenteeism, and theft.