

# Drug And Alcohol Policy And Implementation Program

## *Drug and Alcohol Policy*

School of Health Professions is firmly committed to maintaining an environment free of the influence of illegal or federally regulated 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:

- Illegal or unauthorized possession, use, manufacture, dispensation, distribution, or purchase of illegal drugs and/or alcohol
- Being under the influence of drugs, alcohol, or any other substances that may cause impaired judgement
- Violation of any applicable federal or state criminal drug and/or alcohol statute
- 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.

*Even if a drug may be legal under one set of laws (for example, state law), it is still covered by this Policy if it is illegal under some other applicable law (for example, federal law).*

*\*ANY POSITIVE DRUG/ALCOHOL TEST WILL BE REVIEWED BY AN INDEPENDENT MEDICAL REVIEW OFFICER (MRO). THE MRO WILL DETERMINE VIABILITY OF THE TEST RESULT. THE DECISION OF THE TEST RESULTS FOUND BY THE MRO IS FINAL.*

## *Illegal Drug and Alcohol Implementation Program*

Drug Screen testing will be done at the following times:

- Upon enrollment
- Upon re-enrollment
- 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.**

**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:

- 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.
- Bodily injury** of any kind to another person.
- Death to any person.**
- 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 test positive for a prescribed drug more than 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).

- 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.
- 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, discuss the observations, and consider various explanations for the behaviors.
- c. **Drug and alcohol** testing will be required if the behaviors and observations of the student are indicative of the possibility of illegal or unauthorized drug/alcohol use. The student will be confronted with the allegation and requested to undergo immediate drug and/or alcohol testing. If impairment is observed, the Program Director may require that the student be escorted by a program faculty member directly to the testing facility.
- d. The student will not be permitted to return until the Program Director or designee receives the testing result.
- e. Any 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.
- f. 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’ emergency contact. 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. **It is our goal to protect the student and the public from potential harm.**

### *Conviction of any Drug Statute*

A student who is charged with any drug/alcohol violation must notify the Program Director within 5 days of the occurrence. Within 10 days of receiving this notice from the student or otherwise learning of the charges, 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 provided 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:

- education related to 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.
- publication and discussions 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.
- 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.

## *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-VOLUNTARY DISCLOSURE**

The school sincerely desires to assist any student who seeks help with a drug or alcohol abuse problem. If a student confides in faculty discussing any drug or alcohol abuse, the student will follow the school's Voluntary Disclosure of Substance Abuse policy. 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.

### **THE ARRT STANDARDS OF ETHICS ETHICAL VIOLATIONS:**

- Fraud or deceptive practices
- Subversion
- Unprofessional conduct
- Scope-of-practice violations
- Being unfit to practice
- Improper management of patient records
- Violation of state or federal laws, or regulatory rules
- Failure to report violations or errors

What ethics violations do I need to report and when do I need to report them?

If you have concerns about a potential ethics violation—and you are more than six months away from graduation—consider requesting an ethics review before you apply for ARRT certification and registration. This is called an ethics review preapplication.

An ethics review preapplication is optional, however, it may be a good option if you have faced:

- Misdemeanor or felony charges or convictions
- Military courts-martial
- Disciplinary actions taken by a state or federal regulatory authority or certification board
- Serious honor code (academic) violations

The ARRT Ethics Committee can impose a variety of sanctions, which are defined here. If you have questions about anyone whose name appears on the ARRT sanctioned list—including whether that person is eligible to represent himself or herself as an R.T. or R.R.A.—contact ARRT at 651.687.0048. Choose the option for ethics information.

- **Reprimand:** This form of discipline declares that specific conduct was improper, but it does not limit the person's right to use the ARRT credential. There are public and private reprimands. The ARRT publishes public reprimands on their website's sanction list for one year; they do not publish private reprimands.
- **Ineligible for Certification and Registration:** This person is not eligible for certification and registration.

**For more information visit the ARRT web site at [www.arrrt.org/pages/resources/ethics-information](http://www.arrrt.org/pages/resources/ethics-information)**

**THE ARDMS STANDARDS OF ETHICS ETHICAL VIOLATIONS:**

At any time during the program, you find yourself in the position of an incident that could impact the ability of taking boards such as any criminal matter, you are instructed to discuss the issues with the Program Director.

There is a pre-application review procedure that can assist an individual in assessing the potential of the impact of criminal matters on his/her eligibility for ARDMS certification prior to submitting an ARDMS examination application. Under the pre-application review procedure, ARDMS will review only actual (**not hypothetical**) cases in which a conviction, plea of guilty or plea of nolo contendere has already occurred with respect to a crime (felony and/or misdemeanor), other than a speeding or parking violation. ARDMS will also consider matters involving deferred or withheld adjudication, suspended, or withheld sentences and military court marshals. The procedure is not available, for example, for matters involving arrest only, or during a period when a criminal trial or plea bargain is pending.

For purposes of the ARDMS application process “crimes” may include, but are not limited to, rape, sexual abuse; violence or threat of violence; driving while intoxicated (e.g., alcohol and drug related driving offenses); the unlawful sale, use or distribution of controlled substances; and use or distribution of fraudulent medical records, prescription blanks or health insurance claims.

Please note that the pre-application review procedure is available only for criminal matters, not other issues of eligibility.

If you believe that you qualify for the pre-application review procedure and wish to request a determination by ARDMS of your eligibility for ARDMS certification before you apply. There is a non- refundable pre-application fee of \$125.00. The pre-application form can be found at:

**<https://www.ardms.org/wp-content/uploads/pdf/Pre-application-Criminal-ARDMS.pdf>**

Please note that you will still need to submit a completed examination application once you have fully complied with the educational and clinical requirements of one of the prerequisites.

**Code of Ethics for the Profession of**

**DMS:**

**<https://www.sdms.org/about/who-we-are/code-of-ethics>**