

Saint Anselm College – Department of Nursing

Drug and Alcohol Policy

Policy

The Department of Nursing adheres to the State of New Hampshire Nurse Practice Act and its rules, regulations, and sanctions. Although not licensed, when nursing students practice in the clinical setting, they do so in accordance with the rules and regulations that pertain to registered nurses under the Nurse Practice Act (RSA 326-B) and with the rules and requirements established by Saint Anselm College.

The Department of Nursing has both the right and responsibility to dismiss/suspend from the nursing program any student whose conduct compromises patient safety. Students who engage in the improper or illegal use of drugs pose a risk to patients, other students, and faculty.

Procedure

Pre-Clinical Drug Testing and Random Drug/Alcohol Screening

1. As a condition of continuation in the nursing program, all students registered for a clinical nursing course are required to participate in pre-clinical drug testing annually.
2. Students may also be subject to random drug/alcohol testing throughout their enrollment in the nursing program.
3. If a student is unable to provide a testable urine sample, the student will be required to repeat the test at the student's expense within 24 hours.
4. Failure to appear at the scheduled testing time is considered a positive test result until the drug test is completed at the student's expense within 24 hours.
5. There are no exceptions to this policy.

Reporting of Results of Pre-Clinical Drug and Random Drug/Alcohol Testing

1. The Director of Health Services will receive all drug screening reports from pre-clinical and random testing. Individual detailed test results will remain with the testing agency.
2. The Director of Health Services will maintain a confidential database separate from the student's medical record including all drug/ alcohol screening results in a secured area.
3. Upon written request from an authorized representative of a clinical affiliate, the Program Coordinator will verify a student's test results indicating compliance with the clinical affiliate's standards for a drug-free workplace prior to the clinical rotation start date.
4. The Director of Health Services will notify the Executive Director of the Nursing Department of any positive results. The Executive Director will notify the Program Coordinator of any positive results.
5. Results of drug/ alcohol screening will be separate from the student's academic file and be destroyed once the individual is no longer in the nursing program.

Positive Pre-clinical Drug and Random Drug/ Alcohol Screening Test Results

1. In the event a student's pre-clinical and/or random testing indicates a positive result, the Director of Health Services will notify the Executive Director of the Department of Nursing, who will schedule a follow-up meeting with the student within two business days. A student's failure to attend this meeting may result in his/her immediate dismissal from the Nursing Program.
2. A student with a positive pre-clinical drug and/or random drug/ alcohol screen result will not be permitted to participate in the nursing program for that semester. To return to the nursing program the student must have a negative drug/ alcohol test result and be medically cleared by Health Services, the Executive Director of the Department of Nursing, and Program Coordinator. A student holding any license from a board of nursing will be notified by the Director of Health Services of the obligation to report the positive test result to the appropriate Board of Nursing.
3. A student may request a review of a reserved test sample by a secondary laboratory approved by the certified Medical Review Officer that supervised the testing. The student is responsible for all costs related to this review and any additional testing.
4. If the student cannot attend clinicals due to two positive drug / alcohol screens in any two semesters, they will be dismissed from the Nursing Program.
5. The appeal process for dismissal related to positive drug / alcohol testing will be the same as the appeal process for dismissal from the nursing program. See Grievance Policies located in the Saint Anselm College Department of Nursing Student Handbook.

Onsite Drug/ Alcohol Testing ("For Cause" Testing)

1. Students who appear to be under the influence of drugs/ or alcohol at any time during a clinical experience may be required to undergo immediate drug/ alcohol testing and will be unable to return to the clinical site until it is determined, that he/ she may safely do so. If a faculty member observes or is informed that a student is, or appears to be, under the influence of intoxicants at the clinical site, the faculty member will complete the "Observation of Suspected Impairment Form" and meet immediately with the student.
2. Saint Anselm College's faculty and clinical affiliates have the right to remove a student from the facility for suspicion of substance use or abuse (including alcohol). In such cases, the clinical affiliate will immediately notify the instructor/ college to facilitate immediate removal of the student from the patient care area.
3. The faculty member will inform the Program Coordinator of the Department of Nursing or designee as soon as practical that a student has been removed for suspicion of drug/ alcohol use. The faculty member will provide written documentation (completed "Observation of Suspected Impairment Form") supporting the decision to the Executive Director of the Department of Nursing as soon as is practical to do so.
4. As soon as practical after a decision to remove a student for suspicion of drug/alcohol use, the student will be given a drug/alcohol test by a vendor contacted by the College. Failure to cooperate will be considered a positive test and will result in immediate dismissal from the nursing program. The student is responsible for all costs associated with any incident specific drug/ alcohol screening tests. Results will be provided to the Director of Health Services. A student holding any license from a Board of Nursing will be notified by the Director of Health Services of the obligation to report the positive test result to the appropriate Board of Nursing.

5. Within three days of the Health Service's receipt of results of the onsite drug/ alcohol testing, the student will attend a follow-up meeting called by the Nursing Department to discuss the results and consequences of any positive test. Failure to attend this meeting may result in immediate dismissal from the nursing program.

6. Re-Testing

At the time of onsite testing, a student may request a review of a reserved test sample by a secondary laboratory approved by the certified Medical Review Officer that supervised the testing. The student is responsible for all costs related to this review and any additional testing.

7. Sanctions

- a. At the follow-up meeting with the student after an on-site test, the clinical instructor and Executive Council members will discuss the clinical incident and any disciplinary action that may be necessary.
- b. If the student's drug/ alcohol screening test done in conjunction with the incident returns a negative result, the conduct that was observed will be reviewed in terms of patient safety. If it is determined that patient safety will not be compromised by doing so, the student's eligibility for clinical participation will be reinstated.
- c. A positive test result or other conclusive evidence of violation of this policy may result in failure of the nursing course and dismissal from the nursing program.
- d. The appeal process for dismissal related to positive drug/ alcohol testing will be the same as the appeal process for dismissal from the nursing program. See Grievance Policies located in the Saint Anselm College Department of Nursing Student Handbook.