



ST. JOSEPH'S COLLEGE OF NURSING

at St. Joseph's Hospital Health Center

DRUG FREE COMMUNITY

As an institution of higher education receiving federal funds, St. Joseph's College of Nursing is required by the Drug-Free Schools and Communities Act of 1986 (the "Act") as amended by the Drug-Free Communities Act Amendments of 1989 (the "1989 Amendments") to certify to the US secretary of education that it has adopted and implemented a program to prevent the unlawful use, possession or distribution of illicit drugs and alcohol by students and employees.

Accordingly, the College adopts the following policies:

The College of Nursing prohibits the unlawful possession, use, sale, or distribution of illicit drugs by its students, employees, or guests on its property or as part of any activities. The possession, use, sale, or distribution of drug paraphernalia is also strictly prohibited. Such substances and/or objects will be permanently confiscated by Administration or Security. Violation of this policy results in disciplinary action, up to and including termination, and may have legal consequences.

Moreover, the College's policy stipulates that students be required to report to the academic or clinical area on time and in appropriate mental and physical condition that enables them to carry out their clinical and theoretical learning objectives and duties.

The purpose of these policies is to provide a drug-free, healthful, safe and secure environment for the students of St. Joseph's College of Nursing during all activities that are necessary to accomplish their goal of becoming a licensed professional.

The College recognizes drug abuse as a potential health, safety and security problem. Drug dependence is recognized as an illness and major health concern. The use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful.

Conviction of illegal use of these substances may result in failure of a student to be eligible for licensure under the by-laws of the New York State Educational Department Division of Professional Licensing Services.

Students needing help in dealing with drug abuse and/or drug dependency are encouraged to use our Employee Assistance Program (E.A.P.). Conscientious efforts to seek help are supported by the College.

If a student is suspected of reporting to the clinical or classroom setting in an impaired condition, the student will be required to report to the Employee Health Office or the Emergency Department (after hours) and will be given a sobriety test. If the student refuses this test, he or she is subject to dismissal.

If a student is suspected of reporting to the clinical or classroom setting in an impaired condition, the student will be required to report to the Employee Health Office or the Emergency Department (after-hours) and will be given a sobriety test. If the student refuses to this test, is subject to dismissal.



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DRUG TESTING POLICY

- A. Student Policy
- B. Reasonable Suspicion Testing
- C. Refusal to Submit to Testing
- D. Referral, Evaluation, & Treatment
- E. Consequences for Students
- F. Resources

Goal: St. Joseph's College of Nursing at SJHCC is committed to providing a safe work environment to foster the well-being of its patients as well as its students.

Purpose:

- To provide reasonable measures for the early detection of drug or alcohol abuse by students.
- To identify and refer to treatment students who are currently abusing these substances.

A. Enrolled Student Drug Testing Policy: St. Joseph's College of Nursing at SJHCC is committed to maintaining a Drug/Alcohol Free community. This policy applies to all students. The College reserves the right to request students to submit to drug testing at an unannounced time prior to entering the clinical component of the program. In addition, the College reserves the right to request students submit to drug or alcohol testing should there be reasonable cause that a student is impaired while in a class or clinical, or in violation of this substance abuse policy.

Prohibited Conduct:

No student shall:

- Report to clinical or class, while under the influence of alcohol or drugs, or within four (4) hours of using alcohol.
- Use, possess, distribute or dispense alcohol or drugs while on clinical or in class, while operating equipment, or on St. Joseph's Hospital Health Center property.
- Refuse to submit to a drug and/or alcohol test conducted pursuant to this policy.
- Report for clinical, remain on clinical or perform safety-sensitive functions or patient care if the student tests positive for any drug or alcohol.

Testing Procedure:

All testing will be confidentially conducted by Industrial Medical Associates, P.C. (certified Drug and Alcohol collection site) at the College at unannounced times. Specimens will be collected by their staff and sent to a designated NIDA approved Laboratory for testing. Results will be sent to the Dean.

B. Reasonable Suspicion Testing:

Prohibited Conduct:



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When an instructor or administrator has established a reasonable suspicion that a student may be under the influence of drugs and/or alcohol; based upon specific, observed behaviors (Assessment guideline for Substance Abuse tool), that person shall refer such behavior to the:

- Hospital Health Office, during regularly scheduled office hours (M-F; 7:30 am-3:30 pm).
- Emergency Room, during after-hours or weekends for evaluation

If the RN/NP/ED nurse confirms the suspicion, the College administrator on-call will be notified. The Administrator on call may then request a Drug Test and/or Alcohol (BAC) Test with IMA be performed.

Procedure:

If the student is transported to IMA for testing, transportation to IMA may include escort by administration or Security Officer. IMA may also come to the ED after-hours.

The results of the testing will be sent directly to the Health Office.

Once the test results are received, the Dean or his/her designee will be notified.

The results will be shared as negative drug/alcohol screening or positive drug/alcohol screening.

The College will maintain results of the drugs and alcohol testing for each student in confidential records, so that disclosure of this information to unauthorized person(s) does not occur.

C. Refusal to Submit to Testing:

A student may not refuse to submit to an alcohol or drug test required under this policy. The refusal to submit to an alcohol or drug test as required by this policy will result in disciplinary action, up to and including termination from the program. A refusal to be tested shall be further defined as refusal to:

- complete and sign the breath alcohol testing form,
- complete the drug screening chain of custody form;
- provide a breath, an adequate urine specimen, or otherwise to cooperate with the testing process in a way that delays or prevents the completion of the test.

D. Referral, Evaluation, and Treatment:

- St. Joseph's College of Nursing will make available to its students information regarding the available resources for evaluating and resolving problems associated with the misuse of drugs and alcohol, including the names, addresses, and telephone numbers of substance abuse professionals and counseling and treatment programs.
- Students who engage in conduct prohibited by this policy shall be evaluated by a substance abuse professional who shall determine what assistance, if any, they may



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need in resolving problems associated with alcohol misuse and drug use. The cost of this evaluation is the responsibility of the students. It may be covered under the students' medical health benefits, subject to the plan's conditions and limitations.

- Before the student can request to be reinstated to the College of Nursing after engaging in conduct prohibited by policy, the student shall undergo a follow up drug screening and submit results to the Dean.

E. Consequences for Students:

Students found to have committed prohibited conduct under this policy will be subject to disciplinary action up to and including termination from the College.

F. Resources

Definitions:

Alcohol: The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol, including methyl and isopropyl alcohol.

Drugs: A drug is any substance that produces physical, mental, emotional, or behavioral changes in the user.

Drug and Alcohol Abuse: The use of any drug and/or alcohol in a medically, socially, or legally unacceptable manner.

Substance Abuse: The use of illegal drugs, the misuse of prescribed drugs, consumption of drugs and/or alcohol to the point of physical or mental impairment; or consumption of alcohol in an amount or at a time prohibited by the DRUG FREE Workplace Policy.

Reasonable Suspicion Testing: This testing is conducted when a manager, instructor, or administrator suspects that the student is using alcohol or drugs in violation of the SJHHC policy, based on "specific, contemporaneous, and articulable observation concerning the appearance, behavior, speech or body odor" of the student.

Random Testing: Testing that is conducted without suspicion that any particular student is using drugs or alcohol. It identifies students that are abusing drugs and alcohol but have been using the predictability of testing methods to escape detection.

IMA drug testing:

A Federal Department of Health and Human Services certified Laboratory would perform drug testing on urine samples provided by students.

Alcohol:

A Breath Alcohol Technician will administer alcohol testing. If the initial test reveals a BAC (Breath Alcohol Concentration) of .02 or greater, a confirmatory test must be performed. The completed confirmatory test result is the final test result for the purpose of this policy.