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College of Nursing: Reasonable Suspicion of Drug and/or Alcohol Abuse, CNG-100.29

PURPOSE

The purpose of this policy is to outline the procedure when there is a reasonable suspicion of Drug and/or alcohol impairment by students within the college or during an academic experience. The use of illegal drugs and abuse of controlled substances is inconsistent with law-abiding behavior expected by all citizens. Impairment can adversely affect the health of the student, the safety of care that is provided by the student or the safety of members of the college community.

SCOPE

Students, Faculty, Administration

REFERENCES

Mohawk Valley Health Systems. (2015). Reasonable Suspicion policy, MVHS Policy MV-07-002

DEFINITIONS / ABBREVIATIONS

CON: College of Nursing

MVHS: Mohawk Valley Health Systems

OTC: Over the Counter

STEMC: St. Elizabeth Medical Center.

PROCEDURE / DIRECTIVE

1. Standards of Conduct

- A. Any student exhibiting behavior, conduct, or personal or physical characteristics indicative of having used or consumed alcohol or drugs shall be prohibited from participating in a clinical experience pending results of a test for substance or alcohol.
- B. Any observation or knowledge of a student who is in a condition that impairs the student's ability to give safe patient care must be reported to the clinical instructor immediately.

- C. A student must inform his/her clinical instructor or CON Administration of any prescription or OTC drug that could in any way affect or impair the student's ability to perform safe patient care. The legal use of prescribed and/or OTC drugs while on clinical is only permitted if it does not affect the safety or well-being of patients or other individuals in the clinical setting or CON.

2. Drug Testing Procedure

- A. Reasonable suspicion testing may be conducted when in the judgment of the two instructors, an instructor and a registered nurse, or two nursing supervisors a determination is made that there is a reasonable suspicion that a student is under the influence of drugs or alcohol and unfit to administer care to a patient(s).
- B. If there is reasonable suspicion that a student is under the influence of drugs or alcohol, a member of the CON Administration will be notified by the instructor and the student will be escorted to the MVHS Laboratory for testing by the clinical instructor. The instructor will notify the testing site that a student is being brought for testing.
- C. If the student is attending an academic experience that is off-site, the student will NOT be allowed to drive independently to the testing site. A safe means of transportation will be arranged for the student to the MVHS testing site. In this event, a College Administrator will be notified of the suspicion of drug or alcohol use by the clinical instructor and the Administrator will meet the student at the testing site. Testing will be conducted according to the MVHS Reasonable Suspicion Policy.
- D. Any student who requires testing for reasonable suspicion of drug or alcohol impairment will be immediately suspended from the program until confirmatory results are received.
- E. If the testing results are positive, the student will be dismissed from the nursing program.
- F. If the testing results are negative the student will be allowed to continue in the nursing program. Arrangements will be made to provide any content instruction missed by the student and/or alternate testing if necessary.

CONTENT EXPERT(S) / RESEARCHER(S) / CONTRIBUTOR(S):

This Document Replaces:

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Attachments: No Attachments

Approval Signatures

Step Description	Approver	Date
Owner	Faculty Organization	6/19/2019

Applicability

MVHS