

**PURDUE UNIVERSITY
WEST LAFAYETTE, INDIANA
SCHOOL OF NURSING**

EFFECTIVE DATE: May 10, 2006
REVISED DATE:

REVIEW DATE:

**REASONABLE SUSPICION DRUG AND ALCOHOL POLICY AND TESTING
GUIDELINES FOR NURSING STUDENTS**

I. Introduction

Substance abuse is a major issue on college campuses. Possible causes of substance abuse by college students include peer pressure and stress. Substance abuse is also an issue in the medical profession. Doctors, nurses, and other medical professionals have high stress jobs and easy access to prescription drugs. In the university setting, nursing students involved in clinical activities must uphold the standards of the nursing profession to ensure safe, effective, and supportive client care. Because an impaired nursing student may have altered judgment and skills, appropriate management of abuse and addiction is critical for nursing education and practice.

Purdue University (the “University”) and the School of Nursing are committed to providing a quality education for students admitted to the School of Nursing program. In order to protect the integrity of the program and the nursing profession and to safeguard the welfare of nursing students and patients receiving treatment from students, this policy addresses drug and alcohol testing of nursing students involved in clinical activities based on reasonable suspicion of drug or alcohol use.

The purpose of this policy is to notify students and faculty of the University’s rules and testing procedures and to provide assistance and due process for students who test positive for drugs or alcohol. This policy applies to all students admitted to the School of Nursing program (“Program”) at Purdue University and is effective immediately. While students are engaging in clinical activities at hospitals, clinics, nursing homes, or other facilities on behalf of the Program, the drug and alcohol testing policies and procedures of the hospital, clinic, nursing home, or facility will govern. The testing of nursing students based on reasonable suspicion of drug or alcohol use while engaged in program sponsored clinical experiences (e.g. Nursing Clinics) will be completed through an independent agency contracted by the program.

It is the policy of Purdue University to comply with federal and state laws and regulations dealing with the usage and detection of drugs and alcohol. This policy is subject to change at the sole discretion of the University and is meant to supplement other relevant University policies, including but not limited to, the Alcohol-and Drug-Free Campus and Workplace Policy, Executive Memorandum C-44.

II. Definitions

For the purposes of these guidelines, the following terms shall have the following meanings:

- A. "Drugs" means all of those drugs included in the current Medical Professional Panel Drug Screen. These include, but are not limited to:
- 1) Amphetamines (including Methamphetamine)
 - 2) Barbiturates
 - 3) Benzodiazepines
 - 4) Cocaine
 - 5) Metabolites
 - 6) Cannabinoids (THC, Marijuana)
 - 7) Methadone
 - 8) Opiates (Codeine, Morphine, Heroin, etc.)
 - 9) Phencyclidine (PCP)
 - 10) Propoxyphene
 - 11) Narcotics
 - 12) Meperidine
 - 13) Oxycodone
- B. "Student" means any student enrolled in the School of Nursing program at Purdue University.
- C. "Medical Review Officer (MRO)" is a nationally certified, licensed medical doctor or osteopath responsible for receiving laboratory results under these guidelines who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate confirmed positive test results, medical history, and any other relevant biomedical information. Access to the MRO is through the agency contracted to complete the testing.
- D. "Test positive for drugs" is identified by the MRO in accordance with guidelines established for healthcare workers.
- E. "Test positive for alcohol" means an alcohol test that is at or exceeds the Department of Transportation Guidelines for blood, breath, or saliva testing depending on the test used by the given agency, e.g. blood alcohol content of 0.04 or greater (DOT Guidelines)

III. Policy

- A. Purdue University prohibits the use or possession of alcohol and the use or unlawful possession of drugs during any clinical activity associated with the Program (“Clinical Activity” or “Clinical Activities”). Further, students may not test positive for drugs or alcohol.

- B. Students will be tested for the use of alcohol and drugs upon “reasonable suspicion.” Reasonable suspicion is defined to mean that the student’s instructor, supervisor, or his/her designee believes that the behavior, speech, body odor, or appearance of a student is indicative of the use of alcohol or drugs. Reasonably suspicious behavior could include conduct that prevents the student from performing the essential functions of his or her role in the Clinical Activity or which poses a direct threat to the safety of others. Other behavior which could lead to a reasonable suspicion drug or alcohol test includes, but is not limited, to: odor of alcohol or drugs, unsteady or staggering gait, rapid or slurred speech, pinpoint or dilated pupils, unresponsiveness, bloodshot eyes, fine motor tremors, difficulty participating in activities, nausea, vomiting, sweating, erratic behavior, incoherent speech, verbal or physical outbursts, self report of drug use or alcohol abuse, unsafe behavior, unsatisfactory care for others, and threats to harm self or others. While it is not the intent of the University to monitor students’ behavior outside of the Program, students’ use or suspected use of drugs and alcohol outside of the Program may affect their behavior during Program Clinical Activities and lead to a reasonable suspicion drug or alcohol test. The Program will bear the cost of the screening for reasonable suspicion.

- C. Faculty members are encouraged to consult with other faculty members, if possible, to validate the basis for reasonable suspicion testing. If drug use or alcohol abuse is suspected, the faculty member should take the following steps:
 - 1) Remove the student from the Clinical Activity;
 - 2) Confront the student in a private setting and in the presence of a witness, if possible;
 - 3) Discuss the suspicious behavior with the student and allow the student to explain;
 - 4) Decide whether reasonable suspicion exists for drug and/or alcohol testing;
 - 5) Make arrangements for drug and/or alcohol testing, if necessary, or allow the student to return to the Clinical Activity if reasonable suspicion does not exist.

- D. If the faculty member determines that reasonable suspicion exists for a drug and/or alcohol test, the student must submit to a drug and/or alcohol test at the earliest time possible in accordance with arrangements made by the faculty member. The testing policies and procedures of the facility are to be followed. If the agency is a Purdue University School of Nursing facility, then the testing will be completed by the outside contracted agency according to their established procedures. If necessary, the faculty member should make transportation arrangements for the student to the testing site. A student tested for drug or alcohol based on reasonable suspicion will not be allowed to participate in Clinical Activities until the conditions described in Part VI are met.
- E. If a student is asked to submit to a drug or alcohol test in accordance with this Policy, the involved faculty member will immediately, or within one business day for evening or weekend occurrences, notify the Director of Student Services. The faculty member will also make a written report to the Director of Student Services within two working days of the event describing the student's conduct, names of witnesses, and a summary of the events that led to a reasonable suspicion drug or alcohol test using the Faculty Report of Reasonable Suspicion of Drug/Alcohol Use form. The Director of Student Services will notify the Director of Undergraduate Programs or the Director of Graduate Programs and the Office of the Dean of Students for appropriate action.

IV. Consequences

A. Refusal to Test

If a student fails to produce the requested sample at the date and time designated, the student will be allowed 30 minutes to reconsider the decision and the Director of Undergraduate Programs or the Director of Graduate Programs shall be contacted immediately. **Students who refuse to take the test after the 30 minute waiting period will be treated as if the test result was positive.**

B. Negative Test Result

If the drug or alcohol test is negative, no action will be taken, and the student will be allowed to participate in all Clinical Activities. The student will be allowed to make-up any missed Clinical Activities.

C. Positive Test Result, Other Violations, and Self-Admission

If a drug or alcohol test is positive, if a student violates this Policy in any other manner, or if the student admits a drug or alcohol problem, the Director

of Student Services will initiate a written notice to the student of a hearing, delivered by the most effective method to the student's address as it then appears on the official records of the University. This hearing will occur within ten days, if possible, of the incident, and will include the relevant faculty member(s), the Director of Student Services, the Director of Undergraduate Programs or the Director of Graduate Programs, a student representative elected from the student body (collectively the "Panel"), a representative from the Office of the Dean of Students, and the student. At this meeting, the student will be allowed to give an explanation for his or her conduct. The parties will discuss available drug or alcohol counseling and academic consequences. This Panel will execute the Program sanctions. At a minimum, students who violate this policy will receive a zero for the missed Clinical Activity when the student was removed for testing and undergo a professional evaluation. The student will be required to sign a Student Agreement to undergo a professional evaluation by Counseling and Psychological Services (CAPS) or by a mutually agreed upon independent counselor to determine drug dependency or alcoholism and a treatment plan at the student's expense. If the student refuses to sign the Agreement, the student will be allowed ten business days to reconsider and a second meeting will be held with the student and the Panel. If the student still refuses to sign the Agreement, the student will be subject to any action deemed appropriate by the Panel, including but not limited to being dismissed from the program. During treatment, the student will receive a semester grade of I (incomplete) or W (withdraw) for missed Clinical Activities and clinical courses depending on the amount of course work completed, the amount of time remaining in the semester, the ability of the student to complete the course requirements, and the estimated length of treatment. Within five working days following each hearing, the Director of Student Services will notify the student, in writing, of the decision of the panel. The student may also be subject to discipline pursuant to the Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals.

- 1) The student will not be allowed to participate in Clinical Activities until the student fulfills all terms of the Agreement and submits a written request for reinstatement in Clinical Activities to the Director of Student Services. The Panel will decide whether the student may resume participation in the Program. The student must provide evidence indicating the student's ability to return to the Program as directed by the faculty committee. The Panel may request a written recommendation from CAPS or a rehabilitation counselor that the student is able to return to the Program. In addition, the student must test negative for drugs and/or alcohol. Upon approval of reinstatement by the Panel, the student may resume participation in Clinical Activities.

- 2) A second positive drug or alcohol test or violation of this Policy will result in a hearing to determine whether the student should be dismissed from the Program and may also subject the student to discipline in accordance with the Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals.

V. Confidentiality

The University will take reasonable measures to ensure individual privacy under this Policy including, without limitation, keeping all drug and alcohol test results confidential to the extent possible. Drug or alcohol test results will be released in accordance with applicable federal and state laws and regulations.

VI. Grievance and Appeal Procedures

Pursuant to the University's Bill of Student Rights, any student can seek redress for any complaints related to the application or enforcement of this Policy through applicable University grievance policies and procedures, including Program appeal procedures.

VII. Access to Records

The University will maintain records relating to these guidelines as required by law. Upon written request to the Director of Undergraduate Programs or the Director of Graduate Programs, a student will be provided copies of records pertaining to his or her drug or alcohol tests. The University may charge the student a reasonable fee for copying these records.

VIII. Questions

If you have any questions about these guidelines please contact the Assistant Head for Academic Affairs of the Program.