

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

EFFECTIVE DATE: 02/17/12

REVIEW DATE:

REVISED DATE:

STUDENT DRUG TESTING POLICY PRIOR TO PARTICIPATION IN CLINICAL ACTIVITIES

Introduction

This policy applies to all Purdue University (“University”) students admitted to the School of Nursing program (“Program”) and is effective immediately. All University students admitted to the Program are required to complete clinical coursework at a hospital, clinic, nursing home, or other healthcare facility in order to complete their degree requirements. The purpose of this policy is to notify students and faculty of the University’s requirement that all students in the Program submit to a drug screen as outlined in this policy and test negative before engaging in clinical activity associated with the Program (“Clinical Activity” or “Clinical Activities”).

The University’s Alcohol-and-Drug-Free Campus Workplace Policy prohibits the unauthorized use, possession, sale, conveyance, distribution, and manufacture of controlled substances, as well as being under the influence of legally prescribed drugs that prevent an individual from performing the essential functions of his or her job or where the individual poses a direct threat while using those drugs. Clinical agencies affiliated with the University also have drug and alcohol policies and are requiring that nursing students comply with their drug testing policies in a similar manner to their employees (5 or 10 drug panel testing). Safety in the delivery of care to patient/client populations is the basis for drug testing. Clinical sites have the right to refuse any student for clinical placement based on concerns about that student’s ability to deliver safe practice.

It is the policy of Purdue University to comply with federal and state laws and regulations dealing with the usage and detection of drugs. 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, and the School of Nursing Reasonable Suspicion Drug and Alcohol Policy and Testing Guidelines for Nursing Students. This policy is in addition to any drug and alcohol testing policies and procedures at the clinical sites, and 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.

Definitions

For the purposes of this policy, in addition to the defined terms in the Introduction, 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 Program at the University.
- C. "Medical Review Officer (MRO)" is a nationally certified, licensed medical doctor or osteopath responsible for receiving laboratory results under this policy 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 the level identified by the MRO in accordance with guidelines established for healthcare workers.

Policy and Procedures

All Students prior to participation in a clinical course in the Program will be required to complete an Acknowledgment and Consent to Testing form (see Appendix B), submit to a Drug screen at the designated time and place and at the expense of the student, and test negative for Drugs before engaging in any Clinical Activity. The testing policies and procedures of the testing facility are to be followed for split-specimen urine specimens. If the testing is at a Purdue University School of Nursing facility, the testing will be completed by an outside contracted agency according to their established procedures.

The specimens will be sent to the laboratory for testing. The laboratory will test the primary specimen for Drugs, and if it tests positive based on cut-off levels established by the lab, the lab will perform a confirmation test of the primary specimen. If the confirmation test is positive, the lab will report the positive test result to the MRO describing which Drugs were detected. The MRO will contact the Student who tested positive, and the Student may provide an explanation for the positive test result. The MRO may request verification for any prescription medications. The Student may elect by verbal or written request to have the remaining portion of his or her split specimen sample tested, at his or her own expense. The Student must request this testing from the MRO within 72 hours of being notified of his or her confirmed positive test result, unless the MRO concludes that the Student had a legitimate explanation for failing to do so.

If the Student declines the opportunity to discuss a positive test result with the MRO or fails to contact the MRO within three days of notification, the MRO may report the Drug test as positive to the School of Nursing Office of Student Services, the Office of the Dean of Students, and the clinical site. If the MRO is not able to contact the Student within ten calendar days of the date on which the MRO received the confirmed positive test result from the laboratory, the MRO may report the Drug test as positive to the School of Nursing Office of Student Services, the Office of the Dean of Students, and the clinical site. If a student provides an explanation for a positive Drug test result, the MRO will determine whether a valid medical explanation exists. If a determination is made in the MRO's discretion that there is a legitimate medical explanation, the Drug test results will be recorded as negative and reported to the School of Nursing Office of Student Services and the clinical site. If the MRO determines that there is not a legitimate medical explanation, the Drug test results will be recorded as positive and reported to the School of Nursing Office of Student Services, the Office of the Dean of Students, and the clinical site. By participating in the Drug screening process, the Student is authorizing release of the Drug test results in accordance with this policy.

Consequences

A. Refusal to Test

If a Student fails to produce the requested sample by the date and time designated, the student will be treated as if the test result was positive.

B. Negative Test Result

If the Drug test is negative, the Student will be allowed to participate in Clinical Activities.

C. Positive Test Result

Any Student who engages in conduct prohibited by this policy, tests positive for Drugs, or who does not comply with any notice, request, or procedure provided for hereunder, shall be withdrawn from all clinical courses, and may be subject to discipline pursuant to the Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals, up to and including dismissal from the Program. If the Student is not dismissed from the Program, the Student will not be permitted to participate in Clinical Activities until the Student undergoes the rehabilitation process set forth below. In addition, future participation in Clinical Activities is dependent on the length of time needed for the rehabilitation process and space availability as described below.

Rehabilitation

If the Student is not dismissed from the Program, the Student will be required to sign a Student Agreement (See Appendix A) to undergo a professional evaluation by Counseling and Psychological Services (CAPS) or by a mutually agreed upon independent, certified drug and alcohol counselor for evaluation and treatment at the Student's expense. The Student must complete the treatment prescribed by the approved counselor at the Student's expense. Upon completion of the treatment plan, the counselor shall conduct a follow-up evaluation and issue a report to the School's Assistant Head. If the counselor reports that the Student successfully completed the treatment plan and is ready to engage in Clinical Activities, the Student will be tested for Drugs at the Student's expense. If the Drug test is positive, the Student will be dismissed from the Program. If the Drug test result is negative, the Student can submit a written request to engage in Clinical Activities and will be eligible to enroll in clinical coursework depending on space availability and acceptance by clinical sites. Because of the time

that is required to complete treatment and testing, it is possible that the Student will be delayed and need to re-work his/her plan of study with an academic counselor.

After a Student has completed the required treatment plan prescribed by the certified drug and alcohol counselor, has a negative Drug screen and is participating in Clinical Activities, unannounced Drug testing will occur periodically until the Student graduates from the Program. The Assistant Head will notify the Student of the designated time and place for the Drug screening which will be completed, at the Student's expense, on the day of notification. If a positive Drug screen occurs, or if the Student fails to complete a Drug test as requested or otherwise comply with this policy, the Student will be dismissed from the Program.

An unlicensed Student will need to report violations of this policy in accordance with applicable laws in the state in which seeking licensure. Any professional licensed Student who violates this policy may be reported to the Indiana State Nurses Assistance Program/Indiana Board of Nursing or the Attorney General's Office as indicated by ethical and legal parameters specified in the Nurse Practice Act.

Confidentiality

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

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.

Access to Records

The University will maintain records relating to this policy as required by law. Upon written request to the Assistant Head, a student will be provided copies of records pertaining to his or her Drug tests. The University may charge the student a reasonable fee for copying these records.

Questions

Questions about this policy should be directed to the Assistant Head.

**APPENDIX A
PURDUE UNIVERSITY SCHOOL OF NURSING
STUDENT AGREEMENT**

Pursuant to the School's Student Drug Testing Policy Prior to Participation in Clinical Activities ("Policy"), because of a positive drug test or other violation of the Policy, I agree to undergo a professional evaluation by a certified drug and alcohol counselor to determine drug dependency and to participate in a recommended treatment plan. I may choose the health care professional that conducts the evaluation, treatment, and follow-up care from the list of providers approved by the School of Nursing. I understand that payment for the evaluation, treatment, and follow-up care will be my responsibility.

If no treatment is recommended by the counselor, I will submit written evidence of such to the Assistant Head and submit a written request for reinstatement in Clinical Activities, as defined in the Policy. If the counselor recommends a treatment plan, I understand that I must complete the plan and then submit a written request to engage in Clinical Activities, written evidence of completion of the treatment plan, acknowledgment from the counselor that I am able to safely engage in Clinical Activities, and the terms of any required follow-up care to the Assistant Head. I understand that I will not be allowed to be registered for clinical courses during my treatment. I realize that a second positive drug test or further violation of the Policy will result in dismissal from the Program.

Student Signature: _____

Date: _____

Printed Name: _____

Witness Signature: _____

Date: _____

Printed Name: _____