**RADFORD UNIVERSITY**  
**SCHOOL OF NURSING**  
**RISK MANAGEMENT POLICY FOR STUDENTS**  
**[DRUG AND ALCOHOL USE/ABUSE]**  
**REVISED SEPTEMBER 2019**

**Drug and Alcohol Use:**

The following policy applies to all students enrolled in the Radford University School of Nursing. The School of Nursing is committed to educating professional nurses and is obligated to provide safe and effective care to the clients we serve. We also have an obligation to those agencies with whom we contract, to ensure that our students are capable of providing safe care to their clients. With this commitment and obligation in mind, the School of Nursing is reaffirming a position of **no tolerance** for conduct associated with drug and alcohol use/abuse that in any way jeopardizes the preservation of patient safety or pursuit of excellence in professionalism and education. All students enrolled in the School of Nursing will be held accountable to the standards of academic and clinical conduct outlined in this policy.

“Drugs” and “Alcohol” are defined to include any substance with the potential to produce the effects of intoxication and/or behavior which may adversely affect a student’s ability to safely and efficiently perform in the clinical or classroom environment.

It is understood that there are circumstances where students may need to take medications due to medical conditions which may possibly impair their performance. Students in a clinical setting are required to be aware of the effect that all medications may have on performance and must notify their instructor and receive confirmation of approval to attend clinical assignments **prior** to attendance in the clinical setting.

**Alcohol:**

All students are held accountable for the Alcoholic Beverage Policy and Virginia State Alcoholic Beverage Control Laws as outlined in the Radford University Standards of Student Conduct. Virginia State Alcoholic Beverage Control Laws state, “Persons under the age of 21 are prohibited to buy, possess, drink or serve beer, wine or liquor in Virginia.”

No student may consume or be under the influence of, or be in possession of alcohol at any time the student is in the classroom, labs and/or performing clinical duties. Use of alcohol will result in immediate removal from the classroom or clinical setting and is considered a violation of this policy.

In addition to this policy, any use/abuse of alcohol outside the clinical, lab or classroom which adversely affects a student’s performance in the clinical setting or classroom, or adversely affects or threatens to adversely affect other interests of the School of Nursing is prohibited and result in dismissal from the program.
As described in the Radford University Standards of Student Conduct, “Public intoxication is illegal. (Those conditions considered to indicate intoxication, although not necessarily limited to those listed include: affected manner or disposition, speech, muscular movements, general appearance or behavior as apparent to the observer.)”

**Illegal Use of Controlled Substances:**

All students are accountable to the drug policy as outlined in the Radford University Standards of Student Conduct which states, “Possession, use, distribution, manufacture or sale of controlled substances or illegal drugs is prohibited.”

Any student with drug or alcohol related problems that voluntarily discloses will be referred to the Radford University Center for Counseling Services and the Office of Substance Abuse, Violence Education and Support Services (SAVES).

Participation in the Center for Counseling Services or SAVES does not relieve any student from overall compliance with the School of Nursing’s drug and alcohol policy or attendance, performance and other rules and standards generally applicable to students. Those students who have disclosed alcohol or drug related problems may be required to submit to immediate drug/alcohol testing. A student who has drug or alcohol related problems will not be able to attend clinical and therefore will be withdrawn from the School of Nursing. The student may reapply to the School of Nursing when the student has documentation of successful rehab. Readmission is not guaranteed and periodic drug and alcohol testing may be required if they are readmitted to the School of Nursing.

A. **Pre-enrollment Testing:**

**Drug Testing:**

The following categories of drugs will be tested for in the urine drug screen:
- Dilution testing–creatinine
- Amphetamines
- Barbiturates
- Benzodiazepines
- Cannabinoids (THC)
- Cocaine (as benzoylecgonine)
- Meperidine (Demerol®)
- Methadone (Dolophine®)
- Opiates (codeine, morphine, hydrocodone, hydromorphone)
- Oxycodone (oxycodone, oxymorphone)
- Phencyclidine (PCP)
- Propoxyphene (Darvon®)
- Tramadol
Policy:

1. Each semester a negative urine drug screen is required of all students in the Radford University School of Nursing; therefore this policy applies to all nursing students.

2. A SAMSHA (Federally) certified reference laboratory must perform testing. The School of Nursing will designate where students are to receive their drug screen.

3. The testing fee is the responsibility of the individual student.

4. A student who tests positive on the drug screen panel will have the results reviewed by the Medical Review Officer (MRO) of the laboratory. The final determination of a positive or negative drug screen will be determined by the MRO. Failure to follow up as directed with the MRO results in a POSITIVE drug screen panel for the student.

5. The School of Nursing reserves the right to require additional drug screening at any time during enrollment in the School of Nursing.

6. If a student is found to be positive for drugs, the student will be withdrawn from the School of Nursing.

Procedure:

1. Each semester students will have a urine drug testing at both the Radford and Roanoke site at a time designated by the School of Nursing. Students may be subject to additional screenings throughout upper division at the student’s expense.

2. The School of Nursing will send an email to each level student with instructions on how to order the drug screening and the time frame the drug screening must be completed. All drug screenings must be completed within the time frame and have a negative report. If drug screening not completed within the time frame, this will be cause for dismissal from the School of Nursing.

3. You will order your drug screening online through CastleBranch. The order form will require personal information – You will enter your full name, date of birth, social security number, current address, phone number and e-mail address.

4. When you register for testing you will be given a location of the LabCorp that is closest to the address you provide on the order form. If you are not at
the address you list on the order form you can take your custody form (echain) to any LabCorp and have the drug screening done. You will have to find the nearest LabCorp to where you are staying.

Within 24 - 48 hours after you place your order the electronic chain of custody form (echain) will be placed directly into your CastleBranch account. You will receive an email that your chain of custody form is ready to print. You will need to print the echain and take with you to do the test.

NOTE: At this time the closest testing site to Radford is Roanoke.

5. When final report is posted to your CastleBranch account the results must be negative. Drinking large amounts of water may cause a dilute negative result. If you have a dilute negative you will be required to retest. You will need to order another drug screening and pay an additional fee to retest.

6. If you are on medication(s) this will affect the results of your screening. The assigned laboratory’s Medical Review Officer (MRO) will review any positive test result. The MRO will call you to clear up the positive screening. Failure to make contact with the MRO will result in a POSITIVE drug screening. All students must have a negative screening. A positive screening will result in dismissal from the School of Nursing.

7. Your drug screening results will be posted to your CastleBranch account. The School of Nursing will have access to the results.

8. If a student cannot provide a urine sample at the time of screening, they will be required to reorder the test, pay an additional $50.00 and retest within provided time frame.

B. Testing Under Reasonable Suspicion:

1. The instructor will request the student to leave the classroom or clinical environment and direct that student to the agency administrative office if there is reasonable suspicion of substance abuse. Reasonable suspicion of substance abuse is considered when any student demonstrates unusual, unexplained behavior. Observable signs might include, but are not limited to:
   - Slurred speech
   - Odor of alcohol on breath or person
   - Unsteady gait
   - Disoriented or confused behavior
   - Significant changes in work habits
   - Observed behaviors indicative of hallucinations
   - Unexplained accident or injury
   - Sloppy, inappropriate clothing or appearance
• Physically assaultive, unduly talkative, exaggerated self-importance, making incoherent or irrelevant statements
• Excessive sick days, excessive tardiness when reporting for class or clinical
• Missed deadlines, careless mistakes, taking longer than customary to complete work
• Coordination (not normal, swaying, staggering, lack of coordination, grasping for support)
• Performance (unsafe practices, unsatisfactory work)
• Alertness (change in alertness, sleepy, confused)
• Demeanor (change in personality, fighting, excited, combative, aggressive, violent, argumentative, indifferent, threatening, antagonistic)
• Eyes (bloodshot, dilated)
• Other clinical observations consistent with impairment

Procedure for non-clinical times:
1. Once it has been determined by the Director of the School of Nursing, or an individual designated by the Director, that testing an individual student for drugs and alcohol is warranted, the student will be notified by the School Of Nursing official requesting the testing.
2. The student will submit to testing for substances within one hour of notification.
3. The School of Nursing official will notify the laboratory that a student is being sent for testing.
4. The School of Nursing official will call a cab to transport the student to the laboratory and will escort the student to the cab.
5. The student is responsible for any costs associated with laboratory testing and transportation.
6. The student will not be allowed to return to the classroom or clinical environment until the test results are confirmed.

C. Testing for reasonable suspicion during a Clinical Rotation:

1. The clinical instructor will request the student to leave the clinical environment and direct that student to the collection site or emergency department as per agency protocol.
2. The Director of the School of Nursing will be immediately notified by the clinical instructor of the incident.
3. The School of Nursing official will notify the laboratory/ED that a student is being sent for testing.

4. The School of Nursing official will call a cab to transport the student to the laboratory/ED and will escort the student to the cab. Following testing, a cab or responsible person will drive the student home.

5. The student is responsible for any costs associated with laboratory testing and transportation.

6. The student will not be allowed to return to the clinical environment until the test results are confirmed.

7. If test results are negative, students will be allowed to make up missed work.

D. Test Results:

1. Positive test results will be reported to a Medical Review Officer (MRO) appointed by the testing laboratory. The Medical Review Officer will confer with the subject student to determine if there is any authorized reason for the positive test result. Failure to make contact with the MRO as requested results in a POSITIVE drug screening with dismissal from the School of Nursing.

2. All confirmed positive test results will be reported to the School of Nursing Associate director of Undergraduate Programs and Director of the School of Nursing. Progression issues with students are reported to the Chair of the Admissions, Progression, and Graduation Committee (APG).

3. Any student who, as a result of testing, is found to have unauthorized drugs or alcohol in his or her system in excess of established standards, regardless of when or where the substance entered the student’s systems, will be considered in violation of this policy.

4. If a test result shows the test has been adulterated, or the test is unable to be run because the temperature of the specimen is suggestive of adulteration, the test results will be considered positive and in violation of this policy.
**Policy Violations and Procedures:**

Any violation of the School of Nursing’s Policy (*Drug and Alcohol Use/ Abuse*) will result in **immediate removal** of the student from all courses within the School of Nursing. A positive test result will be considered a violation of the policy and result in removal from all courses.

In the presence of irregular student behavior, the instructor will immediately notify the student of that observation; document reasons for suspicion that describes dysfunctional/unsafe student performance; and require that the student leave the clinical/classroom setting immediately. With the determination of the Director of the School of Nursing or said designate, the student will be required to submit to urine/blood/breath testing for substances within one hour of the precipitant event. The educator’s judgment is itself sufficient to direct these measures. Any student recourse will necessarily follow their unquestioning execution of that educator’s direction for testing. Persons found in violation of this policy may also be subject to arrest, criminal prosecution, and/or university judicial charges and sanctions.

**Confidentiality:**

All records and information obtained by the School of Nursing regarding drug testing, will be maintained by restricting access, on a need-to-know basis, to those designated by the Director of Nursing - as allowed for by the Family Educational Right to Privacy Act. (Buckley Amendment) which can be viewed at [http://cpsr.org/prevsite/cpsr/privacy/ssn/ferpa.buckley.html](http://cpsr.org/prevsite/cpsr/privacy/ssn/ferpa.buckley.html)
POLICY ACCEPTANCE FORM RISK MANAGEMENT (DRUG USE/ABUSE)

If you are accepted for Fall Semester is due by August 1

If you are accepted for Spring Semester is due by January 1

CONFIDENTIALITY:

All records and information obtained by the School of Nursing regarding drug and alcohol testing, the test results, and treatment of students for chemical dependency will be maintained by restricting access, on a need-to-know basis, to those designated by the Director, School of Nursing.

POLICY ACCEPTANCE:

Failure to read and sign this Policy (Drug and Alcohol Use/Abuse) will preclude enrollment and progression within the School of Nursing.

I, ____________________________ _____________, have read and understand this Risk Management Policy for Students (Drug and Alcohol Use/Abuse).

Student Signature Date

Witness Signature Date

Failure to sign this form will result in dismissal from the nursing program.