

Procedure Number: 238a
Procedure Name: CHEMICAL IMPAIRMENT PROCEDURE
Reviewed by: Nursing Faculty
Last Review Date: 09/24/2021

DRUG AND ALCOHOL TESTING:

Students in the College of Nursing and Professional Disciplines (CNPD) Department of Nursing (DON) will be subject to drug and alcohol screening that includes:

- The semester prior to starting initial clinical course of collection of data in a clinical setting.
- Reasonable suspicion

Drug and alcohol screening is a requirement for enrollment in undergraduate and graduate Nursing clinical course. All students will be screened the semester prior to starting initial clinical course, but prior to enrollment. A "HOLD" will be placed on a student's enrollment until clearance documentation is received. Applicants who do not consent to the drug and alcohol screen will be removed from the accepted student list.

The Dean will designate the company(ies) approved to do the drug and alcohol screen. Results from any company other than those designated by the school will not be accepted.

The student will pay the cost of the drug and alcohol screen. In addition, if an agency at which the student has been placed for a clinical experience also requires drug and alcohol screens, the students must consent to such screening and pay the cost for the testing. Students who do not consent to drug and alcohol screening will be removed from clinical participation and will be subject to dismissal.

Once the student has paid the fee for drug and alcohol testing and verifications, the vendor will provide information directly to the student with the location for the testing and other testing details.

Students will have 15 calendar days from the time they pay the fees on the vendor site to complete the drug and alcohol test.

Students who do not complete the testing within the 15-day calendar time frame, will forfeit their admission spot and the next student on the admission list will be offered admission.

Initial entry to the traditional BSN undergraduate nursing program drug and alcohol testing must be completed by **July 15** in the summer prior. RN-BSN and graduate nursing students must be completed by the deadline given to them based on when they are scheduled to begin clinicals. Failure to complete this requirement by the deadline may result in dismissal from the nursing program.

Reasonable suspicion testing will be completed in compliance with the agency policy where student is placed at the expense of the student. The student must release the reasonable drug and alcohol test results to the UND Department of Nursing. Failure to release information will result in dismissal from the nursing program.

Education:

The University of North Dakota recognizes the importance of early education and its role in the prevention of substance abuse (SA) or chemical dependence (CD). All students will be provided a copy of the chemical impairment policy in the student handbook for their program. Each student must sign the review of handbook form as a condition of admission.

Reporting:

All faculty and students possess a duty to report concerns about possible chemical impairment. Early detection is paramount to providing a drug and alcohol free environment. Students who suspect chemical impairment should report their concerns to a Department of Nursing faculty member immediately. The nursing faculty will initiate the

drug and alcohol testing protocol for the student.

Common signs and symptoms of chemical impairment include, but are not limited to, the following:

PHYSICAL

- Physical complaints
- Tremors, nervousness
- Slurred speech
- Unsteady gait
- Flushed face
- Watery eyes
- Dilated or pinpoint pupils
- Excessive use of mouthwash/breath mints

BEHAVIORAL

- Poor judgment
- Disorganization
- Missed deadlines
- Patient complaints
- Poor hygiene
- Mood swings, irritability
- Excessive talking
- Poor recall
- Irrational statements
- Drowsiness
- Isolation
- Anger
- Euphoria
- Long breaks
- Frequent trips to locker room/restroom
- Early arrival or late departure

ACADEMIC OR CLINICAL PERFORMANCE

- Poor grades and/or significant decline in GPA
- Absenteeism/tardiness or any pattern of impairment in an individual's ability to meet standards of performance, competency, and safety in the classroom or clinical area

Self-referral will be encouraged. The Dean must be notified if the individual enters treatment. If the student enters treatment, they are removed immediately and dismissed from the program.

REMOVAL FROM THE CLASSROOM OR CLINICAL ENVIRONMENT:

When a faculty member/preceptor becomes aware of suspected chemical impairment she/he will:

1. Notify the appropriate Department Chair. If they are not available, the faculty member/preceptor will contact the Dean.
2. Remove student immediately from the clinical site or classroom to a private area. Inform the student why they are being removed.
3. When possible, have a witness present (i.e. other faculty member/preceptor or hospital staff).

4. State the sign(s) and behavior(s) observed.
5. Allow the student to explain.
6. Question the student regarding the use of any substance and, if used, what, when, and how much was used and by what route it was taken.
7. If the student denies use of any substance and/or the faculty member determines that reasonable suspicion exists, the student must submit to a drug and/or alcohol test immediately.
8. The student will be accompanied to the designated testing area for that facility. A faculty member or a designee will remain with the student until the test is completed. After the test is completed, the faculty member will ensure the student has a safe ride home. If there is a concern for the student's personal safety, the police will be contacted.
9. A UND incident report will be completed by the faculty member.
10. Faculty members must also act in accordance with the individual agencies/clinical sites' substance abuse policies and procedures.
11. The student will not be allowed to return to the classroom or clinical environment until the results are evaluated. The student will be notified.

FINDINGS IN DRUG AND ALCOHOL SCREENINGS

1. The CNPD Office of Student Services (OSS) will manage this process. The Director of the OSS will receive all positive drug and alcohol test reports and will communicate these with the Dean.
2. Immediately upon receipt of a positive drug or alcohol test or student refusal to submit to drug and alcohol testing, the student must be immediately removed from the classroom or clinical setting and is dismissed from the program. For newly admitted students, the offer for admission will be revoked.
3. In the event that the positive drug or alcohol test included prescription medication(s), the student is immediately removed from the classroom or clinical settings. The student must work with the company approved to do the drug and alcohol screen to submit the appropriate documentation. The Office of Student Services will be notified once the review has been complete and if the student has been cleared. If it is determined that there has been a misuse of the prescribed medication(s), the student is dismissed from the program or admission offer for newly admitted students would be revoked.
4. Following dismissal, the student can be referred to the University of North Dakota (UND) Counseling Center or an agency of the student's choice for a chemical dependency evaluation. The student will be responsible to follow-up with their own healthcare and treatment plan.
5. Any student who has professional licensure will be reported to their respective state of licensure, as required by law. For pre-license students, notification to the North Dakota Board of Nursing is not required. However, notification may be required in other states. For states other than North Dakota, the Board of Nursing for the state where the incident took place will be contacted as required by law.

Confidentiality:

The Dean 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 Board of Nursing regulations.

Approved by Graduate Council R 12/11/15
Approved by Nursing Faculty 12/15/15; R 01/18/19; R **09/24/2021**