

Drug Testing Policy

ZERO TOLERANCE



DRUG TESTING POLICY

SCH reserves the right to drug test students at anytime during their enrolled program up to and including multiple random drug screens. Students who refuses to be drug tested or leaves the site during drug testing can be terminated from the program. It is the schools responsibility to maintain a safe environment for patients.

Suncoast College of Health Zero Tolerance Drug and Alcohol Policy Objective

It is the intent of Suncoast College of Health to establish and clearly communicate a drug and alcohol policy based upon a philosophy of Zero Tolerance with the end result that all students be free of any chemical impairment.

Purpose

The overall purposes of this policy are to create an environment, which promotes the health and wellness of students, and to provide for safe and effective care to clients by students who are drug and alcohol free.

Policy

Students are prohibited from being under the influence of illegal drugs, unprescribed controlled drugs, alcohol or inhalants while in the classroom, the clinical setting, on campus, or while participating in Suncoast College of Health sanctioned or sponsored activities. For the purpose of this policy, "campus" includes any and all sites associated in any way, either directly or indirectly, with Suncoast College of Health. Students taking any prescribed or over-the-counter medications which may alter their ability to function in a competent manner while in the classroom or the clinical setting must report their medication use to their respective instructor(s) prior to entering the setting.

Testing

It is the intention of Suncoast College of Health to test students in an unbiased and impartial manner. Testing may be done for any or all of the following reasons:

1. Randomly throughout enrollment
2. Reasonable suspicion
3. Scheduled testing
4. Post-incident/unusual occurrence (i.e. under certain circumstances following an incident or unusual occurrence)

Substance Screening

Random Testing

The use of drugs and/or alcohol is unacceptable, as it is detrimental to health, safety, productivity and security of patients, faculty and students. Both Suncoast College of Health and the health agencies with which it contracts have a substantial interest in the continued health and sobriety of their students due to the sensitive nature of the duties they perform. Therefore, during participation in clinical requirements, in the classroom, while on campus, or participating in Suncoast College of Health, all students will be subject to random, unannounced drug and/or alcohol screens. Each term a set percentage of students (0-100%) will be tested without notice, at any time throughout the period.

The drug and/or alcohol screens will be accomplished through a Breathalyzer or blood/urine laboratory test, at the option of the institution. The school will bear the cost of the random drug screens. The time required of the student to be away from class or clinical rotation in order to undergo random substance screening will not result in a reduction of logged classroom and/or clinical hours.

Reasonable Suspicion Testing

Students may be requested to undergo a Breathalyzer test or blood/urine screening for drugs and/or alcohol at any stage of the curriculum if reasonable suspicion exists to indicate that the student is using or is under the influence of drugs and/or alcohol, or may have used drugs and/or alcohol, or may have been under the influence of drugs and/or alcohol.

Reasonable suspicion may be based on:

Direct observation of drug and/or alcohol use and/or any physical symptoms or manifestations of being under the influence of a drug and/or alcohol in the classroom, clinical setting or on campus; abnormal conduct or erratic behavior such as absenteeism, tardiness, or significant deterioration of performance; a report of drug and/or alcohol use provided by reliable and credible sources and which has been independently corroborated by the school; evidence that an individual has tampered with a drug and/or alcohol test while enrolled in the school; information that a student has contributed or caused harm, without limitation, to themselves or others while enrolled.

When a faculty or staff member believes that reasonable suspicion exists, the faculty or staff member must contact the Dean of Nursing or the Dean's designee to corroborate his/her suspicions. If the student is believed to pose a risk to self or others, the faculty or staff member will immediately remove the student from the setting. The suspicions must be validated by two professional persons (faculty, nurses, physicians, etc.). Where reasonable suspicion is corroborated, the student will be confronted with the observations and asked to undergo screening. The suspected individual will be asked to have a drug screen done immediately at his/her own expense and to have a report sent to the director of the program as soon as possible (within 24 hours).

A description documenting the basis for reasonable suspicion and the subsequent steps taken must be recorded as soon after the incident as possible.

Refusal to Submit/Failure to Report

If at any time a student refuses to submit to testing during the random or reasonable suspicion screening, that student will be considered to be in violation of school policy and will be administratively dismissed from the school.

If at any time during the random screening a student fails to report to the collection site at the designated time, that student will be subject to further disciplinary action, up to and including dismissal from the school.

Positive Results

Students will be given reasonable opportunity to explain a confirmed positive test result. The student will be responsible for enduring the cost of the certification of the drug test (retesting of the urine) to detect a false positive. If, in the school's sole discretion, the explanation is unacceptable and/or cannot be satisfactorily documented by the student's health care provider, the student will be administratively dismissed from the school.

If the certification of the drug screen is also positive, the student must withdraw from the program and may apply for readmission at a later date. In order to be considered for readmission, the student must submit a letter from a treatment agency verifying completion of a drug treatment program. Readmission is not guaranteed. If the student is readmitted and tests positive for substance abuse a second time, the student is not eligible for continuation or readmission to the School of Nursing. If the certification (re-test) drug screen is negative, the student will be allowed to continue in the nursing

program, but the student may be required to have at least one random drug screen at his/her expense during the time he/she continues in the nursing program. (This random drug screen will be at a time determined by the student's instructor/program director, and proof that the drug screen was conducted within 24 hours of notification to the program director . If the random drug screen is positive, the student must withdraw from the nursing program, and he/she is not eligible for continuation or readmission to the School of Nursing.

Prescribed or Over-the-Counter Medications

Students taking any prescribed or over-the-counter medications which may alter the student's ability to function during classroom and clinical assignments must report their medication to their respective instructor(s) prior to the student entering the classroom/clinical setting.

Sample Collections

The school will use a laboratory for official drug testing results to make decisions regarding the students status with the school.

Appeal Process

There is no appeal process available to students in violation of the *Zero Tolerance Drug and Alcohol*

Policy:

Definitions

Administrative Dismissal: The student is dismissed and becomes ineligible to return to the school.

Random Testing: To drug test students without notice. The school will bear the cost of random drug screens.

Reasonable Suspicion Testing: Drug and/or alcohol testing based on a belief that a student is using or has used drugs in violation of Southwest Florida Technical Institute's *Zero Tolerance Drug and Alcohol Policy*. The suspicion may be based on: direct observation of drug and/or alcohol use and/or the physical symptoms or manifestations of being under the influence of a drug and/or alcohol in the classroom, clinical setting, or on campus; abnormal conduct or erratic behavior such as absenteeism, tardiness, or significant deterioration of performance; a report of drug and/or alcohol use provided by reliable and credible sources and which has been independently corroborated by the school; evidence that an individual has tampered with a drug and/or alcohol test while enrolled in the school; information that a student has contributed or caused harm, without limitation, to themselves or others while enrolled. The suspected individual will be asked to have a drug screen done immediately at his/her own expense.

Scheduled testing:

To give up to 24 hours notice of required drug screen. Students are to bear the cost of scheduled drug screens.

Depending on the current laws and statutes of Florida, the school may be held responsible to inform the Florida Board of Nursing that the student's drug test was positive AND/OR referred to Intervention Project for Nurses (IPN) for those who hold a state license. If a student tests positive for a prescribed drug, the student must contact the Director of the school to give the student approval to practice in the clinical area. All test results will be filed in the School of Nursing and shall remain confidential unless otherwise obligated by rule or law of the State of Florida to be reported. The Intervention Project for Nurses (IPN) was established in 1983 through legislative action to ensure public health and safety through a program that provides close monitoring of health care workers who are unsafe to practice due to impairment as a result of misuse or abuse of alcohol, drugs, or both, or due to a mental or physical condition which could affect the licensee's ability to practice with skill and safety.