



**MEDICAL EDUCATION DIVISION
SUBSTANCE ABUSE POLICY**

Professional/Legal Standard

The Division of Medical Education recognizes its responsibility to provide a healthy environment within which students may learn and prepare themselves to become members of the medical profession. UA Cossatot is committed to protecting the safety, health and welfare of its faculty, staff, and students and people who come into contact with its faculty, staff and students during scheduled learning experiences. The Medical Education Division (MED) strictly prohibits the illicit use, possession, sale, conveyance, distribution and manufacture of illegal drugs, intoxicants, or controlled substances in any amount or in any manner, and the abuse of non-prescription and prescription drugs.

In regard to nursing students specifically, any nursing student who tests positive for an illegal or controlled substance, or abuses potential substances, and who cannot produce a valid and current prescription for the drug, is at risk of being in violation of the Arkansas Nurse Practice Act, ACA 17-87-309 (a)(3)(4) and (6); and the Arkansas State Board Rules and Regulations Chapter Seven, Section XI.A and Section XV.A.6.m. Furthermore, any nurse who is aware that another nurse has violated a provision of the Arkansas Nurse Practice Act is obligated to report that nurse to the Board. A failure to do so in and of itself is violation of the Arkansas Nurse Practice Act, ACA 17-87-309 (a)(6); and the Arkansas State Board Rules and Regulations Chapter Seven, Section XI.A and Section XV.A.6.j.

If a Medical Education student is taking medications, especially a controlled substance, he/she must have a valid current prescription. For medical marijuana, he/she must have a valid and current registry identification card. Current means it must be dated within the past year. Nevertheless, even if a student has a current prescription, he/she cannot attend theory or clinical/fieldwork while under the influence of marijuana.

Students holding a current valid marijuana prescription and a current valid marijuana registry card are not permitted to engage in any activity while under the influence of marijuana if doing so would constitute negligence or professional malpractice. No student, including those holding a prescription, may possess or use marijuana on campus.

Students using marijuana by prescription should be aware that clinical and fieldwork facilities are not controlled by UA Cossatot and are not required by law to permit students who test positive for medical marijuana to participate in clinical or fieldwork activities. Students who test positive for marijuana (including those who hold a prescription) may not be able to find clinical or fieldwork placement. In the event this occurs, UA Cossatot's Division of Medical Education is not obligated to find placement. If this occurs the student will not be able to graduate the program.

It is possible that a placement site may prohibit a student in a 'safety sensitive' program of study from participating in a clinical education, fieldwork, or skills/laboratory setting during the period that a student is using medical marijuana, even if the student is not impaired. In the event that a

student tests positive, even with a valid medical marijuana card, the college or the Medical Education Division will not be required to find an alternative clinical, fieldwork, or skills/laboratory setting for the student. Therefore, the use of medical marijuana could jeopardize the student's ability to complete the program of study in a timely manner.

Professional expectations apply to all Medical Education students. Any student who is aware that another Medical Education student is using, or is in possession of illegal drugs, intoxicants, or controlled substances, he/she is obligated to report this information to a (MED) faculty member. Any student who cannot produce a valid and current prescription for the drug will be administratively withdrawn from his/her program.

Statement of Purpose

The intent of the Substance Abuse Policy is not just to identify those students chemically impaired, but also attempts to assist the student in the return to a competent and safe level of practice and to achieve his/her goal of becoming a Medical Education professional. This includes but is not limited to a Registered Nurse, Licensed Practical Nurse, Occupational Therapy Assistant, Physical Therapist Assistant, Medical Assistant, or EMT. Emphasis is on deterrence, education and reintegration. All aspects of the policy are to be conducted in good faith with compassion, dignity and confidentiality.

Statements for Policy Inclusion in Catalog/Handbooks

The MED Substance Abuse Policy of UA Cossatot can be found on the UA Cossatot website @ www.cccua.edu.

Student Release Form

As a condition of enrollment, each student will sign a Substance Abuse Policy Release Form agreeing to adhere to the Substance Abuse Policy.

When the Testing May Occur: Random drug screens may occur throughout the program. Students will be asked to voluntarily submit for screening. MED requires the student to submit to drug testing under any or all of the following circumstances:

- Scheduled testing at unannounced designated times throughout the program
- Random testing as required by the clinical agencies or the Division
- For cause
- As part of a substance abuse recovery program

A student failing to submit to a screening will be dismissed from the Medical Program currently enrolled.

Cost: The approximate cost of each drug screen is \$55.00-\$200.00. This expense will be the student's responsibility at a pre-approved screening company and/or site. MED will make every effort to keep the cost of screening as low as possible. Contracts with screening facilities are negotiated annually. Initial screenings may occur under the supervision of MED nursing staff.

Facility: The Division will identify a Substance Abuse and Mental Health Services Administration (SAMHSA2) –approved laboratory to perform testing utilizing the agency's policies.

Sample Collection: The collection techniques will adhere to the guidelines in accordance with US Department of Transportation 49 CFR Part 40 following chain of custody protocol.

Substances: Substance-related disorders are listed in the *Diagnostic and Statistical Manual of Mental Disorders, fourth edition, (DSM-IV)*. Substances of abuse are grouped into eleven classes: alcohol, amphetamines or similarly acting sympathomimetics, caffeine, cannabis, cocaine, hallucinogens, inhalants, nicotine, opioids, phencyclidine (PCP) or similarly acting arylcyclohexylamines and sedatives, hypnotics or anxiolytics. Testing may include any of these drug categories. The Division shall have the authority to change the panel of tests without notice to include other illegal substances as suggested by local and national reports, clinical/fieldwork facilities or other circumstances.

Positive Results: Test results will be considered positive if substance levels excluding caffeine and nicotine meet or exceed the licensing board's established threshold values for both immunoassay screening and gc/ms confirmation studies, and/or the Medical Review Officer verifies unauthorized use of the substance. Positive tests are run twice to verify substances. Split samples are saved at the original lab and may be sent to another SAMHAS approved lab for additional testing at the student's expense.

Confidentiality

All testing information, interviews, reports, statements and test results specifically related to the individual are confidential. Drug test results will be received from the lab by the Division Chair of the Medical Education Division or designee, and only authorized persons will be allowed to review this information. Records will be maintained in a safe, locked cabinet and/or password protected electronic database. While the issues of testing are confidential within the college community, the information regarding substance abuse and rehabilitation, depending on the licensing board, may be shared as the graduate applies for a license. (Issues related to confidentiality involve federal drug and alcohol confidentiality law, and programs need to consider this during the licensure application process.)

Treatment, Referral & Reapplication

The outcome of a positive drug screen for any substance without proper documentation including disclosure or current prescription, may include any of the following: a warning, a learning agreement for behavioral change, referral for medical evaluation, or immediate dismissal from the program. A positive drug screen of any of the following substances: amphetamines or similarly acting sympathomimetics, cannabis, opioids, cocaine, hallucinogens, inhalants, or phencyclidine (PCP) or similarly acting arylcyclohexylamines will result in immediate dismissal from the program, unless there is a valid prescription (and, in the case of marijuana, registry identification card). If the student wishes to challenge the decision of the medical program, the due process procedures of the college will be followed. The faculty will refer persons identified as having substance abuse problems for therapeutic counseling regarding substance withdrawal and rehabilitation from a reliable source.

A student may apply for re-admission into their Medical Education program but must follow the same requirements and admission procedures as students who have never attended the program of choice. A student who fails or leaves the program for any reason may be permitted one opportunity to re-apply (regardless of which semester). The re-application process for a student who has previously tested positive for substance abuse will include:

- Demonstrate attendance at AA, NA, for a 6-month period of time, or a recognized substance abuse treatment program of choice. Evidence of participation must be sent to the Division of Medical Education. Acceptable evidence shall consist of a written record of the date of each meeting, the name of each group attended, purpose of the meeting, and the signature of the chairperson of each group attended. Acceptable evidence for a treatment program of the student's choice will be a verifiable completion certificate.
- Demonstrate at least 1 (one) year of abstinence immediately prior to application.
- Demonstrate letters of reference from all employers within the last 1 (one) year.
- Once readmitted, the student must sign an agreement to participate in monitoring by random drug screening consistent with the policy of the institution and the clinical agency where assigned client care. The student will be responsible for all testing expenses throughout the program. If a facility refuses or denies clinical experience to the student, UA Cossatot has no obligation to find the student an alternate clinical site.
- Once readmitted, the student must abstain at all times from the use of controlled or abuse potential substances, including alcohol, except as prescribed by a licensed practitioner from whom medical attention is sought. The student shall inform all licensed practitioners who authorize prescriptions of controlled or abuse potential substances of student's dependency on controlled or abuse potential substances, and student shall cause all such licensed practitioners to submit a written report identifying the medication, dosage, and the date the medication was prescribed. The prescribing practitioners shall submit the report directly to the Division Chair or designee within ten (10) days of the date of the prescription. (adapted from the ASBN Suspension Motion, 0500 if applicable)

Appeal Process

See Student Academic Catalog for the appeals process.

Incident of Reoccurrence

A student who is re-admitted to a Medical program, and has a positive test for substance abuse, will be dismissed from the program and will have exhausted all re-admissions to the program. Furthermore, the student will be ineligible to receive a letter of good standing from the Medical program.