

**TARLETON STATE UNIVERSITY
DEPARTMENT OF NURSING
REQUIRED ALCOHOL AND DRUG TESTING - POLICY AND PROCEDURES**

PURPOSE: For the promotion of a safe, healthy environment for students, faculty and staff and the clients, their families, and significant others with whom the student comes in contact with in diverse clinical settings, the Department of Nursing reserves the right to test all students for the presence of drugs or alcohol prior to clinical assignments and/or reasonable suspicion. Testing ensures compliance with Joint Commission's Accreditation of Health Care Organizations standards pertaining to human resource management.

PROCEDURES

1. All testing will be conducted by the company (ies) designated by the Department of Nursing. The Department of Nursing will not accept drug or alcohol screening results from any company other than the one designated by the Department of Nursing.
2. When testing is required, it will consist first of a screening test. The screening test will be performed on a urine sample.
3. Testing will comply with TAMU policy number 34.02.99.M1.02 (Urine Collection).
4. If the screening test is negative, the test results will be recorded as a negative.
5. The students will be required to sign a consent form prior to testing.
6. Students taking a drug prescribed by a licensed physician must have at the time of testing the drug in its original container, which identifies the drug, dosage, prescription date and prescribing physician. The student will be also be asked at the time of testing to list all medication (prescription, over-the-counter, or nutritional supplements) taken in the past month.
7. After testing is complete, the designated company performing the test will notify the student of the results within 72 hours. The student name and results will also be released to the Head of the Department of Nursing. The consent form and medication list will not be released.
8. To whatever extent is appropriate for the circumstances, the Department of Nursing will protect the privacy of the student. For example, clinical agencies will be given a letter stating that faculty and students who are assigned to the agency have been screened for drugs and the screening was negative. Students who have positive results will not be listed and will not be assigned to the clinical facility.

9. Initial Testing

- a. The initial screening test must be conducted after admission to the nursing program, but within 30 days prior to the start of the initial clinical/agency rotation.
- b. Students are required to pay for the cost of initial screening test.

10. Periodic Random Screening

- a. Each semester students will be selected using a random selection procedure.
- b. Students selected by this random process will be required to undergo the drug screening procedure by a specified date.
- c. The Department of Nursing will pay for the screening test.

11. Additional Screening

- a. Students will undergo additional testing for the presence of drugs or alcohol, under the following circumstances:
 - 1) Any break in attendance (one full semester or more) will require additional testing of student prior to clinical rotation.
 - 2) When a faculty member has a reasonable basis to believe a student is under the influence of drugs or alcohol.
 - 3) When a student has been involved in an untoward incident while in a clinical agency in which the student's actions or failure to act, may have contributed to the incident.
 - 4) When a student performs an unsafe act or violates a safety policy that resulted in harm to the student or patient.
 - 5) When a student has patterns of discrepancies in any medication or narcotic administration reports or failure to comply with facilities Controlled Substance Wastage Policy.
- b. The student will pay for the cost of any additional screening test required.
- c. Tarleton faculty will send a student home from the clinical facility if additional testing is warranted during clinical hours.

12. If the screening test is positive, the student will undergo additional testing at his or her own expense.
 - a. A second (confirmatory test) will be performed within 24 hours of notification to student of positive results. The student may not be in a clinical agency until the results of the confirmatory test are known.
 - b. If the confirmatory test is negative, the test results will be recorded as negative. The student may return to the assigned clinical agency.
 - c. If the confirmatory test is positive, the test results will be referred to a Medical Review Officer. Medical Review Officer is defined as a medical doctor, licensed in the State of Texas who provides review services for the testing company designated by the Department of Nursing. The student will not be allowed in the clinical agency.
 - d. If the Medical Review Officer determines the positive test results are due to the use of an illegal drug (including, but not limited to: cocaine, crack, ecstasy, heroin, lysergic acid diethylamide LSD, marijuana, mescaline, methamphetamine, phencyclidine PCP, psilocybin, tetrahydrocannabinol Hashish) the student will be dismissed from Tarleton's nursing program immediately. If the findings determine the positive test results are due to inappropriate use of a legal drug, appropriate action will be taken.
 - e. Students will not be allowed to attend clinical agency rotations for minimum of 12 months following a positive test. Students are subject to retesting prior to consideration for reentry into clinical rotations following the required 12-month suspension.
13. Students testing positive can be referred to substance abuse rehabilitation program in order to maintain good standing with the University.
14. If a student refuses to submit to testing prior to clinical assignment or upon reasonable suspicion (see examples in #11.a.), the student will be counseled and subject to appropriate disciplinary action upon investigation of the situation.
15. Any arrest, indictment, conviction or plea of no contest for a drug related offense, including Driving While Intoxicated (DWI) must be reported within three days of occurrence to the Department of Nursing.

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