

**COLLEGE OF NURSING  
UNIVERSITY OF SOUTH ALABAMA**

**DRUG POLICY AND PROCEDURE STATEMENT**

The mission of the College of Nursing is to provide educational programs to a diverse student body, to participate in research and scholarly activities, and to provide service to the University, the profession and the public. The College accomplishes this by providing a caring, engaging environment for the empowerment of student learning potential, the professional development of faculty, and the promotion of the nursing profession. Therefore, in order to uphold the highest standards of the nursing profession, the College of Nursing has adopted a drug-free environment. As a condition of admission to the professional component of the College of Nursing, each student will be required to submit to a drug test, and to submit, as requested, to additional tests once enrolled in the professional component. The University of South Alabama Statement of Policy regarding drug use is the foundation for this policy statement. However, the College of Nursing Drug Policy and Procedure Statement is particular to this College.

**Drug Testing upon Admission to the Professional Component**

Students apply for admission to the professional component of the nursing program once they have completed freshman and sophomore level prerequisite courses. Students selected for admission to the professional component of the College of Nursing are admitted pending a negative drug test. Admission will be withdrawn for a student testing positive.

**Procedure for Drug Testing**

Students selected for admission to the professional component will be notified of the procedure to follow for the drug test in their letter of admission. Students will be required to follow the procedures established by the College and should not obtain a drug test prior to being notified. All costs associated with testing are the responsibility of the student.

Tests will be conducted by a qualified laboratory using established methods and procedures. Confidentiality of the student as well as the integrity of the urine sample will be protected. The procedure for collection, as determined by the collection site, will involve a witness to the voiding of the urine sample, securable urine containers, and chain of custody procedures. The urine sample will be screened for drugs. A drug test will be presumed positive if any of the drugs listed in Exhibit A (attached hereto) are found. Presumed positives will be confirmed by a second test from the original urine sample. If the test is positive, the available evidence, including health history, will be used to determine the presence or absence of drug abuse. The testing laboratory will notify the Dean of the College of Nursing with test results. The College

### **Procedure for Drug Testing (continued)**

of Nursing will ensure confidentiality of results by making the information available only to the student and appropriate College of Nursing Administrators.

### **Drug Testing after Admission**

Drug testing for any student in the professional component can be requested by the College of Nursing. The cost of this drug testing will be borne by the College of Nursing. The procedure for testing as described in the above section, **Drug Testing Procedure**, will be followed. Refusal by a student to submit to testing will result in that student's dismissal from the professional component of the College of Nursing. A student with a positive result from a drug test will be dismissed from the professional component, and referred for counseling at the University of South Alabama Substance Education/Prevention Center (USA-SAEPC). Other appropriate disciplinary action may be initiated as necessary.

Any student who voluntarily reports that they have a chemical dependency problem, will be counseled by the Dean's office at the College of Nursing. Conditions, if any, for continued participation in the program will be at the discretion of the Dean. The student will submit to drug tests as requested by the College of Nursing and will be dismissed if a positive drug test is obtained.

### **Admission/Readmission After a Positive Drug Test**

A student whose admission is withdrawn or who is dismissed from the professional component of the College of Nursing due to a positive drug test will be considered for readmission if the following conditions are met:

1. Submit to an evaluation for substance abuse by a College of Nursing approved evaluation and/or treatment agency and complete the prescribed treatment program (USA students should call the USA Substance Education/Prevention Center for an evaluation (251-460-7980).
2. Submission to a drug test prior to admission/readmission. This drug test will be at the student's expense. A positive drug test will result in ineligibility for admission/readmission.
3. Submission to random drug tests as requested by the College of Nursing after admittance to the professional component. A positive drug test will result in permanent dismissal from the College of Nursing.

**University of South Alabama  
College of Nursing**

**Drug Testing Waiver Agreement**

I understand that as a requirement for admission to the University of South Alabama College of Nursing, I must submit to a drug test at a designated laboratory, which will provide the result of the test to the Dean of the College of Nursing. I understand that if the test result is positive, I will be denied admission to the College of Nursing Professional Component.

I further understand that I will be subject to drug tests while enrolled in the College of Nursing. A positive drug test or refusal to submit to testing will result in dismissal from the College of Nursing.

**BY SIGNING THIS DOCUMENT, I INDICATE THAT I HAVE READ, I UNDERSTAND, AND I AGREE TO THE COLLEGE OF NURSING DRUG TESTING POLICY. I UNDERSTAND THAT A NEGATIVE DRUG TEST IS REQUIRED FOR ADMISSION AND FOR PROGRESSION IN THE COLLEGE OF NURSING.**

**THIS NOTORIZED DOCUMENT CONSTITUTES MY CONSENT FOR DRUG TESTING BY A COLLEGE OF NURSING DESIGNATED LABORATORY. IT ALSO CONSITITUES CONSENT FOR THE LABORATORY TO RELEASE THE RESULT OF MY DRUG TEST TO THE DEAN OF THE COLLEGE OF NURSING.**

**In Witness Whereof**, this instrument is executed this the \_\_\_\_ day of \_\_\_\_\_, 200\_\_.

**WITNESSES:**

\_\_\_\_\_  
Witness #1 Signature

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Witness #2 Signature

\_\_\_\_\_  
Student's Printed Name

**STATE OF** \_\_\_\_\_

**COUNTY OF** \_\_\_\_\_

On this \_\_\_\_ day of \_\_\_\_\_, 200\_\_, before me appeared \_\_\_\_\_ to be known to be the person described in and who executed the foregoing instrument, and acknowledged that \_\_\_\_\_ executed the same as \_\_\_\_\_ free act and deed.

Given under my hand and seal on the day and year above written.

**SEAL**

\_\_\_\_\_  
NOTARY PUBLIC  
My commission expires: \_\_\_\_\_

DCD:jh 7/22/02

## University of South Alabama

### Faculty Procedure for Reasonable Suspicion Of Drug/Alcohol Use by Students

The College of Nursing maintains a drug-free environment. Random drug and alcohol testing is conducted. Additionally, any nursing student who demonstrates behavioral changes suspected to be related to the use of drugs or alcohol, will be subjected to testing. The nursing faculty member's decision to refer a student for drug testing will be based on, but not limited to:

- observable phenomena such as direct observation of drug use and or physical symptoms or manifestations of being under the influence of a drug
- erratic behavior, slurred speech, staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, and deterioration of work performance
- information that a student has caused or contributed to an accident that resulted in injury requiring treatment by a licensed health care professional
- conviction by a court, or being found guilty of a drug, alcohol or controlled substance.

Testing will be conducted using the following policy/procedure

1. The faculty member will have another faculty member or licensed health care professional confirm the suspicious behavior. If a preceptor reports behavioral changes, the faculty will ask the preceptor to have another licensed health care professional confirm the behavior.
2. The student will be asked to leave the area and go with a faculty member and a witness (as defined above) to discuss the situation in a location ensuring privacy and confidentiality. The discussion will be documented, and the decision to refer for drug testing will be made. In the case of a practicum situation, faculty may visit the site or confer by phone with the student. A witness should be included in the phone conference.
3. If the decision is to refer the student for drug testing, the student should be instructed on where and when to report for testing:
  - A. Provide the student with a USA College of Nursing chain of custody form (available in the Dean's office).
  - B. Provide the student with a list of collection sites (available in the Dean's office).
  - C. Instruct the student to report for testing immediately if possible, or if this is not reasonable, provide a time frame not to exceed 24 hours.
4. The faculty member notifies the Dean's office of the referral.
5. The faculty member completes the Faculty Report of Reasonable Suspicion of Drug/Alcohol Use form and submits the form to the Dean's office as soon as possible.
6. The student will be suspended from all class/clinical activity until the case has been reviewed by the Dean's office. If the drug/alcohol screen is negative, the Dean will notify the faculty to readmit the student to the course without penalty. If the test is positive the student will be dismissed from the program.



6. Did the student admit to use of drugs/alcohol? \_\_\_\_\_No \_\_\_\_\_ Yes  
Comments:

7. Were drugs/alcohol discovered? \_\_\_\_\_No \_\_\_\_\_Yes  
Comments:

8. List witnesses to student's behavior:

9. Was the student referred for drug/alcohol testing? \_\_\_\_\_No \_\_\_\_\_Yes  
If Yes: What were your instructions including the time frame.

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Faculty Name

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Date

DCD/jh 7/22/02

**Administrative Record  
Drug/Alcohol Testing**

**Pre-admission Testing**

	Generic		RN – BSN		MSN				
	# -	# +	# -	# +	# -	# +			
Fall '02									
Spring '03									
Summer '04									

**Random Tests**

Group	Date	# -	# +	Disposition

**Tests for Cause:**

Individual	Date	Generic	RN-		# -	# +	Disposition
			BSN	MSN			

## **EXHIBIT A**

The Medical Professional Panel Drug Screens includes common street drugs and those drugs that health care workers have access to and abuse. Drugs monitored include:

- Alfentanil
- Butorphanol (Stadol)
- Fentanyl
- Ketamine
- MDMA (ecstasy)
- Nalbuphine (Nubain)
- Sufentanil
- Tramadol
- Alcohol
- Amphetamines
- Barbiturates
- Benzodiazepines
- Cannabinoids
- Cocaine
- Methadone
- Opiates
- Phencyclidine
- Propoxyphene