

## Indiana University South Bend School of Nursing Policy

### **Policy name:** NURSING STUDENT DRUG SCREENING POLICY

**Purpose:** To provide a safe working environment, area hospitals and other institutions are requiring individuals who provide care to patients to undergo drug testing. For this reason, students in the School of Nursing will undergo similar testing to meet the criteria of clinical agencies. All students in the pre-licensure, RN-BSN and MSN programs will undergo drug testing as a condition of admission into the program. Those admitted prior to the May 1, 2013 policy implementation will be screened prior to the Fall 2013 semester in order to allow continued participation in the nursing program.

**Policy:** The IU South Bend School of Nursing enforces a zero tolerance for impairment due to alcohol and/or drug use while on campus or in clinical affiliation experiences. Infringement of this policy will cancel the offer of admission, and for those admitted to the nursing programs, be subject to disciplinary action up to and including academic dismissal.

1. Student admission to the nursing program is contingent upon a drug screening test result indicating no evidence of drug use. A drug screening result indicating dilution of the sample will require a repeat drug test.
2. The student is responsible for the cost of the drug screening which is part of the background check conducted for admission and the screening must be completed at least three weeks prior to starting the semester.
3. In the event of a drug screening result indicating use of an illegal drug or controlled substance without a legal prescription, student admission to the nursing program will be denied. Results will be submitted to the program director or designee. **Duty to Report:** if the student is a licensed/registered health professional, a report will be made to the Attorney General and Indiana Professional Licensing Agency (or in the state(s) in which the applicant holds a license).
4. Students may be permitted to take legally prescribed and/or over-the-counter medications consistent with appropriate medical treatment plans while on duty. However, when such prescribed or over-the-counter medications affect clinical judgment, the student's safety or the safety of others, the student will be removed from clinical. The program Director will be consulted to determine if the student is capable of continuing to participate in academic and clinical programs. The Admission, Progression, and Graduation (APG) Committee/MSN Faculty Council may be consulted.
5. After admission to the nursing program, at any time faculty or an administrator suspect a student is impaired due to drug or alcohol use while in the clinical, classroom, or campus areas, the student will be removed from the area and required to undergo immediate testing for drug and alcohol use at the student's expense. Impaired students will not be permitted to drive and must bear the cost of transportation. The student will be suspended from all clinical activities until the investigation into the situation is complete.

6. In the event of medication administration/handling discrepancy (i.e., in the case of the improper documentation of narcotics) or in the event of a medical error, accident or injury, testing will be conducted according to the policy of the clinical agency.
7. Referrals for evaluation and counseling for drug and/or alcohol use will be a part of a plan for a student with a positive screening or incident related to drug or alcohol use.
8. In the event of a positive drug screening of a student currently enrolled the nursing program, the student will be suspended from the program pending review by the Admission, Progression, and Graduation (APG) committee/MSN Faculty Council. **Duty to Report:** if the student is a licensed/registered health professional, a report will be made to the Attorney General and Indiana Professional Licensing Agency (or in the state(s) in which the applicant holds a license).
9. More frequent drug testing (ex. annually) can be implemented at any time and without further notice.

Note: Students currently (as of Fall 2012) enrolled in an IU-South Bend pre-licensure BSN, RN-BSN, or Master program will submit results of drug/ screening completed at least three weeks prior to the fall 2013 semester. Students will be notified by mail about time and location of drug screening. Results will be submitted to the program director or designee.