



BLESSING-RIEMAN
*College of Nursing
& Health Sciences*

Origination 05/2007
Last Approved 01/2022
Last Revised 01/2022
Next Review 01/2024

Owner Reta Richmond
Area Student Development Committee

Student Alcohol & Drug Screening

PURPOSE

To define requirements regarding alcohol/drug screening and Fitness for Duty.

POLICY

Students must comply with required Drug/Alcohol Screening procedures, and are to be Fit for Duty while in the student role.

Fitness for Duty is defined as the ability to perform as a student in a safe, appropriate, and effective manner free from the effects of physical, mental, emotional, and personal problems, including the adverse effects of drugs and/or alcohol.

Student role applies to all students when on the premises of all agencies related to the students' education, which include, but are not limited to, the College campus, Blessing Corporate Services (BCS), clinical sites, and College-sponsored events.

PROCEDURE

All students are subject to pre-enrollment and random urine drug testing. In addition, Fitness for Duty or on-duty injury urine drug testing are conducted when there is reasonable suspicion of alcohol and/or drug use.

Causes for reasonable suspicion of alcohol and/or drug use may include, but are not limited to:

- Drowsiness and/or sleepiness
- Odor of alcohol, marijuana, and/or a possible chemically-controlled substance
- Slurred, incoherent, and/or pressured speech
- Unexplained and/or frequent absenteeism

- Unexplained errors
- Unexplained changes in mood
- Lack of manual dexterity
- Personality changes
- Disorientation
- Unexplained occurrences, accidents, or injuries
- Lack of coordination

Students voluntarily seeking support through Student Services to address drug abuse, alcohol abuse, and/or other problems are encouraged to use the Student Wellness Program (SWP). Students voluntarily seeking such help are not subject to punitive actions, though entrance into an assistance program does not excuse a failed drug test under this policy.

College Facilities/Clinical Sites/Events

Any student manufacturing, possessing, using/misusing, distributing or selling any of the following will be subject to immediate disciplinary action, up to and including dismissal from the College:

- Alcohol
- Controlled substances
- Marijuana or marijuana products
- Illegal drugs and/or drug paraphernalia

No amnesty is given for a student stealing patient medication.

Violations may result in a search of personal property and potential referral to local law enforcement for investigation.

Conduct subject to the disciplinary process may also be subject to federal, state, and local charges.

Federal, State, & Local Laws/Penalties

Federal, state, and local laws provide penalties for violations of drug and alcohol laws, including:

- Under-age use or possession
- Furnishing to those underage
- Falsely misrepresenting one's age to procure
- Allowing those under 21 to possess or consume in one's home or on one's property
- Open containers or use in unlicensed places or in motor vehicles
- Operating or being in physical control of a vehicle under the influence or while intoxicated
- Disorderly conduct
- Unauthorized alcohol sales
- Otherwise illegally possessing, using, manufacturing, selling, or distributing drugs or alcohol.

Federal law provides strict penalties for violation of federal drug and alcohol laws, ranging from:

- Fines of \$1,000 to \$8 million
- Jail or imprisonment up to life in prison
- Other penalties such as forfeiture of personal and real property and denial of certain federal benefits.?

Illinois law includes similar penalties for drug and alcohol violations.

Local law violations may result in citations, fines, or jail time.

Health Risks

Health risks associated with chronic drug and alcohol use include, but are not limited to:

- Depression
- Liver disease
- Kidney disease
- Psychosis
- Impaired thinking
- Heart attacks
- Seizures
- Strokes
- High blood pressure
- Violent outbursts
- Paranoia
- Anxiety
- Increased risk of birth defects and developmental issues during and after pregnancy.

The use, misuse and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol, especially in high doses or combined with medications or other drugs, can lead to violent behaviors including acquaintance rape, vandalism, fights, incidents of drinking and driving, injury and other medical emergencies.

Moderate to high doses of alcohol may cause marked impairments in higher mental functions, severely altering a person's ability to learn and recall information. Research has shown that using alcohol or other drugs negatively affects academic and work performance.

The risk of having an automobile accident increases after consuming even relatively small quantities of alcohol. Low doses may significantly impair judgment, coordination, abstract mental functioning and the ability to complete complex tasks.

Repeated use of alcohol and other drugs can lead to physical and/or emotional dependence. Alcohol or substance dependence occurs when a person continues their use despite recurrent social, interpersonal and/or legal consequences. There is strong evidence based in medical research that alcohol and other drug abuse contributes significantly to heart disease and cancer as well as permanent damage of vital organs such as the brain and liver. There is clear evidence of serious negative effects on babies due to

the use of illicit drugs and alcohol by the mother during pregnancy.

Cannabis (Marijuana, Hashish). The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time and reduce coordination and energy level. Its effect can last for more than 4-6 hours after being used. Contrary to popular belief, marijuana is both physically and emotionally addictive.

Hallucinogens (LSD, Ecstasy, and PCP) cause hallucinations. The user may experience panic, confusion, suspicion, anxiety and loss of control. Delayed effects can occur, including ongoing loss of concentration and memory. Frequent use can cause permanent loss of some mental functions.

Cocaine/Crack are highly addictive drugs. The immediate effects of cocaine include dilated pupils, elevated blood pressure, heart rate, respiratory rate and body temperature, followed by depression. Crack can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms and even death. These drugs cause a temporary feeling of power, impairing judgment and decision-making.

Amphetamines (Crystal, Speed, Crank, and Meth) are highly addictive stimulants, which can cause one to "rush" around and appear stimulated. Amphetamines can also cause rapid or irregular heartbeat, loss of coordination, collapse and even death. Continued stimulant abuse can lead to mood swings, irritability, depression, sleeplessness and even altered personality and paranoia.

Heroin causes the body to have diminished pain reactions and is highly addictive both physically and emotionally. It can cause disinterest in relationships, personal productivity and workplace safety. The use of heroin can result in coma and death. Commonly used intravenously, heroin use is associated with a wide range of physical health problems (i.e., AIDS, hepatitis).

Prescription drugs (i.e. anti-depressants, pain suppressants, stimulants, and tranquilizers) are safe only if taken as prescribed under the supervision of a licensed physician. If abused, they can lead to sluggishness or hyperactivity, impaired reflexes, liver and kidney damage, addiction and nervous system damage.

Pre-Enrollment Drug Testing

Students are required to undergo a mandatory drug test prior to enrollment.

A positive pre-enrollment drug test (or failure to submit to the drug test) results in revocation of admission to the program.

Conditions for Drug Testing Current Students

Current students are tested by urinalysis and/or other appropriate methods in, but not limited to, the following situations:

- Reasonable suspicion of being Unfit for Duty
- Random testing
- When required by contract with a federal or state agency
- Following an injury while in the role of student or College employee

- Pursuant to conditions or procedures established in the SWP

The student is not responsible for the cost of the drug testing in the first four situations listed above. The student may be responsible for the cost in the last situation.

Student Responsibilities

Each student is individually responsible for:

- Reporting Fit for Duty to class, clinical, College employment, and College events.
- Reporting any ticket, arrest, charges, or conviction related to drugs and alcohol to the Student and Alumni Services Officer no later than five (5) days after the event.
- Reporting to College faculty, staff, and/or administration any student behavior that raises doubt about the Fitness for Duty of an individual.
- Complying with a Fitness for Duty evaluation upon notification by the College.
- Reporting the use of any prescribed, over-the-counter, or other drugs that may adversely affect performance of assigned duties satisfactorily and safely to appropriate instructor/supervisor.

Faculty, Staff, and Administration Responsibilities

Faculty, staff, and administration have the following responsibilities:

- Directing students to the Employee Health Nurse or House Supervisor immediately following an injury during class, clinical, or College employment for a drug test
- Escorting students from class/clinical for random testing
- Reporting to College Administration all students who have been criminally convicted for drug-related activity
 - Clinical agencies are notified
- Identifying students Unfit for Duty
- Seeking verification of another professional when a student is suspected of being Unfit for Duty
- Escorting students to the BPS Employer and Sports Clinic when they are suspected of being Unfit for Duty

Fitness for Duty Testing Procedures

Students displaying behaviors indicative of Unfitness for Duty are required to undergo drug testing at the Blessing Physician Services (BPS) Employer and Sports Clinic. When BPS is closed, students are escorted to the Blessing Hospital emergency room for testing.

Students are not permitted to return to duty until results have been verified as negative.

If the drug test results are negative, the College is notified and students are permitted to resume duties immediately.

Random Drug Testing Procedures

Random drug testing is performed in the following manner:

- During the academic year, the Student Services and Alumni Officer receives a computer-generated list of randomly selected student names.
- Students are notified of selection and are required to report within 24 hours for their screening.
 - Failure to report within 24 hours will result in the same consequences as a positive drug test.
- Screening is conducted by the BPS Employer and Sports Clinic.
- THC is excluded from the random drug screening.

Consequences for a Positive Drug Test

If a drug test result is positive, the student is banned from class, clinical, College employment, and College events until all requirements for the SWP have been completed.

Failure to complete the requirements set through the SWP may result in immediate dismissal.

Confidentiality

Information received by the College through any testing program is maintained as confidential except as otherwise indicated by law or subpoena.

Test results are kept separate from academic, personnel, and employee health records.

Student Wellness Program

Students are encouraged to voluntarily seek assistance from the SWP if they are experiencing problems such as drug addiction, alcoholism, and/or other personal, behavioral, and/or mental health issues that may affect performance.

The College may mandate students to seek assistance from the SWP based on observations of suspicious or actual behavior and documentation of their deteriorating performance in class or clinical or at College employment.

Participating in the SWP does not exempt any student from normal policies and procedures, nor does it exempt students from completing their normal responsibilities as required by the College academic standards.

Students who are mandated to utilize the SWP due to alcohol or drug use may participate in the program only one (1) time for the same reason for the duration of their education.

Leave of Absence

If a leave of absence is necessary, the College has the right to set conditions for the student to return.

A contract of return explaining these conditions must be signed by the student.

Violation of the terms as described in the contract of return to campus may result in dismissal from the College.

Approval Signatures

Step Description	Approver	Date
Approval by College Senate	Reta Richmond	01/2022
Approval by Student Development Committee	Jessica Bliven	01/2022
Approval by Student Development Committee	Andrew Griesbaum	11/2021