
TOPIC:

Impaired Practice

The Cloud County Community College Nursing Faculty recognize and accept their responsibility to the public, health care institutions, and their patients to provide safe patient care. Therefore, unlawful possession, use, manufacture, or distribution of alcohol or other substances by students on its property or as a part of any of its activities is prohibited. This includes the college campus, laboratory or student clinical setting.

Nursing students may need assistance in order to free themselves of chemical dependency. The faculty fully acknowledge the stressors students encounter in their professional and private roles and recognizes the impaired student as one whose aberrant behavior, whether a result of drug or alcohol abuse, or uncontrolled mental illness, interferes with their ability to function according to accepted academic, professional, or social standards.

It is the responsibility of the nursing student to voluntarily seek diagnosis and treatment for any suspected illness.

Drug and Alcohol Screening Program

- Every student must sign a consent to submit to unannounced urine drug screening conducted by an approved vendor, for random or to allow testing for reasonable suspicion of drug or alcohol use affecting clinical, laboratory or academic performance. If the student is absent, the student will be required to have testing completed at an unannounced later date.
- If a student is unable to provide a sufficient urine sample upon arrival to the collection site, the student will be allowed to drink up to 40 ounces of water, and wait no longer than two hours in order to provide a sufficient amount. If the student fails to give an adequate amount of urine after two hours, it is treated as a refusal to test

Suspected Chemical Impairment – Reasonable Suspicion

Faculty, staff and students have a responsibility to act when they suspect a student or staff member is abusing alcohol or other drugs. The identifying individuals should document physical evidence and objective behavioral data that support the deviation in student performance. These include specific observable behaviors in class, lab or clinical activities. If they suspect that these performance deviations represent impairment, they shall notify a faculty member.

A chemically impaired individual is identified by things such as, but not limited to, the listing in the Observation Incident Documentation Form. If faculty suspect that a student is chemically impaired while participating in any part of the student's college program, the faculty will take the following steps:

- Remove the student from the classroom, laboratory or clinical setting.

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- Immediately consult with another CCCC or clinical site employee for verification of reasonable suspicion. The verification will be conducted in a confidential and respectful manner. On campus, the designee will be a professional employee outside of the Nurse Administrator. In the clinical area, a professional employee of the clinical agency will be asked to confirm a reasonable suspicion.
- If the second person confirms a reasonable suspicion of chemical impairment, immediately inform the student as to why they are being removed from the classroom, laboratory or clinical setting.
- **In the clinical area or on campus** - escort the student to the laboratory for specimen collection.
- DO NOT allow student to be unescorted or ingest any substances until the screening procedure is complete.
- If a student is unable to provide a sufficient urine sample upon arrival to the collection site, the student will be allowed to drink up to 40 ounces of water, and wait no longer than two hours in order to provide a sufficient amount. If the student fails to give an adequate amount of urine after two hours, it is treated as a refusal to test.
- Inform the Nurse Administrator that a student is being tested for suspected impairment for reasonable suspicion or that the student refused screening.
- Documentation of the incident will be provided to the Nurse Administrator.
- Make an appointment for the student to meet with the Nurse Administrator on the next working day (Monday-Friday).
- Inform the Nurse Administrator of laboratory results as soon as they become available.
- The student will **not** return to the classroom, laboratory, or clinical setting until the test results are available and the student's status in the program is determined.
- The Nurse Administrator will consider the screening results, or the student's refusal to consent to screening (if applicable) in determining the student's status in the program.
- If the student refuses screening or does not cooperate with the process in any way:

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- Remove the student from patient care or from the academic setting.
- Dismissal from the program with a failing grade will be the consequence for refusal to participate in testing.
- Have the student arrange transportation home after the screening. Law Enforcement may be contacted with a statement of “concern for an individual’s safety” if a student refuses to arrange transportation and indicates an intent to drive.

Results of Drug/Alcohol Screens:

Negative results:

- If the screening was routine, the student returns to class without restrictions.
- A student tested for “reasonable cause” will be allowed to return to the clinical area or classes unless symptoms that precipitated initiation of testing remain and cannot be explained.
- If the drug/alcohol screen “for reasonable cause” is negative for the presence of illegal drug(s), blood alcohol or the presence of prescription medication(s) of a quality or quantity not explained by a legitimate prescription, the student will meet with the Nurse Administrator within 24 hours to discuss the circumstances surrounding the suspicion of chemical impairment.
- If the indicator was the odor of alcohol, the student may be required to discontinue the use of whatever may have caused the alcohol-like odor before being allowed to return to the classroom, laboratory or clinical setting.
- If the indicator was behavioral, consideration must be given to the symptoms. A medical referral for evaluation may be indicated.
- No classroom, clinical, or laboratory absences will be attributed to the student’s attendance record if the test results are negative; the symptoms can be explained and have subsided. If the symptoms persist and the student cannot return to planned student activities, an absence will be recorded.
- If symptoms persist and cannot be explained, the student must provide documentation from a health care provider of fitness to continue in provision of patient care in the nursing program.

Positive results:

- Student shall arrange transportation home after the screening.
- All positive results will be reviewed by the Nursing Program.
- If the results indicate the presence of illegal drug(s), a positive blood alcohol concentration or the presence of prescription medication(s) of a quality or quantity not disclosed in the Student Disclosure Form or if the student refused screening, the student will be given an opportunity to explain the screening results or refusal to submit to screening within 24 hours.

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- If contested the student will submit a hair follicle test at the student's cost.
- The student will be withdrawn from the program for a period of one year in the event of a positive screen that is unexplained by a legitimate prescription.
- Permanent dismissal from the program will be warranted for refusal to submit to screening without adequate explanation.
- If a Licensed Practical Nurse, it is the students responsibility to self-report to the program for impaired nursing in the state where they are licensed. (Kansas Nurse Assistance Program, Nebraska Licensee Assistance Program or other as appropriate.)
- Nursing faculty have a responsibility to also report to Kansas Nurse Assistance Program, the Nebraska Licensee Assistance program, or the equivalent agency for the state in which a student is known to be an LPN or hold licensure.

Confidentiality Related to Drug and Alcohol Screening

The student must allow the Nursing Program to receive written results of routine urine drug screens and drug and alcohol screens for reasonable suspicion. (See document below)

All communications relevant to drug/alcohol screening conducted pursuant to this Impaired Practice procedure will be treated as confidential. Such communications will not be disclosed, except:

- To Nursing Faculty, Nurse Administrator, and Division Dean.
- To the tested student or any other person designated in writing by the student.
- To individuals designated by the College to receive and evaluate test results or hear the student's explanation.

Re-Entry of a Nursing Student after a Positive Drug/Alcohol Screen

A student withdrawn from the Nursing Program may re-enter after one year, according to the following guidelines:

- Re-entry is based upon space availability and meeting all other student requirements.
- Provide satisfactory evidence of rehabilitation related to the student's prior chemical impairment. The Nursing Department faculty will determine successful rehabilitation for re-entry as outlined below. Evidence of rehabilitation may include:
 - Documentation of satisfactory compliance with Kansas Nurse Assistance Program, Nebraska Licensee Assistance Program or other state assistance program as appropriate to their state of licensure.
 - Evidence of after-care attendance upon completion of a rehabilitation or substance abuse treatment program if attended.

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- Letter from treatment facility and/or therapist stating the student would be able to function effectively and provide safe and therapeutic care for clients in a clinical setting.
- Students requesting readmission must have a repeat screening for drugs and/or alcohol immediately prior to readmission.
- The student must also provide evidence of at least one year of successful practice as an LPN or CNA during and/or following rehabilitation:
 - Evidence considered for successful nursing practice must include, but is not limited to, recommendation from the individual's employer.
- If a student applying for re-entry to the Nursing Department under this Policy:
 - 1) has a positive result on the screening immediately prior to readmission,
 - 2) has a positive result on a random screen, or
 - 3) refuses to submit to random drug screening or screening immediately prior to readmission, the student will be permanently dismissed from the nursing program.

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**CLOUD COUNTY COMMUNITY COLLEGE NURSING DEPARTMENT
DRUG AND ALCOHOL SCREENING PROGRAM
REASONABLE SUSPICION OF IMPAIRED PRACTICE DOCUMENTATION**

Student: _____

Date of observation _____ Time _____ AM/PM

Check all that apply. If your finding is not listed, please fill in with details of your observation.								
BEHAVIOR	X	Appearance	X	Speech Patterns	X	Odor	X	Other Findings
Staggering		Flushed skin		Slurred, thick		Alcohol odor		
Sleepy		Cold, clammy		Exaggerated		Burnt rope smell		
Agitated		Blood shot eyes		Loud		Strong fecal or urine odor		
Hostile		Sweating		Boisterous				
Disoriented		Unusual energy		Incoherent				
Poor Coordination		Dilated pupils		Excessively talkative				
Tremors &/or shakes		Pinpoint pupils		Excessive laughter				
Euphoria		Unfocused, blank stare		Inappropriate speech				
Hallucinations		Sinus/nasal problems		Nonsensical, silly				
Labored breathing		Unkempt grooming						
Rapid breathing		Tearing, watering eyes						
Frequent mint use		Forgetfulness						
Frequent eye drop use								
Frequent mouthwash								
Frequent breath spray								
Attempts to disguise findings such as ball caps, hair over eyes, sunglasses, refusal to roll up sleeves								
Unusual energy								
Unexpected poor academic performance								
Uncooperative								

Observations were made by:

Name: _____ Title: _____ Date: _____

Name: _____ Title: _____ Date: _____

Test Determination/Action Taken (Mark Appropriate Box)

Reasonable Suspicion Drug Test Referral Made? Yes No

Student Refused Test? Yes No

Notified Student of Consequences? Yes No

Did the Student admit to using drugs or alcohol? Yes No

Adopted: Revised Reviewed
07/13 06/22 07/23