

Title: Drug and Substance Abuse

Policy
No.: ADM 1.22

Date: 6/3/08
Rev.: 9/15/08

Areas Affected: All BSMSO Faculty

Page 1 of 6

POLICY STATEMENT:

Bon Secours facilities are “Drug-Free Workplaces”. Substance abuse is cause for disciplinary action that may include dismissal from the program. Refer to Bon Secours Human Resources Employee Drug Free Workplace Policy (HR-19).

School of Nursing faculty and staff must comply with the Hospital's policy on Employee Substance Abuse. (See Hospital Policy HR-19, Book IV.) Any student who works for pay at Bon Secours System shall be governed by the Employee Substance Abuse policy in addition to this Drug and Substance Abuse policy. Each policy defines the independent obligations of students to address this problem and shall constitute independent obligations of such student.

Students shall sign a release for substance abuse testing upon acceptance into the program. Refusal to sign such release will result in withdrawal of student’s acceptance and that student will not be allowed to enter the program.

Accepted students must successfully complete a drug screening to fulfill admission requirements. Positive results on admission drug screening will result in immediate decline of the student’s application. Applicants who are declined for this reason may not reapply until at least 6 months later. Reapplication is not a guarantee of readmission.

Students who are suspected of substance/alcohol use/abuse while enrolled in the program, either in the classroom, laboratory, or clinical setting, will be required to submit immediately to drug/alcohol testing through a drug-testing company the School has under contract. The student will be required to pay for testing. Refusal to undergo testing will result in immediate dismissal from the program.

APPLICABLE LAW

Local, State and Federal laws prohibit the unlawful use, possession, consumption or distribution of illegal drugs and alcohol. The School will report any student suspected of violating these laws to the proper legal authorities. A student found to be in violation of these laws is subject to substantial legal penalties, including fines, imprisonment and loss of federal benefits, as well as disciplinary sanctions from the School. Students are advised that the Virginia Board of Nursing may deny licensure to an

Reference Policy # _____

Approved by:

_____	Dean	_____
_____	Executive Vice President/Administrator	_____
Signature	Title	Date

Approval History:

Committees and Dates:
Assistant Dean of Student Services - 9/08
Faculty Forum –
Faculty Organization -

individual found to be engaged in the abuse of alcohol or the use of illegal drugs (See Va. Code Ann. § 54.1-3007).

FEDERAL LAWS

To Possess With Intent To Distribute:

Schedule 1 Drugs (See types of Drugs this policy) - Depending on quantity (First Offense) Maximum Penalty: Not less than ten (10) years in prison and fine up to \$4 million. If death or serious injury or Second Offense not less than 20 years--not more than life. Fine of not more than \$8 million. (Felony)

Schedule 2 Drugs (See types of Drugs this policy) - Depending on quantity (First Offense) Maximum Penalty: Not more than five (5) years in prison and fine not more than \$250,000. Second Offense not more than ten (10) years and fine not more than \$500,000. (Felony)

Schedule 3 Drugs (See types of Drugs this policy) - Depending on quantity (First Offense) Maximum Penalty: Not more than five (5) years in prison and fine not more than \$250,000. Second Offense not more than ten (10) years and fine not more than \$500,000. (Felony)

Schedule 4 Drugs (See types of Drugs this policy) - Depending on quantity (First Offense) Maximum Penalty: Not more than three (3) years in prison and fine not more than \$250,000. Second Offense not more than six (6) years and fine not more than \$500,000. (Felony)

Schedule 5 Drugs (See types of Drugs this policy) - Depending on quantity (First Offense) Maximum Penalty: Not more than one (1) year in prison and fine not more than \$100,000. Second Offense not more than two years and fine not more than \$200,000. (Felony)

Alcohol (See types of Drugs this policy) - Depending on quantity Penalties range from not more than five (5) years and \$250,000 for less than 50 kg up to not less than Ten (10) years nor more than life, \$8 million fine for second offense 1,000kgs or more. (Felony) *Note that most penalties are doubled when minors are involved or if distribution occurs within 1,000 feet of a university or school.

PREVENTION:

Signs That There May Be a Problem

Please be aware that while these may be signs of unrelated problems, they are also symptoms of drug and alcohol abuse. High-strung, irritable, mood swings, forgetful, poor concentration sluggish, slow reaction times frequent absences from the work area late arrivals, early departures Monday and Friday absences, absences tied to paydays or holidays regularly extended lunches, frequent accidents or near accidents

If you have a problem yourself (or know someone on campus who does), remember that it is better to work on problems before they become critical. Alcohol and drug dependence are progressive illnesses that rarely get better without help. In addition, they can become a threat to health, happiness and life.

Alcohol and Other Drug Counseling and Treatment Programs Available for BSMSON Students and Faculty/Staff

A. Employees – An employee who experiences a problem with alcohol or other drugs may contact a Assistant Dean of Student Services for confidential assistance or referral to appropriate resources (e.g. Employee Assistance Program). An employee may directly contact the Employee Assistance Program if eligible.

B. Students – A student who experiences a problem with alcohol or other drugs may contact an Assistant Dean of Student Services for confidential assistance or referral to appropriate resources.

TYPES OF DRUGS

Schedule I

Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP) and MDA, Fentanyl, Ecstasy, GHB

Health Risks: Psychologically and physically addictive, depression, withdrawal symptoms, convulsions, death, unpredictable behavior with hallucinogens; possible damage to unborn fetus

Schedule II

Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secondal, Nembutal, Cocaine, Amphetamines, Hydrocodone, Hydromorphone Oxycodone, Doriden, and any other opium and opium extracts and narcotics

Health Risks: Psychologically and physically addictive, withdrawal symptoms, convulsions, respiratory failure, frequent accidents, possible damage to unborn fetus; death; cocaine and amphetamines increase blood pressure which can lead to irregular heartbeat and death; amphetamines can cause agitation, increase in body temperature, hallucinations, convulsions, possible death

Schedule III

Certain barbiturates such as amobarbitol and codeine containing medicine such as Fiorinal #3, Tylenol #3, Empirin #3, and codeine-based cough suppressants such as Tussionex; Hydrocodone, and all anabolic steroids

Health Risks: Psychologically and physically addictive, potential liver damage, nausea and vomiting, dizziness, disorientation, shallow breathing, cold and clammy skin, coma, possible death; withdrawal symptoms include anxiety, tremors, insomnia, convulsions, possible damage to unborn fetus

Schedule IV

Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Placidyl, Tranzene, Serax, Ionamin (yellow jackets), Xanax

Health Risks: Psychologically and physically addictive; drowsiness, withdrawal symptoms, tremors, abdominal and muscle cramps, insomnia, anxiety, convulsions, possible death; possible damage to unborn fetus

Schedule V

Compounds that contain very limited amounts of codeine, opium, and atropine, Robitussin AC

Health Risks: Psychologically and physically addictive; nausea, gastrointestinal symptoms, drowsiness, withdrawal symptoms including runny nose, watery eyes, panic, chills, cramps, irritability, possible damage to unborn fetus

Schedule VI

Marijuana, THC, Hashish, Hash Oil, Tetrahydrocannabinol

Health Risks: Psychologically addictive; increased risk of lung cancer, bronchitis, and emphysema; contributes to heart disease, fatigue, paranoia, possible psychosis; withdrawal symptoms including insomnia, hyperactivity and decreased appetite; depression of the immune system; decreased sperm count in men and irregular ovulation in women

Types of Alcohol

Malt beverage is beer, ½ or 1% to 6% alcohol, unfortified wine is wine not more than 17% alcohol, fortified wine is wine of not more than 24% alcohol, Spirituous liquor is distilled spirits of ethyl alcohol, including spirits of wine, whiskey, rum, brandy, gin, etc. Mixed beverage is a drink composed in whole or part of spirituous liquor and served at restaurants, hotels and private clubs licensed by the State.

Health Risks: Psychologically and physically addictive; respiratory depression; depression of the immune system; increased risk of heart disease, cancer, accidents, hypertension; brain damage; damage to unborn fetus; impotence at high dosage levels.

STUDENTS WHO ARE CONVICTED OF A CRIMINAL DRUG STATUTE VIOLATION OR INVOLVED IN RELATED ACTIVITIES ARE SUBJECT TO DENIAL OF GOVERNMENTAL FINANCIAL ASSISTANCE, GRANTS, AND LOANS.

Bon Secours Memorial School of Nursing follows the Drug Free Workplace policy of Bon Secours Richmond. When a faculty member or responsible agent has reasonable suspicion that a student has misused or is misusing alcohol or drugs, based on behavioral, physical, and/or performance indicators, or the apparently reliable testimony of a person claiming to have personal knowledge of the misuse of alcohol or drugs by a student, follow the below procedure.

1. The faculty member or responsible agent will observe the student. If the notification of misuse of alcohol or drugs is from an informant, consider the credibility of the informant, observe the student in question, and approach the student for a conference if there are behavioral, physical, and/or performance indicators as to the suspicion of misuse of alcohol or drugs.
2. The faculty member will tell the student that there is reasonable suspicion that s/he is suspected of misusing a substance (alcohol and/or drugs). This begins the process of reasonable suspicion testing i.e. referred to as testing procedures.
3. The faculty member will detain the student at the clinical site until the testing company arrives. An empty room or private area is preferred for holding the student.
4. If the student refuses to remain at the site and refuses the drug test, the student will be dismissed from the School immediately.
5. The faculty member will contact the drug testing company, Pembroke Solutions, at 1-800-733-1676, extension 1166 giving the required information to the company representative such as location, number of persons to be tested, etc. in order to proceed with the drug testing. The faculty member may call EAP to assist the student while waiting for the testing company to arrive. The student is NOT to be left alone.

6. During the time when the student is in the classroom/laboratory setting, if the faculty member has reasonable suspicion that a student is misusing alcohol and/or drugs, the faculty member will bring the suspected student to the Assistant Dean for Student Services. In the absence of the Assistant Dean for Student Services, the student will be taken to one of the other Assistant Deans/Dean. The Assistant Dean will notify Pembroke Solutions at 1-800-733-1676, extension 1166 to proceed with the drug testing.
7. The student being held and tested for reasonable suspicion will be on interim suspension – allowable for fact finding - while the drug test report is finalized, which usually takes 18-24 hours.
8. If the drug test is positive, the student will be dismissed from the school immediately.
9. The student must show evidence of completing a rehabilitation program, demonstrating compliance through negative drug tests for 6 months before being allowed to re-apply to the School. There is no guarantee of readmission.
10. The student is responsible for all charges related to substance abuse testing.

Student Conduct Contract

I _____, agree to abide by the substance abuse policy. I agree to submit to immediate drug/alcohol testing if substance use/abuse is suspected. I am fully aware that I am responsible for the cost of this testing. Refusal to undergo testing will result in immediate dismissal from the program. Refusal to sign this agreement will terminate program enrollment.

Student Signature _____ Date _____

Printed Name _____

Witness: _____ Date _____