

**Student - Policy on Drug, Tobacco and Alcohol Free Environment**



**Policy Number: 100.1081.112**

**Policy Revision Date: 2019-12-10**

**Policy Category: General Administrative**

**Policy Owner: Vice Dean**

**Policy Audience: Student Council, Faculty Council, Staff Council**

**1. Definitions:**

Prohibited Conduct: Selling, purchasing, dispensing, manufacturing, distributing, diverting, stealing, using, processing or being under the influence of non-medically indicated prescription or non-prescription drugs or illegal substances. Drug: Any legal or illegal substance (including over-the-counter medication, prescribed medication, alcoholic beverages, unprescribed controlled substances, or any other substances) which potentially affects students' productivity and ability to perform duties or which potentially affects their own safety and/or the safety and well-being of their patients, students or others. Substance Abuse: The use or misuse of any drug or alcohol in a manner which may reduce student effectiveness or pose an unsafe condition in their clinical work or learning environment. Tobacco Products: Cigarettes, smokeless tobacco, and any other type of tobacco product (cigars, pipes, etc.) and electronic cigarettes and any and all devices intended to simulate smoking. Tobacco Free: Tobacco use and all Tobacco products (without limitation) are prohibited. Tobacco Use: the act of using any Tobacco product in, on or in the line of light of any Geisinger property (which includes vehicles), including (without limitation) chewing tobacco, smokeless tobacco, electronic cigarettes and the act of smoking or carrying alighted cigar, cigarette, pipe or any other smoking material or device.

**2. Leadership Council Review:**

Date of last review: December 10, 2019

**3. Introduction / Purpose:**

This policy was established to provide Geisinger Commonwealth School of Medicine students with guidelines prohibiting alcohol or drug abuse, consumption of illegal drugs, illegal possession, distribution, or sale of drugs. This policy notifies students of the Geisinger Tobacco-Free Environment throughout the Geisinger Health System.

**4. Governance and Enforcement:**

Vice Dean for Medical Education

## **5. Policy:**

The policy outlines the methods for maintaining an environment free from the effect of alcohol/drug abuse or other substances that adversely affect the mind or body and communicates to students that they must report for class and perform assigned duties without any physical or mental impairment which would unreasonably interfere with their ability to perform the essential functions of the learning process.

Because of the serious responsibilities of the medical profession and the necessity to maintain public trust in the profession, students face disciplinary action by Geisinger Commonwealth School of Medicine if they abuse alcohol or drugs, consume illegal drugs, or possess, distribute or sell drugs illegally.

Furthermore, in accordance with the Student Code for Academic and Professional Integrity, GCSOM requires students to, "act honorably and with integrity in pursuit of the MD/graduate degrees and be truthful about their actions as a student and accept responsibility for them". Each student agrees, as a condition of enrollment, to abide by this policy and to notify the Associate Dean of Student Affairs (ADSA), or their designee, for the Medical Program or the Assistant Dean for Graduate Programs of any arrest for a violation of a crime within two business days of the arrest that occurred during their tenure at the College.

All working or learning activities are included whether they occur on or outside of the Geisinger Commonwealth School of Medicine campuses. The Tobacco Free Policy is intended to improve the health of Geisinger students, employees, patients, visitor and the community by providing quality health care that meets the needs of all people. Assisting students, employees, patients, visitors and the community to be tobacco free is consistent with the Geisinger mission to enhance the health of the community through quality care. Tobacco use and the sale of tobacco products are expressly prohibited in and on all owned or leased Geisinger property (which includes vehicles).

In addition, tobacco use is not permitted in the Line-of-Sight of patient/visitor entrances on any Geisinger Property. Geisinger is committed to maintaining and improving the health of others. All employees, members of the medical staff, students, volunteers and contractors would be giving a contradictory message by engaging in tobacco use.

Students who are completing clinical rotations and experiences in non-Geisinger Health System sites must also be aware of and comply with the policies of those institutions.

### **Student's Responsibility:**

1. Students are expected to maintain a lifestyle which will not negatively impact upon their ability to perform his/her duties safely, productively and efficiently.
2. A student should notify his/her advisor/instructor, ADSA, or their designee, or Assistant Dean for Graduate Programs when his/her physical or mental condition may affect their performance of duties or may jeopardize the personal safety or the safety of others.

3. Students who reasonably suspect that another student is unfit for work or learning by virtue of his/her observed physical or mental condition or performance of duties and responsibilities are expected to immediately notify their advisor/instructor and the Associate Dean for Student Affairs for the Medical Program, or their designee, or Assistant Dean for Graduate Studies.
4. Retaliatory action is prohibited against any persons who reports, responds to, or participates in an investigation of an alleged drug and alcohol policy violation. Persons found responsible for retaliatory actions will be subject to disciplinary sanctions as outlined in the Policies on Academic and Professional Standards Governing the MD and Graduate Programs.
5. In cases where the possibly impaired individual is the person's advisor/instructor, the student may report to the next higher-level supervisory member, an administrator or human resources.
6. Each student agrees, as a condition of enrollment, to abide by this policy and to notify the Associate Dean of student Affairs (ADSA), or their designee, for the Medical Program or the Assistant Dean for Graduate Programs of any arrest for a violation of a crime within two business days of the arrest that occurred during their tenure at the College.

### **Drug Testing:**

Students will complete urine drug testing after acceptance into the MD program and repeat testing at school prescribed deadlines. The Urine Drug Screen is consistent with the Geisinger Health System screen and includes nicotine as the health system is a tobacco-free environment. Should a student or accepted student's urine drug screen return positive for nicotine, the student/accepted student will be referred to Student Health Services for tobacco cessation counseling.

The school reserves the right to screen students for inappropriate drug and alcohol use as defined in this policy if reasonable cause is established. Reasonable cause is defined by inappropriate behavior, appearance, or work performance as determined by associates, team members, or faculty of the school. A standard reasonable suspicion record will be established for uniform and objective assessment necessitating the need for drug and alcohol testing.

Geisinger Commonwealth School of Medicine also reserves the right to perform random and follow up drug screenings of students who have participated in a Drug and Alcohol Treatment program while matriculating at Geisinger Commonwealth School of Medicine. All drug testing will be reviewed by the Director of Student Health Services and/or staff. The Director of Student Health Services reserves the right to review and determine whether alternative medical explanations could account for positive findings.

Geisinger Commonwealth School of Medicine is committed to providing a safe and healthy learning environment and seeks to promote the health and welfare of its students. Geisinger Commonwealth School of Medicine recognizes the importance of physical and emotional health as it pertains to work and learning performance and overall quality of life.

Additionally, Geisinger Commonwealth School of Medicine fully subscribes to the provisions of the Drug-Free Workplace Act of 1988. Under the Act, all students are hereby notified of the

serious dangers related to drug use in the learning environment. Prohibited conduct, whether on or off campus, may adversely affect a student's performance and jeopardize the safety of others.

A student's participation in prohibited conduct constitutes grounds for disciplinary proceedings (see: Policy on Academic and Professional Standards Governing the MD Program), and such conduct may be brought to the attention of the appropriate criminal authorities.

**Geisinger Commonwealth School of Medicine has established a drug, tobacco and alcohol free awareness program to inform students about:**

1. The dangers of drug, tobacco and alcohol abuse through activities and training programs;
2. Geisinger Commonwealth School of Medicine's policy of maintaining a drug, tobacco and alcohol free environment through distribution of the policy to students within this student bulletin.

For students who present the need for ongoing counseling services, Geisinger Commonwealth School of Medicine and Geisinger Commonwealth SOM Student Health Services have developed services and partnerships to promote the personal and professional well-being of students and will be separate from those available at the clinical campuses. Drug and alcohol counseling and crisis intervention will be offered. Students will have access to local providers who are not faculty members of the College, thus assuring the provision of services with privacy and confidentiality.

In case of an emergency, students will have 24-hour a-day access to crisis counseling. The disciplinary proceedings that will be imposed for students who violate this policy up to and including dismissal are outlined in the Policies on Academic and Professional Standards Governing the MD and Graduate Programs.

Specifically, "the abuse of alcohol or drugs, consumption of illegal drugs, or possession, distribution or selling drugs illegally."

Furthermore, in accordance with the Student Code for Academic and Professional Integrity, Geisinger Commonwealth School of Medicine requires students to, "act honorably and with integrity in pursuit of the MD/MBS degree and be truthful about their actions as a student and accept responsibility for them."

Each student agrees, as a condition of enrollment, to abide by this policy and to notify the Associate Dean for Student Affairs of the Medical Program or the Assistant Dean for Graduate Studies of any arrest or conviction for a violation of a criminal drug statute within two business days of the arrest that occurs during their tenure at the College.

## **6. Key Stakeholders:**

Student Council, Faculty Council, Staff Council