

Revised

December 2014

I. Statement of Policy:

The intent of this policy is to offer assistance to those in need, while sending a clear message that all students enrolled in Geisinger Lewistown Hospital School of Nursing (GLHSON) are strictly prohibited from possessing or being under the influence of alcohol or illegal drugs while engaged in clinical activities, lab, or theory.

II. Scope:

All students enrolled at Geisinger Lewistown Hospital School of Nursing.

III. Definitions:

A. Drugs-both controlled and illegal substances so defined under federal, state or local laws including, but not limited to marijuana, heroin, hashish, cocaine, hallucinogens, and depressants or stimulants, as well as prescription drugs not prescribed for current personal treatment by a licensed physician, or abuse of prescribed controlled substances and alcohol.

B. Dysfunctional behavior-examples of behaviors not acceptable at clinical, lab, or theory are:

1. Smell of alcohol on breath
2. Slurred speech
3. Lack of motor coordination
4. Student confusion regarding day, time, location
5. Traces of drugs or drug paraphernalia
6. Changes of appearance/behavior after lunch or break
7. Unexplained departures from work: disappearance from the job area
8. Blank stares or expressions
9. Bloodshot eyes
10. Dilated pupils/pinpoint pupils
11. Suspected diversions of controlled substances

C. Clinical activities refer to those duties or activities required of GLHSON students whether at Geisinger Lewistown Hospital or at an outside Host Facility which involve direct patient care, interaction, and/or observation.

- D. Host Facility is any place other than GLHSON where a student is engaged in clinical activities in fulfillment of course requirements, including but not limited to health care facilities, clinics, schools and community agencies. Students who participate at outside facilities are also subject to the rules and regulations of the Host Facility.

IV. Procedure
Under the Influence

When a student is suspected to be under the influence of an illicit drug, the following shall be implemented:

- A. Arrange, if practical, for one other faculty member to observe suspected sign(s)/symptom(s)/behavior(s).
- B. Contact the Director School of Nursing and Employee Health Services alerting them of a potential problem.
- C. Speak with the student privately, away from the work area.
 - 1. Explain to the student what behaviors were observed and ask the student to explain why (s) he appears to be behaving as observed.
 - 2. Should discussion with the student fail to explain his/her behavior, it is still the faculty's determination that the student is not in condition to be in clinical, lab, or theory, therefore reasonable suspicion testing should be initiated. The faculty member will accompany the student to Employee Health Services who will facilitate testing.
 - 3. The student will be placed on Administrative Time-Out, pending investigation (see Student Discipline policy).

V. Testing Results/Outcome

- A. If the student refuses to consent to testing (s) he will be involuntarily withdrawn from GLHSON.
- B. If the sample is positive for drugs or alcohol, the student will be involuntarily withdrawn from GLHSON and encouraged to seek help.
- C. If a sample is negative for any substance, the student may return to GLHSON. If returning, any missed clinical time must be made up before the semester ends