

PENNSYLVANIA COLLEGE OF TECHNOLOGY

SCHOOL OF NURSING & HEALTH SCIENCES

DRUG AND ALCOHOL SCREENING GUIDELINES

Penn College complies with the federal Drug-Free Schools and Communities Act Amendments of 1989. Pursuant to this Act, all forms of marijuana, including medical marijuana and other THC products, are classified as prohibited controlled substances. Additionally, alcohol, illegal drugs, and legal drugs obtained without a prescription or which may impair a student's ability to perform their educational responsibilities are strictly prohibited. Students are subject to drug screening at various phases of the program. Please note that a positive drug screening for marijuana metabolite (THCA) will be deemed a positive test and will result in the student being dismissed from the program, even if the student has been lawfully certified to use medical marijuana and/or possesses a valid medical marijuana identification card issued in accordance with applicable state law.

DRUG SCREENING – UPON ACCEPTANCE

As a condition of entering a Nursing & Health Sciences program with clinical requirements at Pennsylvania College of Technology, students are required to undergo a 10-panel drug screen. Students have the right to refuse drug screening; however, the consequence of refusal is denial of entry into any Nursing & Health Sciences program with clinical requirements.

DRUG AND ALCOHOL SCREENING--IN-PROGRAM DRUG TESTING

Subsequent drug and alcohol screening will be required for cause, reasonable suspicion, upon clinical site request, or based on randomized selection, which may be either announced or unannounced. In addition to a 10-panel drug screen, testing may include a breath alcohol analysis (a result of 0.02 or greater will be considered a positive result).

Drug and/or alcohol screening at an approved site other than on-campus testing facilitated by the Immunization & Clinical Compliance Specialist or College Health Services, when indicated, will be conducted in accordance with the protocols of that collection site.

Students have the right to refuse screening; however, those who refuse in-program drug and/or alcohol screening will be withdrawn from their program and must follow the protocol for students who test positive (listed below) to be considered for re-admission into any Nursing & Health Sciences program with clinical requirements.

Examples of behaviors that may result in drug screening for cause or reasonable suspicion include, but are not limited to:

- Incidents such as drug use and/or physical symptoms or manifestations of being under the influence of a drug, such as erratic/negligent behavior, slurred speech,

staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, or deterioration of work performance.

- Charge or conviction of an offense involving a drug, alcohol, or controlled substance.
- Tampering with a drug/alcohol test.
- Information provided either by a reliable and credible source or independently verified.

The Report of Reasonable Suspicion of Drug/Alcohol Use form will be completed and provided to the program director or designee, school dean/assistant dean, and College Health Services when cause or reasonable suspicion is identified.

Students who have been referred for in-program drug and/or alcohol screening may attend classes, but may not participate in any clinical rotations until the test results are received. If the results of the screening are negative, the student will be provided an opportunity to make up any missed portion of a clinical rotation.

POSITIVE DRUG OR ALCOHOL SCREENING RESULTS

College Health Services will provide written notification indicating a positive drug and/or alcohol screening to the program director, assistant dean, and dean of the School of Nursing & Health Sciences.

The consequence of a confirmed positive drug and/or alcohol screening while in program (whether the screening was ordered by Penn College or the clinical site), excluding prescription medications approved by the prescribing provider and College Health Services (see below), is immediate dismissal from the enrolled program. Students with positive drug and/or alcohol test results or who refuse to complete the required screening may be considered for re-admission to the School of Nursing & Health Sciences program only if they complete and agree to all of the following:

- Submits documentation of an evaluation for substance abuse and completion of a treatment program approved by College Health Services;
- Completes required screening(s) facilitated by the Immunization & Clinical Compliance Specialist or College Health Services with negative results;
- Notifies the program director of their intent to return at least 60 days prior to the semester of desired re-entry; and
- Agrees to complete periodic unannounced drug and/or alcohol screenings at such time and with such frequency as the College determines while enrolled in any School of Nursing & Health Sciences program with clinical requirements.

Consideration for re-admission is contingent upon seat availability, as determined by applicable programmatic accreditation requirements; see individual program handbooks for specific details regarding the re-admission process. The School of Nursing & Health Sciences

does not make any assurances that a student will be eligible to return to the clinical site following a positive screening, which is a determination made by the clinical site; this may impact a student's ability to progress in or complete the program.

If re-admitted, the program director will determine the student's re-entry point and remediation plan. Depending on the length of separation, accreditation requirements at the time of re-entry, and curriculum changes since leaving the program, the student may be required to repeat courses and/or be enrolled in remediation coursework. Students who are separated from the program for more than four years must be re-selected and begin as a first-semester in-program student and repeat all previously completed program courses.

A second positive drug and/or alcohol screening (including any combination of them) for a student will result in immediate dismissal from the program and being declared ineligible for re-entry or admission to any Nursing & Health Sciences program with a clinical requirement.

SELF-DISCLOSURE OF PRESCRIPTION MEDICATION

Any student who is prescribed a medication, on a short- or long-term basis, that may impact their performance in any patient care setting (based on medication labels or known side effects) or may result in a positive drug screening should disclose the medication to their program director. Disclosing the prescription medication upon acceptance into the program or immediately upon being prescribed the medication may prevent lengthy delays or pauses in the student's ability to participate in clinical experiences.

Upon disclosure, the student will be given a [School of Nursing & Health Sciences Clearance for Patient Care Experiences due to a Prescription Medication](#) form to share with their prescribing healthcare provider. The student will also be given the [College Health Services Release of Information](#) form to sign, which authorizes College Health Services to share health-related information offered by the prescribing provider with the program director. The prescribing provider must complete the form and send it directly to College Health Services as directed on the form. Students will not be permitted to participate in clinical experiences until the prescribing provider has returned the form and verified that the student is able to safely participate in clinical experiences while taking the medication. Students who know in advance that they are undergoing a procedure that may result in a short-term prescription medication should consider bringing the form with them to the appointment.

Upon receipt of the Release of Information from the student and the completed form from the prescribing provider, College Health Services will contact the program director to share the prescribing provider's determination of whether the student is able to safely participate in clinical experiences while taking the medication. If additional information is needed from the prescribing provider, the student may be asked to sign a consent form providing additional authorizations to release information with others (such as the clinical director or the clinical site) who can assist in making a determination of safety. The student is not required to sign the consent form. However, if the student refuses to sign the consent form,

they will be required to undergo a drug screening. If the drug screening results generate a positive screening result, the student will be required to follow the steps outlined above in the “Positive Drug or Alcohol Screening Results” section.

A clinical site’s drug policies may preclude a student’s participation regardless of the prescribing provider’s assessment.

POSITIVE DRUG SCREEN DUE TO PRESCRIPTION MEDICATION

Students who are taking short- and/or long-term prescription medications and, as a result, generate a positive drug screen will be contacted by the Director of College Health Services with their positive screening results. The Director of College Health Services will give the student the School of Nursing & Health Sciences Clearance for Patient Care Experiences due to a Positive Screening form to share with their prescribing healthcare provider. The provider must complete the form and send it directly to College Health Services as directed on the form. Students will not be permitted to participate in clinical experiences until the prescribing provider has returned the form and verified that the student is able to safely participate in clinical experiences while taking the medication.

The prescribing provider will be consulted as part of the assessment of whether the prescription poses a risk of injury to patients, the student, or others. Students who fail to present the completed form within the outlined timeframe will be withdrawn from their program and must follow the protocol for students who test positive as stated in the Positive Drug or Alcohol Screening Results section (listed above) to be considered for re-admission to the School of Nursing & Health Sciences program. Students who present the completed form, noting the student is safe to perform in the clinical environment, may continue in their clinical coursework.

The student must notify the program director when the course of prescription medication has ended. If the student’s participation in any part of the enrolled program was limited or restricted, program administration, in collaboration with applicable course faculty, will assess the student’s options with regard to missed course material and/or clinical experiences. Depending upon the length of time missed, a course withdrawal or incomplete may be appropriate. This type of withdrawal will not count toward program course withdraw limits.

The documentation referenced in these guidelines will be maintained by College Health Services to ensure protection of the student’s health-related information.

SELF-REFERRAL

A student who voluntarily reports that they have a substance abuse or addiction problem will be referred to College Health Services for evaluation, screening, and referral for further evaluation/treatment. For the purpose of this section, self-referral is defined as an individual who voluntarily reports substance abuse or addiction problems **prior to** being referred for a drug and/or alcohol screening by a member of the School of Nursing & Health Sciences due to

cause, reasonable suspicion, or random selection.

The individual must follow the protocol for students who test positive as stated in the Positive Drug or Alcohol Screening Results section (listed above) before being permitted to begin or resume in the program. In this case, the student may begin or resume their coursework on a space-available basis. The program director will determine the student's re-entry point and any necessary remediation. Depending on the length of separation, accreditation requirements at the time of re-entry, and curriculum changes since leaving the program, the student may be required to repeat courses and/or be enrolled in remediation coursework. Students who are separated from the program for more than four years must be re-selected and begin as a first-semester in-program student and repeat all previously completed program courses.

APPEALS

A student may appeal the results from a drug and/or alcohol screening and/or the dismissal from the program to School of Nursing & Health Sciences dean or designee. The appeal must be in writing and clearly state the basis for the appeal and must be filed within five business days of the student's receipt of test results or notification of dismissal from the program.

The school dean or designee will review all the materials submitted and provide the student with a written outcome within ten business days of receiving the appeal. The school dean or designee's decision is final.

Pennsylvania College of Technology
School of Nursing & Health Sciences
Drug and Alcohol Screening Acknowledgment Agreement

I certify that I have received a copy of the School of Nursing & Health Sciences Drug and Alcohol Screening Guidelines. I have read and understand these guidelines, including the potential impact on my admission to/dismissal from the School of Nursing & Health Sciences program.

I have also read and understand P/PR4.58 and associated policy, P4.51, which provides the authority and foundation for the drug screening guidelines.

Student Name (*printed*)

Date

Student Signature

Student ID Number

Parent/Guardian Signature (if minor student)

Pennsylvania College of Technology
School of Nursing & Health Sciences
Report of Reasonable Suspicion of Drug/Alcohol Use

Notify program director or designee immediately to report the concern.

Return the form in a sealed envelope to the appropriate program director or designee.
Program director or designee will notify College Health Services and the school dean.

Name of Student: _____

Student ID#: _____ Major: _____

Date & Time of Incident: _____

Location of Incident: _____

Detailed description: include any behavioral, visual, olfactory or auditory observations.
Examples are provided below.

- Speech (normal, incoherent, confused, change in speech, slurred, rambling, shouting, using profanity, slow)
- Coordination (abnormal, swaying, staggering, lack of coordination, grasping for support)
- Performance (unsafe practices, unsatisfactory work)
- Alertness (change in alertness, sleepy, confused)
- Demeanor (change in personality, excited, combative, aggressive, violent, argumentative, indifferent, threatening, antagonistic)
- Eyes (bloodshot, dilated, pinpoint)
 - Change in personal hygiene
 - Odor of alcohol on breath
 - Other observed actions/behaviors
 - Involvement in an accident resulting in personal injury or property damage
 - List reports of complaints of student behavior from personnel or other students.
 - List unexplained absences or tardiness.

Did the student admit to use of **drugs/alcohol**? ☐ Yes ☐ No

Comments:

Were **drugs/alcohol** discovered? ☐ Yes ☐ No

Comments:

List witnesses to student's behavior, including each witnesses' contact information:

Was the student referred for **drug/alcohol** testing? ☐ Yes ☐ No

If Yes: What were your instructions, including the time frame?

Date of Report: _____

Reporting staff/faculty name: _____

Cc: College Health Services
Program Director
School Dean/Assistant Dean