

Drug and Alcohol Screening and Education Program

Introduction

A career in the medical field can be one of the most exciting and rewarding career options today! These rewards do not come without some personal sacrifice and discipline.

Alcohol and drug related violations can destroy a career in the field of medicine or health sciences. Institutions hiring health care professionals do not look favorably upon applicants with a Minor in Possession conviction, Minor in Consumption conviction, DUI conviction, or abuse of prescription medications. Illegal drug use is strictly forbidden. There is no place in the medical community for this type of activity for the safety of yourself and others, including patients. Because of this, almost everyone who has a career as a health care professional is subject to random drug and alcohol testing. With the interest of safety in mind, medical professionals are held to the highest standards.

A person who is seriously considering becoming a health care professional must be ready and willing to live with rules and restrictions. As a student of the School of Medicine and Health Sciences (SMHS), you are learning to become a health care professional right now. Many of the habits and behaviors you will exhibit now will carry over to the “real world,” which includes being on time, prioritization, communicating, along with alcohol and drug use. Think seriously about your actions every day.

The primary purpose of this program is to educate students within the SMHS regarding the dangers of substance abuse and the consequences of current drug problems. This program also has a substance abuse deterrence and detection function by screening covered students for use of prohibited drugs. Drugs prohibited by the SMHS include those banned by federal, state of North Dakota, and local governments, as well as institution policy. These drugs include illegal, prescription, over-the-counter, experimental, recreational, or other drugs that have a significant effect upon an individual’s judgment.

Educational Resources

The University of North Dakota is committed to educating and assisting students with drug and alcohol issues. UND programs such as the Health & Wellness Promotion Team Program and the University Counseling Center (UCC) Student Chemical Assessment and Review Program are intended to increase awareness of issues related to substance abuse and other issues impacting the health, well-being and academic success of students. The UCC functions to assist students by anticipating and intervening in situations where substance use/abuse may negatively influence student performance in the University and surrounding community. Individual and group counseling, alcohol use assessment, referral for further evaluation and treatment, and

educational programming are important components of this service. Students who are concerned about their own alcohol or drug use and/or about that of others are encouraged to contact the University Counseling Center. When appropriate, students may be referred to off-campus medical providers. More information regarding these services may be obtained by calling the University Counseling Center (UCC) at (701) 777-2127 or visiting the UCC website.

School of Medicine and Health Sciences Policy

The SMHS is committed to the high medical standard of a drug free workplace. UND prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student while participating in an academic function, or as an employee when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited. UND students are required to abide by all federal and state laws, local ordinances, State Board of Higher Education policies, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs.

Our goal is to provide a safe and efficient environment for our students, employees, and patients. To achieve this goal, this program's primary objective is to promote safe operations and healthy life styles through education and deterrence, benefitting those directly involved with UND SMHS, as well as the general public. This program is to also serve as a resource for faculty to follow if suspected drug use were to happen during any portion of the education of SMHS students. All students actively involved in an educational program within the SMHS are required to comply with the provisions of this drug screening program.

The students of the SMHS are subject to the rules of this program as well as conditions of their admission or matriculation in the educational program. Students also are subject to the UND alcohol and drug policy.

The SMHS reserves the right to contact proper law enforcement officials and/or state licensing/certifying boards regarding any matter subject to this policy. Violation of this policy may result in disciplinary action, up to and including dismissal from the academic program.

Guidance for Clinical Faculty

Clinical Faculty or institutions that are providing clinical education to the students of the SMHS (hereafter known as faculty/faculty members) may encounter a situation when drug use is suspected, they have a student test positive to drug screening, or they have their own facility drug screening and education program. The clinical education facility should:

- Inform the students that they may be required to undergo a drug test pursuant to the facility's policies and practices, and that the cost of any drug test will be paid by the academic program if it is not paid by the facility. If a facility requires a drug test prior to

placement of students for clinical education, it is the student's responsibility for any costs incurred.

- If students participating in clinical education are required by facility to undergo a drug test, the facility shall provide the SMHS with notice and explanation of any positive or unacceptable drug test results. If students are required by facility to undergo a drug test, the academic program shall obtain advance authorization from students permitting Facility to notify and explain to SMHS any positive or unacceptable drug test result.

Types of Testing

The SMHS has identified the following areas where drug testing could occur. Although this list is not totally inclusive, students of the SMHS may be subject to the following types of testing:

- Random – SMHS reserves the right to randomly test for drugs and alcohol. Randomization may include all students within the SMHS or within a single educational program. The randomization process will be completed by a collection agency after being given the names of all the students in the SMHS or within a single educational program. The student must produce a specimen within two (2) hours from the time they are notified of a randomized test.
- Reasonable suspicion – students may be required to undergo testing when reasonable suspicion is present. Reasonable suspicion includes, but is not limited to, the following:
 - a) displaying violent or unusual confrontational, argumentative or other unusual behavior customarily associated with alcohol or drug use (e.g., glassy eyes, slurred speech);
 - b) showing major personality change;
 - c) academic performance has deteriorated;
 - d) excessive or patterned absenteeism or tardiness;
 - e) frequent errors;
 - f) has previously had a positive drug screen in combination with any of the above
- Post-accident or incident including clinic or academic related combination with accident or causing themselves or another student or patient to sustain a personal injury
- Pre-clinical placement
- During clinical rotations
- Return to clinical rotation or educational program

In addition, clinical affiliates of the SMHS may have their own institutional drug screening or testing programs. Students of the SMHS are also subject to those clinical affiliates drug screening programs while participating in a clinical rotation or clinical practice.

Testing protocol

Notification to the student for testing will be the responsibility of the SMHS administration, faculty (clinical or full time), or academic staff. Notification will be done in writing using the SMHS drug screening notification form. The basic test to be used for drug screening is urinalysis. Alcohol testing will be done by Breathalyzer. Other types of tests may be utilized to

determine the presence of banned substances. Collection of the samples will be done under the direction of a vendor (Global Safety Network or its successor) chosen by the SMHS. Direct observation of sample donation may or may not be done as part of the initial collection process. Direct observation will be done by a person of the same gender as the student. If a sample is deemed not acceptable to the collection agency, direct observation of the sample will be the protocol for collection. Samples will be sent to a Substance Abuse and Mental Health Services Administration (SAMHSA) certified laboratory selected by the vendor. Drug screens will be completed to test for a 12-panel drug screen.

Positive results

All drug screens will be verified by a Medical Review Officer (MRO). The MRO will communicate with the student when receiving a positive test. The MRO will then seek clarification of the resulting positive test. It is the responsibility of the student to supply the MRO with requested documentation or other information. Positive drug screening results are confidential, except that results will be reported to the SMHS administration and program director of the student's academic program.

A positive drug screen will result in disciplinary action that could include but is not limited to:

- Removal from patient care or access to patients;
- Development of a written remediation plan to address academic, professional, and personal issues of a positive test;
- Mandatory substance abuse evaluation and proper follow up with substance abuse counselor or qualified health care provider agreed upon by the education program and the student involved. The substance abuse counselor and/or qualified health care provider shall determine the length and manner of counseling. This evaluation will be the fiscal responsibility of the student. The student will be allowed to return to the academic program only after documentation of the student's ability to return by the substance abuse counselor;
- Follow up screening tests following a positive result as determined by the program director or faculty of SMHS;
- Dismissal from the educational program.

If the initial screening result is positive, a secondary laboratory test from the same sample may be requested by the student to confirm the results of the first test and can be included as part of the appeal process. This secondary test will be done at a different laboratory than the first and testing of the second sample will be at the expense of the student.

Failure to report for a random drug screen

If a student fails to report for a drug and alcohol screening test, this will be considered a positive drug test and the student will be subject to discipline up to and including dismissal from the academic program.

Appeal of a positive drug screen

Students have the right to appeal a positive drug test. Students who test positive on a drug screen will have five (5) business days following the day on which the student is notified of the positive confirmatory test result to submit information in writing to explain the test results. The appeal will then be reviewed by the program director/faculty of the academic program and the student will be notified of the decision in writing. If the student does not agree with the decision of the program director/faculty of the academic program, the appeals process would then proceed to the SMHS Grievance Policy. Appeals to a positive screen should be addressed to:

Associate Dean
Office of Student Affairs and Admissions
UND School of Medicine and Health Sciences
501 N. Columbia Road, Stop 9037
Grand Forks, ND 58202-9037
Tel. (701)777-4214

Approved by FAC 5.4.15

SMHS Drug and Alcohol Screening Procedures

Reasonable suspicion

One type of drug testing is commonly referred to as “reasonable suspicion testing.” Reasonable suspicion testing should be considered when a faculty member has a reasonable belief that, subsequent to a specific incident or a series of incidents, a student is or might be using a prohibited drug based on specific physical, behavioral, or performance indicators of probable drug use. If a faculty member or members are considering utilizing a drug screen based on reasonable suspicion, they should contact the program director/chair or SMHS representative responsible for the clinical education of the suspected student. The contact information for those individuals is listed at the end of this policy.

Factors to Consider

In making a determination of reasonable suspicion, factors that faculty or administrators should consider include:

- Are there physical signs and symptoms of substance use and/or abuse?
- Is there evidence of banned and/or illegal substance use, possession, sale, or delivery?
- What is the nature and degree of the evidence of wrongdoing?
- When a serious or potentially serious accident or injury has occurred, what was the likely cause of the accident/injury? Is it possible that drug use was a factor in the accident/injury?
- Might there be reasons or alternative explanations for uncharacteristic behavior, for a sudden behavioral change, or for a downward trend in a student’s level of academic or professional performance?

Seek a second opinion

A decision maker should consider consulting with a second faculty member, staff, or employee of the University or clinical site and ask them to review the facts of a situation in order to concur with, or to further question a decision to test a student for the presence of prohibited drugs.

Notification and Opportunity to Acknowledge, Deny, or Explain the Behavior

If a student appears to be impaired from drugs or alcohol, a faculty member should not touch the student, unless contact is necessary to protect the faculty member or the student. If safety concerns are present, the faculty member should contact University Police (or local police department for off-campus incidents) for assistance. If possible, the student should not be left alone unless the faculty member feels threatened. The faculty member should not allow the student to continue to attend the educational opportunity for the remainder of the day or to drive him or herself home. The faculty will ask the student if they have been drinking alcohol or taking any drugs and document the student’s answer. When a student is suspected of using prohibited drugs, the individual should be informed that the SMHS has reasonable cause to believe that a prohibited substance is being used and is likely affecting the student’s academic and/or professional performance. The concerns regarding the reasonable suspicion should be documented and presented to the student at the time of the request to be screened.

Upon notification, the suspected student might respond by denying the alleged behavior, by acknowledging the wrongful behavior, or by providing a persuasive explanation for the behavior.

Proceed to Test

Following a meeting with the suspected student, if a faculty member continues to have a reasonable belief that prohibited drug use is likely a factor in the student's behavior, then the faculty member should proceed to request that the student undergo a drug test immediately or as soon as practical. If the student is participating in clinical rotations, the clinical faculty member should refer to his or her facility's policies and procedures regarding reasonable suspicion and notify the appropriate SMHS administrator (i.e. Program Director, Associate Dean for Student Affairs, etc.) of the results. Faculty members on the campus of SMHS should carry out the policies and procedures of the SMHS Drug screening policy. Appointments for the drug or alcohol screen should be made with Global Safety Network at (701)792-9808 or whatever vendor UND is using at the time of the incident and a notification form should be filled out and given to the student.

The faculty should explain that the request to provide a sample for drug or alcohol testing is not a final determination of wrongdoing by the student; rather it is done for the purpose of obtaining additional, objective data that will receive further consideration pursuant to SMHS drug screening policy. Upon request of a reasonable suspicion screen, the student should not be allowed to drive themselves to the testing site.

Training

SMHS faculty and administration should be trained to identify drug-affected students who may pose a danger to themselves and/or others. In addition, administrators and faculty should be trained on factors that should guide them in making a determination of reasonable suspicion. Training can be done online. Please contact the academic program director or chair for further information on this.

Random drug and alcohol screening

Randomized drug screening can be done within the SMHS educational programs. Prior to the randomization process, the academic program should communicate with the collection agency to verify location, time, number of selected students, and other pertinent information about the collection process.

The randomization process begins with the academic program giving the collection agency a roster of individuals to be included in the random selection. Each name included in the roster should be accompanied by a unique identification number (Ex. 1022, MLS55, MED227). This number may be made up by the academic home or the collection agency. The randomized drawing of selected students will then be completed by the collection agency. Students selected to be screened will be notified by the Program Director/Faculty member within the academic program. Proper notification paperwork should be filled out at this time.

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