Drug and Alcohol Testing:

Students in the College of Nursing and Professional Disciplines (CNPD) Department of Nursing (DON) will be subject to drug and alcohol screening that includes:
- Initial entry into a nursing program
- Reasonable suspicion

Drug and alcohol screening is a requirement for enrollment in undergraduate and graduate Nursing programs. Applicants will be screened following admission, but prior to enrollment. A “HOLD” will be placed on an applicant’s enrollment until clearance documentation is received. Applicants who do not consent to the drug and alcohol screen will be removed from the accepted student list.

The CNPD DON will designate the company(ies) approved to do the drug screen. Results from any company other than those designated by the school will not be accepted.

The student will pay the cost of the drug screen. In addition, if an agency at which the student has been placed for a clinical experience also requires drug screens, the students must consent to such screening and pay the cost for the testing. Students who do not consent to drug screening will be removed from clinical participation and will be subject to dismissal.

Once the student has paid the fee for drug testing and verifications, the vendor will provide information directly to the student with the location for the testing and other testing details.

Students will have 15 calendar days from the time they pay the fees on the vendor site to complete the drug test. Students who do not complete the testing within the 15-day calendar time frame, will forfeit their admission spot and the next student on the admission list will be offered admission.

Initial entry to the nursing program drug testing must be completed by **July 15** in the summer prior.

Reasonable suspicion testing will be completed in compliance with the agency policy where student is placed at the expense of the student. The student must release the reasonable drug test results to the UND Department of Nursing. Failure to release information will result in dismissal from the nursing program.

**Education:**

The University of North Dakota recognizes the importance of early education and its role in the prevention of substance abuse (SA) or chemical dependence (CD). All students will be provided a copy of the DoN’s chemical impairment policy in the student handbook for their program. Each student must sign the review of handbook form as a condition of admission.

**Reporting:**

All faculty and students possess a duty to report concerns about possible chemical impairment. Early detection is paramount to providing a drug and alcohol free environment. Students who suspect chemical impairment should report their concerns to a Department of Nursing faculty member immediately. The nursing faculty will initiate the drug and alcohol testing protocol for the student.
Common signs and symptoms of chemical impairment include, but are not limited to, the following:

**PHYSICAL**
- Physical complaints
- Tremors, nervousness
- Slurred speech
- Unsteady gait
- Flushed face
- Watery eyes
- Dilated or pinpoint pupils
- Excessive use of mouthwash/breath mints

**BEHAVIORAL**
- Poor judgment
- Disorganization
- Missed deadlines
- Patient complaints
- Poor hygiene
- Mood swings, irritability
- Excessive talking
- Poor recall
- Irrational statements
- Drowsiness
- Isolation
- Anger
- Euphoria
- Long breaks
- Frequent trips to locker room/restroom
- Early arrival or late departure

**ACADEMIC OR CLINICAL PERFORMANCE**
- Poor grades and/or significant decline in GPA
- Absenteeism/tardiness or any pattern of impairment in an individual’s ability to meet standards of performance, competency, and safety in the classroom or clinical area

Self-referral will be encouraged. The CNPD DoN must be notified if the individual enters treatment. If the student enters treatment, they are removed immediately and dismissed from the program.

**REMOVAL FROM THE CLASSROOM OR CLINICAL ENVIRONMENT:**

When a faculty member/preceptor becomes aware of suspected chemical impairment she/he will:

1. Notify the appropriate Department Chair. If they are not available, the faculty member/preceptor will contact the CNPD Deans Office.
2. Remove student immediately from the clinical site or classroom to a private area. Inform the student why they are being removed. (Refer to Clinical Removal Policy if indicated).
3. When possible, have a witness present (i.e. other faculty member/preceptor or hospital staff).
4. State the sign(s) and behavior(s) observed.
5. Allow the student to explain.
6. Question the student regarding the use of any substance and, if used, what, when, and how much was used and by what route it was taken.

7. If the student denies use of any substance and/or the faculty member determines that reasonable suspicion exists, the student must submit to a drug and/or alcohol test immediately.

8. The student will be accompanied to the designated testing area for that facility. A faculty member or a designee will remain with the student until the test is completed. After the test is completed, the faculty member will ensure the student has a safe ride home. If there is a concern for the student’s personal safety, the police will be contacted.

9. A UND incident report will be completed by the faculty member.

10. Faculty members must also act in accordance with the individual agencies/clinical sites’ substance abuse policies and procedures.

11. The student will not be allowed to return to the classroom or clinical environment until the results are evaluated. The student will be notified.

FINDINGS IN DRUG SCREENINGS

1. The CNPD Office of Student Services (OSS) will manage this process. The Director of the OSS will receive all positive drug test reports and will communicate these with the CNPD Dean.

2. Immediately upon receipt of a positive drug test or student refusal to submit to drug testing, the student must be immediately removed from the clinical setting and is dismissed from the program.

3. In the event that the positive drug test included prescription medication(s), the student is removed from the clinical setting until further investigation is completed. If it is determined that there has been a misuse of the prescribed medication(s), the student is dismissed from the program.

4. Following dismissal, the student can be referred to the University of North Dakota (UND) Counseling Center for a chemical dependency evaluation. The student will be responsible to follow-up with their own healthcare and treatment plan.

5. The North Dakota Board of Nursing will be notified for each case. In addition, any student who has professional licensure will be reported to their respective state of licensure, as required by law.

Confidentiality:

The CNPD DON will take reasonable measures to ensure individual privacy under this policy including, without limitation, keeping all drug and alcohol test results confidential to the extent possible. Drug or alcohol test results will be released in accordance with applicable federal and state laws and Board of Nursing regulations.