

ALCOHOL AND OTHER DRUGS (AOD) PROGRAM

Drug and Alcohol Policy

The Drug-Free Schools and Community Act mandates that institutions of higher education adopt and implement a program designed to prevent the unlawful possession, use, dispensation, or distribution of illicit drugs and alcohol by students and employees and provide certification to the U.S. Department of Education that such a program is in place.

The University has developed its policy not only in response to the federal drug-free legislation, but also to attempt to provide a healthy environment by preventing the use or abuse of illegal drugs or alcohol within the University community. The University requires the cooperation of the entire campus community in its pursuit to maintain a drug-free environment in all phases of campus life.

The faculty believe that it is essential for students to have an awareness of the health risks associated with the use/misuse of drugs and alcohol. Drugs and alcohol act on the central nervous system and ultimately on every cell of the body. The normal sensory and emotional reactions are disrupted, as are the normal rest-work cycles. Drugs affect the whole body in ways an individual cannot control or predict. Therefore, an individual who misuses drugs/alcohol poses a risk to his safety as well as the safety of those entrusted to his care.

The misuse of drugs (unlawful possession, use, sale or distribution) is a violation of Federal and Louisiana State laws. Louisiana law also prohibits the purchase, public consumption or possession of alcoholic beverages by people under the age of 21. Students of the University are subject to jurisdiction under federal and state laws. The University has an obligation to report any information concerning actions or practices which are violations of these laws.

The on campus and/or clinical laboratory agency misuse of drugs/alcohol by the student is subject to disciplinary action. Whenever there are any behaviors which suggest drug/alcohol impairment, the student will be required to submit to drug screening. The drug screening will be at the student's expense. Transportation by taxi to a designated drug testing center will be arranged as needed.

Drug screening is required for students prior to entering clinical programs. Additionally, students enrolled in clinical programs are subject to random urine drug screening. Random drug screening will be done at the University's expense. Pre-enrollment drug screen costs are included in the student's fees.

All students, as a condition of their enrollment in a clinical program, must abide by the drug and alcohol policies and consent, when asked, to submit to urine drug testing to determine compliance with the policy. Individuals who refuse to consent or cooperate in the administration of such testing are subject to discipline, including, and up to dismissal.

Individuals with confirmed positive tests for illegal drug usage or misuse of prescription drugs are in violation of the University policy and are subject to discipline, including, and up to expulsion.

NOTE: The University is required to report positive drug screens on registered nursing students to the Louisiana State Board of Nursing in accordance with the Louisiana State Board Rules of Professional and Occupational Standards.

Prevention

Prevention efforts at Franciscan Missionaries of Our Lady focus on education of the campus community regarding the effects of alcohol and other drugs. Educational workshops are conducted on a periodic basis. Topics include: effects of alcohol and other drugs, recognition of substance abuse and chemical dependency, misuse of prescription drugs, and use of herbal supplements. These workshops are open to all campus constituents. The workshops frequently involve coordination with resources within the OLOL health system and local community agencies.

Print materials are available throughout the campus and in the Office of Health & Safety. The brochures and booklets cover a wide range of topics including but not limited to alcohol, marijuana, recreational drugs, etc. Students are informed that these materials are available through flyers included in the orientation packets for all new and transfer students. Additionally, the "Student Guide to Having Fun" is reviewed with students at all new and transfer student orientations.

The "Student Guide to Having Fun" is available on myPortal and offers information to faculty, staff and students on harm reduction as well a list of resources on-campus and in the community for alcoholic and drug related issues. In addition, faculty and staff complete an online course training course annually as part of annual safety education.

Intervention

Counseling services provides confidential assessment and referral to resources within the OLOL health system or outside agencies to students exhibiting problems with alcohol or other drugs. In addition to resources available through counseling services, a list of community resources on alcohol and other drugs is available through the Health & Safety Office.

All consultations are confidential. Counseling records and health records are maintained separately from academic records. Students are advised when it is necessary for officers of the University to report any information concerning actions or practices which are violations of state or federal laws.

Suspect Violations of Drug/Alcohol Policy

Students should not come to the campus or report for clinical assignments while under the influence of alcohol, illegal drugs or unauthorized prescription drugs, nor should they consume such substances or have alcohol beverages or unauthorized drugs on their person. The abuse of legal (prescription) or over the counter drugs is also prohibited. When circumstances suggest an impairment, the student will be asked to submit to a drug screen or test of blood alcohol level.

Procedure:

- The circumstances suggesting impairment should be immediately reported to the Director of Campus Health and Safety or administrative designee by any individual who observes impaired behavior.
- The Director of Campus Health and Safety or administrative designee will assess the situation. If the student appears to be impaired, he/she will be removed from the environment immediately.
- Transportation by taxi to a designated drug testing center will be arranged as needed.
- Utilizing protocol established at OLOLRMC, the student will submit to drug screening at the OLOLRMC Laboratory or Total Occupational Medicine Clinic (or other designated collection site).
- The student may not return to the classroom or clinical setting until the University is assured that the student is in compliance with the drug regulations and has a negative test.

Drug Testing Policy for Students

All students enrolled at Franciscan Missionaries or Our Lady University are subject to drug screening for reasonable suspicion or cause. In addition, all University clinical students (and some pre-clinical students) will be subject to initial then random testing as well as drug screening for reasonable suspicion or cause.

Procedure:

- Clinical students will receive initial drug screening instructions in the clinical health packet. When notified for random drug screening, the student must submit to the test on the chosen day within one hour of notification from the Clinical Program representative.

- Students to be tested will report to the designated collection site with picture identification where they are required to sign a consent and release form for testing.
- If a student fails to report for the test by the established deadline, refuse testing, or attempt to manipulate the results of a drug test, the test will be treated as positive and the student is subject to discipline, including, and up to dismissal from the clinical program.
- Drug Testing personnel will initiate a chain of Custody/Test Requisition form that will be coded with the student's code number and not identifiable by name. (Note: The Laboratory will only accept requests for drug testing when the appropriate Chain of Custody/Test Requisition form is completed.)
- The Laboratory will take possession of the Chain of Custody/Test Requisition form and initiate all activities associated with the drug testing program in accordance with their departmental policy. A procedure is established by the Laboratory to ensure that the specimen tested is, in fact, that of the student.
- Positive drug tests will be confirmed by an In-State Laboratory in accordance with OLOLRMC Laboratory procedure.
- All laboratory results will be communicated to the Director of Campus Health and Safety or University designee and will remain confidential in accordance with current policy.
- If the student has a confirmed positive test, the University will request that the student provide additional information. The student may not return to the classroom or clinical setting until cleared for continued enrollment. The student may be requested to undergo an evaluation by resource(s) approved by the University. Nursing students must use approved evaluators listed on the LSBN Web site at <http://www.lsbn.state.la.us/documents/monitoring.asp>. The student will be required to provide the University with properly executed release of information forms. The student must be cleared for continued enrollment before he/she can resume class or clinical attendance. Students enrolled in the School of Nursing must also be cleared for continued enrollment by the Louisiana State Board of Nursing.
- The student's Program director and/or Dean will be notified of positive drug screens. The Dean of Nursing will report positive drug screens on registered nursing students to the Louisiana State Board of Nursing in accordance with the Louisiana State Board Rules of Professional and Occupational Standards.
- Students with confirmed positive tests for illegal drug usage or misuse of prescription drugs are in violation of the University policy and are subject to discipline, including, and up to expulsion.

- All actions taken under the authority of this policy will be treated with confidentiality. Information related to tests results will be communicated on a strict "need to know" basis. Discussion and counseling will be conducted in a private and confidential manner in accordance with current counseling protocol.
- Students who fail a University mandated drug screen will not be permitted to apply for any clinical program until the record is cleared as verified by the Health & Safety Office. This policy applies as well to enrollment in any course with a clinical component. The Safety Office will accept reports only from approved agencies. Students denied admission may reapply after a period of one full year following appropriate and documented treatment (or resolution of the problem) and follow up and presentation of a negative drug screen at a University designated facility and at a time appointed by the University.

Reporting

In compliance with the Drug-Free School and Campuses Act, Public Law 101-226, at least once annually through the *Campus Safety and Security booklet*, the written campus drug and alcohol policy is distributed. The booklet is distributed at Campus Assembly at the beginning of every Fall semester and at all new faculty and new student orientation sessions throughout the year. The booklet is also available from the Office of Health & Safety upon request.

Students are advised when it is necessary for officers of Franciscan Missionaries of Our Lady University to report any information concerning actions or practices which are violations of state or federal laws.

- NOTE: The University is required to report positive drug screens on registered nursing students to the Louisiana State Board of Nursing in accordance with the Louisiana State Board Rules of Professional and Occupational Standards.