

LOS ANGELES COUNTY COLLEGE OF NURSING AND ALLIED HEALTH POLICY & PROCEDURE MANUAL

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Subject: DRUG-FREE ENVIRONMENT	Original Issue Date: September, 1990	Policy #: 560
	Supersedes: November 8, 2012	Effective Date: January 25, 2018
Individuals/Committees Consulted Dean, Administrative & Student Services Financial Aid Administrator	Reviewed & Approved by: College Governance	Approved by: Provost, College of Nursing and Allied Health

PURPOSE:

To delineate the College's program/plan for a drug-free campus and workplace.

POLICY:

The College enforces the provisions of the Federal Drug-Free School and Campus Regulations Amendments of 1989.

Employees adhere to LAC + USC Medical Center-Policy #508: Drug-Free Workplace.

The College adheres to the California Board of Registered Nursing (BRN) Guidelines: "Impaired Nursing Students".

The College prohibits:

- Unlawful possession, use, or distribution of illicit drugs, alcohol, or substances that pose significant hazards to health by students and employees on campus or as part of any of its activities
- Use of alcohol or the abuse of drugs, or other substances that pose significant hazards to health including prescription medications, to any extent, that impairs behavior or performance.

Los Angeles County Sheriff's Department (LASD), healthcare providers, faculty, staff, and students are all responsible for enforcing standards of conduct.

School of Nursing (SON) curriculum shall include content related to detection and treatment of alcohol and substance dependency as outlined in the BRN Required Curriculum Content: Alcohol and Chemical Dependency.

Health Risks

Employees and students are provided with information related to health risks associated with drug and alcohol abuse.

Drug and Alcohol Programs

The College provides all incoming SON students and employees with information related to Alcohol and Drug Abuse counseling, treatment, rehabilitation and referral information.

Subject:

DRUG-FREE ENVIRONMENT**Legal and Disciplinary Sanctions**

Students and employees whose behavior, performance, or conduct indicate a potential danger to themselves or to others, or whose behavior is inappropriate, will not be permitted to continue scheduled activities and will be immediately referred to appropriate support services.

- Students will face disciplinary action up to and including termination from the program/employment.

Unlawful distribution of alcohol, drugs, or substances that pose significant hazards to health by students or employees on College property or as part of College activities is subject to both institutional sanctions and/or criminal prosecution.

Students and employees are informed of College, local, state, and federal penalties/sanctions for illegal trafficking and possession of controlled substances.

PROCEDURE**Prevention**

The Office of Educational Services (OES) distributes the following to all students and employees during orientation and annually by September 30th:

- Drug-Free Environment letter
- Drug-Free Environment policy
- Health Risks handout
- Legal and Disciplinary Sanctions
- Alcohol and Drug Prevention Program
- Crime Statistics Report.

Potentially Impaired Faculty, Staff, Student

If impairment is suspected, the witness:

- Requests assistance from second faculty/staff member to verify observed behavior
- Ensures safety of patients, students and staff
 - Contacts LASD, extension 3333, if behavior is perceived as a threat to the individual or others
- Escorts (or arranges escort of) impaired individual to Employee Health Services/Emergency Room
 - Employee Health physicians will assess and make appropriate referrals
 - Do not let person leave unescorted.
- Repeated suspected impairment
 - Employees – Contact Human Resources / Performance Unit for Reasonable Suspicion
 - Students – Refer to Student Handbook: Impaired Student Guidelines.

Biennial Review

An ad hoc College Committee conducts a biennial review using the Checklist for Clery Act Compliance.

An ad hoc College Committee conducts a biennial review using the Drug-Free Environment and Impaired Student Policy.

Subject:

DRUG-FREE ENVIRONMENT**PROCEDURE DOCUMENTATION**

Checklist for Clery Act Compliance
Academic Dishonesty/Professional Misconduct Report
Distribution Roster
New Student Registration Checklist
New Employee Orientation Checklist
I.L. OER Drug-Free Campus Environment

REFERENCES:

1989 Amendments to Federal Drug-Free School and Campus Regulations Act
BRN: Required Curriculum: Content Required for Licensure: Alcohol and Chemical Dependency
BRN: Impaired Nursing Students
Network Policy #508: Drug-Free Workplace
College Policy #201: Academic Honesty & Professional Conduct
College Drug-Free Environment Manual
College Catalog: Student Conduct Standards
School of Nursing Student Handbook:

- Impaired Student
- Denials of Licensure and BRN Policy Statement

Drug-Free Environment cover letter
Health Risks Handout
Legal & Disciplinary Sanction Handout
Crime Statistics Report

REVISION DATES:

September 1990
August 12, 2004
September 10, 2009
November 8, 2012
January 25, 2018