

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

Subject: <b>IMPAIRED STUDENT</b>	Original Issue Date: <b>May 13, 2010</b>	Policy #: <b>561</b>
	Supersedes: <b>June 8, 2017</b>	Effective Date: <b>May 28, 2020</b>
Individuals / Committees Consulted: Director, Office of Educational Services Curriculum Committee	Reviewed & Approved by: College Governance SON Planning	Approved by:  Provost, College of Nursing and Allied Health (signature on file)

**PURPOSE:**

To delineate the College’s role for managing students suspected of being impaired by chemical dependency/mental illness.

**DEFINITION:**

An impaired student is one whose substance abuse/mental illness manifests behaviors that pose a threat or immediate danger to self or others.

**POLICY:**

School of Nursing (SON) students are provided with information related to chemical dependency and mental illness as part of new student orientation.

The College is responsible for:

- Identifying students who show signs of suspected chemical dependency or mental illness
- Directing those students to seek healthcare assistance.

Instructors have the responsibility and authority to take immediate corrective action for the behavior of a suspected impaired student.

Students may be removed from the College/classroom/clinical setting as indicated.

Students may not return to College/classroom/clinical setting until deemed medically safe.

Students are required to:

- Seek diagnosis and treatment for chemical dependency/mental illness
- Provide evidence of treatment/rehabilitation and readiness to resume the programs/courses
  - LA County employees enrolled in College courses adhere to Department of Health Services and LAC+USC Medical Center policy.

Information regarding student illness, including chemical dependency/mental illness will be maintained in confidence except as necessary to protect the safety of others or as part of the disciplinary process.

**PROCEDURE**

Instructors who observe behavior/compelling evidence characteristic of impairment:

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- Request assistance from second faculty/staff member to verify observed behavior
- Remove the student immediately from the classroom/clinical setting
- Contact campus security / campus Safety Officer/ Medical Center Sheriff's Department if behavior is perceived as dangerous to self or others
- Document incident using the Academic Dishonesty/Professional Misconduct Report
- Notify the Semester/Program Coordinator immediately
- Discuss behavior and impact of the behavior on academic/clinical performance with the student, as soon as it is safe.

Semester/Program Coordinator:

- Reviews the instructor/staff documentation of observation
- Advises the student that he/she cannot return to College/classroom/clinical setting while undergoing investigation or while seeking medical consult
- Recommends plan of action/remediation/disciplinary action
- Notifies:
  - Director, Office of Educational Services
  - Supervisor/designee if in clinical setting

Director, Office of Educational Services:

- Provides student with information regarding resources for diagnosis, rehabilitation, and treatment
- Advises the student of due process and potential impact on licensure as indicated
- Reviews student health clearance and forward to Employee Health Services for review and consult
- Collaborates with the academic Deans regarding student return to program.

Dean, SON:

- Implements disciplinary process as indicated in collaboration/consultation with Semester Coordinator
- Authorizes return to program in collaboration with Dean, Administrative and Student Services.

SON students provide proof of treatment and readiness to resume studies to Dean, Administrative and Student Services prior to being allowed to return to the program.

**PROCEDURE DOCUMENTATION**

Academic Dishonesty/Professional Misconduct Report

**REFERENCES:**

BRN: Impaired Nursing Students Guidelines  
 DHS Policy # 747.200: Impaired Employees and Drug Diversion  
 LAC+USC Medical Center Policy #508: Drug Free Workplace  
 College Policy #201: Academic Honesty & Professional Conduct  
 College Policy #430: Student Records – Confidentiality  
 College Policy #560: Drug-Free Environment  
 College Catalog: Drug Free Environment  
 School of Nursing Student Handbook:

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- Impaired Student
- BRN Denial of Licensure

**REVISION DATES:**

May 13, 2010  
June 13, 2013  
June 8, 2017  
May 28, 2020