

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

Subject: IMPAIRED STUDENT	Original Issue Date: May 13, 2010	Policy #: 561
	Supersedes: May 13, 2010	Effective Date: June 13, 2013
Committees Consulted: Drug Free Ad Hoc Committee Dean, Administrative & Student Services	Reviewed & Approved by: College Operations College Planning	Approved by: <i>Nancy W. Miller</i> 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.

Subject:

IMPAIRED STUDENT**PROCEDURE**

Instructors who observe behavior/compelling evidence characteristic of impairment:

- Request assistance from second faculty/staff member to verify observed behavior
- Remove the student immediately from the classroom/clinical setting
- Contact 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
- Recommends remediation/disciplinary action
- Notifies:
 - Academic and Administrative & Student Services Deans
 - Nurse manager (EDCOS only).

Dean, Administrative and Student 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

Subject:

IMPAIRED STUDENT

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:

- Impaired Student
- BRN Denial of Licensure

REVISION DATES:

May 13, 2010

June 13, 2013