

# LAC+USC HEALTHCARE NETWORK

## COLLEGE OF NURSING AND ALLIED HEALTH POLICY & PROCEDURE

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Subject: <b>DRUG-FREE ENVIRONMENT</b>		Original Issue Date: September, 1990	Policy #: <b>560</b>
		Supersedes: September, 1990	Effective Date: August 12, 2004
Committees Consulted: Drug Free Ad Hoc Committee College Administration	Reviewed & Approved by: College Planning	Approved by:  Signature on file 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 Drug-Free School and Campus Regulations Amendments of 1989.

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

The College prohibits the unlawful possession, use, or distribution of illicit drugs or alcohol by students and employees on campus or as part of any of its activities.

The use of alcohol or the abuse of drugs, including prescription medications to any extent that impairs behavior or performance, is prohibited.

Responsibility for enforcing standards of conduct is shared among Office of Public Safety (County Police), healthcare providers, faculty, staff and students.

School of Nursing curriculum shall include content related to detection and treatment of alcohol and substance dependency as outlined by the BRN Curriculum Guidelines: Chemical Dependency Guidelines for Curriculums in School's of Nursing.

### **Health Risks**

Employees and students are provided with information related to health risks. (See Drug-Free Environment Manual available in the Office of Educational Services (OES), Educational Resource Center, and Olive View Medical Center Office)

### **Drug and Alcohol Programs**

The College of Nursing provides all incoming School of Nursing students and employees with information related to Alcohol and Drug Abuse counseling, treatment, rehabilitation information, referral information and Los Angeles County Social Service Directories.

### **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.

Subject:

**DRUG-FREE ENVIRONMENT**

Unlawful distribution of alcohol or drugs by students or employees on College property or as part of College activities is subject to both institutional sanctions and/or criminal prosecution. (See Drug-Free Environment Manual).

Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance is included in the Drug-Free Environment Manual.

Employees adhere to Network Policy #508: Drug-Free Workplace.

**PROCEDURE****Prevention**

OES distributes the following to all new students and employees during orientation:

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

OES distributes the following to all continuing students and faculty annually coincident with the September 30<sup>th</sup> paycheck:

- Drug-Free Environment letter
- Drug-Free Environment Policy
- Criminal Statistics Report.

**Potentially Impaired Faculty, Staff, Student**

If impairment is suspected, the witness shall:

- Request assistance from second faculty/staff member to verify observed behavior
- Ensure safety of patients, students and staff
  - Contact LAC+USC Healthcare Network Office of Public Safety, extension 3333, if behavior is perceived as a threat to the individual or others
- Escort (or arrange escort of) impaired individual to Employee Health Services
  - Employee Health physicians will assess and make appropriate referrals
  - Do not let person leave unescorted.

**Biennial Review**

The College Institutional Effectiveness Committee will conduct a biennial review using the “Drug-Free Schools and Campuses Regulation Compliance Checklist”.

**Other Statistical Reports**

OES will prepare and distribute the College Crime Statistics report to all faculty and students.

The report is available to others upon request and includes the following:

- Liquor Law Violations
- Drug Violations
- Total Arrests.

Subject:

**DRUG-FREE ENVIRONMENT****PROCEDURE DOCUMENTATION**

Drug-Free Schools and Campuses Regulation Compliance Checklist  
Academic Dishonesty/Professional Misconduct Report  
Payroll Distribution Log – September 30<sup>th</sup> Annual  
New Student Registration Checklist  
New Employee Orientation Checklist

**REFERENCES:**

1989 Amendments to Federal Drug-Free School and Campus Regulations Act  
BRN: Curriculum Guidelines: Chemical Dependency  
BRN: Impaired Nursing Students  
LAC+USC Healthcare Network Policy #508: Drug-Free Workplace  
College of Nursing Policy #201: Academic Honesty & Professional Conduct  
College of Nursing Drug-Free Environment Manual  
College of Nursing 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