

**West Virginia University at Parkersburg
Nursing and Health Sciences Division**

Procedure: Drug and Alcohol	
Department: Nursing	Section: Student Procedures
Approved by: Nursing Faculty Organization	Date last reviewed/revised: August 2010; June 2013; June 10, 2014; May 13, 2019

Definition: “WVU at Parkersburg is a drug free community.” Therefore, all students admitted to and enrolled in any program within the Health Science Division is subject to the Health Science Division’s Drug and Alcohol Testing Policy which is found on the Health Science Division’s website.

Procedure:

1. The West Virginia University at Parkersburg Nursing and Health Sciences Division (WVUPHSD) has a responsibility to maintain a safe environment for its students as well as maintaining safe conditions for patients. Any Student under the influence of drugs or alcohol may pose serious safety and health risks, not only to themselves, but to all who work with them and to patients for whom they provide care. Students are strictly prohibited from the use, abuse, presence in the body or reporting to school or clinical experiences under the influence of illegal drugs and/or reporting to the same under the influence of alcohol. Also prohibited is the manufacture, distribution, possession, transfer, storage, concealment, transportation, promotion or sale of controlled substances, or drug related paraphernalia and/or the consumption or use of alcoholic beverages, and/or the use of prescription or over-the-counter medications in a manner inconsistent with the recognized medical procedure at any time while performing work related duties on or off the school’s premises and/or traveling to and from school or clinical setting. Students who engage in criminal conduct by using, distributing, selling, or possessing controlled substances on their own time away from school will be subject to disciplinary action, including but not limited to dismissal from the program.
2. To that end, students in all health science programs (RN-BSN) could be requested to submit to randomized, mandatory drug screening without notice. Failure to cooperate will result in administrative dismissal from the program. Students who test positive for alcohol equal to or greater than 0.02 BAC, illegal usage of a controlled substance, or illicit drugs will be immediately dismissed from the program and will not be eligible for readmission to any health science program.
3. Any registered nurse who is aware that another person has violated the WV Nursing Code and Legislative Rules 19-3-14, 14.1 b, is obligated to report the person to the WV Board of Examiners for Registered Professional Nurses for consideration of disciplinary action. Therefore, WVUPHSD faculty is required to report any positive drug screen to the licensing body.
4. Noncompliance with requests for drug and alcohol testing will be viewed as a violation of the WVUPHSD Drug and Alcohol Testing Policy. The student will be subject to immediate dismissal from the Nursing and Health Sciences program.
5. If it has been determined that a student has adulterated or substituted, or attempted to adulterate or substitute their sample in an effort to alter the test results, the student shall be determined to have a positive result for the purposes of this policy.

6. Drug testing may be required for any student who demonstrates behaviors of reasonable suspicion (6a 1-17) in the scheduled course experiences.
 - a. Reasonable suspicion is considered when any student demonstrates unusual, unexplained behavior during scheduled course experiences. Observable signs might include, but are not limited to:
 1. Slurred speech
 2. Odor of alcohol on breath of person
 3. Unsteady gait
 4. Disoriented or confused behavior
 5. Significant changes in work habits
 6. Observed behaviors indicative of hallucinations
 7. Unexplained accident or injury
 8. Sloppy, inappropriate clothing and/or appearance
 9. Physically assaultive, unduly talkative, exaggerated self-importance, making incoherent or irrelevant statements in the agency setting
 10. Excessive sick days, excessive tardiness when reporting for clinical or class
 11. Missed deadlines, careless mistakes, taking longer than customary to complete work
 12. Coordination (not normal, swaying, staggering, lack of coordination, grasping for support)
 13. Performance (unsafe practices, unsatisfactory work)
 14. Alertness (change in alertness, sleepy, confused)
 15. Demeanor (change in personality, fighting, excited, combative, aggressive, violent, argumentative, indifferent, threatening, antagonistic)
 16. Eyes (bloodshot, dilated)
 17. Other clinical observations consistent with impairment
 - b. In addition, drug testing may be required for any student who has access and/or direct responsibility for controlled substances if known drugs of abuse are missing or otherwise unaccounted for while in the clinical agency. The agency manager or administrator and the Chairperson of the Nursing and Health Sciences Division will make this determination on a case-by-case basis, or the Chairperson's representative.
 1. Informed consent will be obtained prior to testing. Fees associated with testing will be the responsibility of the student.
 2. The collection site will be in a standard collection area laboratory or emergency department as per the agency protocol. Collection procedures will adhere to the required "chain of custody" protocol as indicated by the assigned clinical agency.
 3. The student will be escorted to the collection site with the appropriate faculty member or designated individual. All will remain at the collection site until the required specimens are obtained. Agency policy will be followed as required.
 4. Following a positive drug or alcohol testing, the student will be sent home by cab or responsible individual. **Under no circumstances will the student be allowed to drive home.**
7. The student's confidentiality will be strictly maintained with all drug testing. The test results will be communicated only to the student, Chairperson, Administrative Assistant, WVUP Vice

President of Student and Academic Affairs, the physician reviewing the result with the student, and the West Virginia Board of Examiners for Registered Professional Nurses.

8. All students who have tested positive may have the option to challenge the test results within 24 hours of notification of the initial test results. All challenges shall be at the expense of the student. If challenged, the original sample will be sent to a different lab and reanalyzed. In the event an initial positive result is overturned, the school will reinstate the student into the program. At no time will an additional or “fresh” sample be collected in an effort to challenge the original findings.
9. For situations in which a student does not provide a sufficient amount of urine to permit a drug test (i.e., 45 mL of urine), the insufficient specimen will be discarded. The student will be permitted to drink up to 40 ounces of fluid, distributed reasonably through a period of up to three hours, or until the individual has provided a sufficient urine specimen, whichever occurs first. If the student refuses to make the attempt to provide a new urine specimen or leaves the collection site before the collection process is complete, it will be considered a refusal to test and will be viewed as a violation of the WVUPHSD Drug and Alcohol Testing Policy. The student will be subject to immediate dismissal from the Nursing and Health Sciences program.
10. If the student has not provided a sufficient specimen within three hours of the first unsuccessful attempt to provide the specimen, the collection process will be discontinued. The student will be required to obtain, within five days, an evaluation from a licensed physician, acceptable to the Medical Review Officer (MRO), who has expertise in the medical issues raised by the student's failure to provide a sufficient specimen. If it has been determined that the student has a medical condition, or with a high degree of probability could have, that precluded the student from providing a sufficient amount of urine; the test will be recorded as cancelled. If there is not an adequate basis for determining that a medical condition has, or with a high degree of probability could have, precluded the student from providing a sufficient amount of urine, a refusal to test will be recorded. For the purposes of this paragraph, a medical condition includes an ascertainable physiological condition (e.g., a urinary system dysfunction) or a medically documented pre-existing psychological disorder, but does not include unsupported assertions of “situational anxiety” or dehydration.
11. Records will be maintained in a secure file in the Nursing and Health Sciences Office. Requests for information will require a court order or may be released by the student’s signed written consent and liability waiver.