



Drug/Alcohol Test Policy & Procedures

Applicability

It is the policy of the University of Arizona College of Nursing (CON) that students are functioning free from the influence of illicit or illegal substances. The use of controlled substances (unless prescribed by a clinician), marijuana (including medical marijuana) or illegal substances is prohibited. This policy is intended to delineate drug/alcohol testing requirements and disciplinary sanctions of the University of Arizona College of Nursing.

All students are expected to comply with all federal, state and local laws, rules and regulations concerning drug and alcohol use, including rules, policies and procedures of the Arizona Board of Regents, the University of Arizona, the College of Nursing and individual clinical placement sites at which the students are assigned.

Requirements

The CON requires a drug/alcohol test for full admission and/or to start any clinical program. Students who fail to comply with the terms in this policy will be removed from and/or not placed in a clinical site and may be dismissed from the program.

Protocol & Implementation

- Students will order a drug/alcohol test through the college's clinical compliance system, CastleBranch.
- The drug/alcohol test must be completed via urine sample.
- Payment for any test is the responsibility of the student.
- Refusal to test will result in dismissal from the program, as testing is a requirement of our clinical site partners.
- Students may be required to complete additional drug/alcohol screening tests as required by the specific clinical site partners, and at the student's cost.

The drug/alcohol test screens for the following substances:

- Alcohol
- Amphetamines
- Barbiturates
- Benzodiazepines
- Cannabinoids
- Cocaine
- Ethanol (use of this substance is permitted)
- Fentanyl
- Meperidine
- Methadone
- Nicotine/Cotinine (use of this substance is permitted)
- Oxycodone
- Opiates (Codeine, Morphine, Hydrocodone, Hydromorphone)
- Phencyclidine
- Propoxyphene

Test Results

- Students whose drug/alcohol test results are **negative** may proceed with their admission, clinical placement, and program of study.
- Students whose drug/alcohol test results are **positive**, will be contacted by the CastleBranch Medical Review Officer (MRO).
 - Students using prescription medications that may result in a positive drug/alcohol test are advised to be prepared to provide the MRO prescriptions and/or a doctor's note for review.
 - The MRO will interpret the results and discuss the results with the designated CON representative to determine if the results are consistent with the CON policies.
 - If it is determined the results are not consistent with the CON policies the student will be denied admission to the program and/or will be dismissed from their clinical placement, program, and college.

- Students whose drug/alcohol test results are **inconclusive**, regardless of the cause, are required to re-test at the student's expense. The CON will communicate next steps and the deadline by which the results must be recorded and visible in CastleBranch.
 - Inconclusive test results may include results such as dilute negative, dilute positive, cancel, invalid, rejected, interference, and more.
 - Students whose repeat test results are inconclusive or are not consistent with the CON policies will be denied admission and/or dismissed from the program.
 - Students who do not have a drug/alcohol test result consistent with the CON policies by the set deadline will be denied admission to and/or dismissed from the college and/or program.

Time Frame

Students must have a drug/alcohol test consistent with CON policies recorded and visible in CastleBranch by the published deadline.

“For Cause” Testing

CON students may be subject to “for cause” testing at any time at the discretion of the clinical site, faculty member or preceptor. For Cause Testing may occur when a clinical supervisor or faculty perceives the odor of alcohol or observes behavior such as, but not limited to, slurred speech, unsteady gait, or confusion.

In addition to site-specific safety protocols:

- - The instructor will remove the student from the patient care or assigned work area and notify the clinical agency supervising personnel.
 - Regardless of whether the student admits to drug/alcohol use they will be required to complete a drug screening via urine sample within 24 hours.
 - If the test(s) results are **negative** the student shall meet with a representative from the CON within 24 hours of the test results to discuss the circumstances surrounding the impaired clinical behavior
 - If the indicator was the odor of alcohol, the student will be mandated to discontinue the use of whatever may have caused the alcohol-like odor before being allowed to return to the clinical setting.
 - If the indicator was behavioral, consideration must be given to a possible medical condition being responsible for the symptoms. A medical referral for evaluation may be indicated.
 - Based on the information provided and, if warranted, further medical evaluations the College of Nursing will decide if and when a student may return to the clinical setting.
 - If the test(s) results are **positive** for alcohol, marijuana, illegal substances, or non-prescribed controlled substances the student will be dismissed from their program and the CON immediately.
- If a student refuses “For Cause” Testing, the instructor will remove the student from the clinical setting pending a full investigation.

Students who hold license as a CNA, LPN or RN have an obligation to self-report under Arizona law (A.R.S. § 32-3208) and will face legal and disciplinary action as dictated by the law and respective licensing entities.