JEFFERSON STATE COMMUNITY COLLEGE
NURSING EDUCATION PROGRAM

POLICY: Drug and Alcohol Screening

As stipulated by the health care agencies with which JSCC NEP contracts for clinical experience, students must abide by the policies established by these agencies relative to drug and alcohol screening and any subsequent revisions to the policy to participate in clinical experiences at the agency. This includes pre-clinical drug and alcohol screening and random drug screening. The student must pay fees for all drug and alcohol screening.

I. Pre-Clinical Screening

1. All students will receive notice of the drug screening guidelines prior to admission to the nursing program.
2. The NEP will maintain on file a signed consent to drug and alcohol screening from each student.
3. Drug and alcohol screening will be scheduled and conducted by a laboratory selected by the college.
4. Any student not present for screening at the designated time will be subjected to subsequent testing at a time chosen by the program director or campus chair.
5. Failure to complete the drug and alcohol screening or a positive drug or alcohol screening will prohibit the student from completing nursing courses.
6. Results of drug and alcohol screening will be sent directly to the Chairpersons of the NEP at JSCC.

II. Reasonable Suspicion Screening

Students may also be required to submit to reasonable suspicion testing. The definition of reasonable suspicion may include any of the following:

1. Observable phenomena, such as direct observation of drug use and/or the physical symptoms or manifestations of being under the influence of a drug;
2. Presence of an odor of alcohol;
3. Abnormal conduct or erratic behavior, absenteeism, tardiness, or deterioration in performance;
4. A workplace accident;
5. Evidence of tampering with a drug test;
6. Suspected theft of medications including controlled substances;
7. Information that the individual has caused or contributed to an incident;
8. Evidence of involvement in the use, possession, sale, solicitation, or transfer of illegal or illicit drugs or alcohol while enrolled in the nursing program.

III. Random Drug Screening

Students will also be subject to random drug testing. Random testing means that students will be arbitrarily selected for drug testing each semester by the testing agency used by the Nursing
Education Program. Testing can occur at any time during enrollment in the program. Payment for random screening is the student’s responsibility.

IV. **Student Drug Screen Procedure**

1. All students must pay the $35 screening fee directly to the company performing the screen.
2. Students must submit a photo ID and social security number at the time of specimen collection.
3. Students must follow the drug screening procedure as determined by the testing agency.
4. Alcohol testing is completed using breath analysis. A level above 0.020 is considered positive. Results are available immediately.
5. Students testing positive will be notified by Associate Dean of Nursing within 7 days of reviewing results.

V. **Confidentiality**
The Associate Dean of Nursing will receive all test results. Confidentiality of test results will be maintained with only the Associate Dean, Program Chair, clinical agency, and the student having access to the results except for legal actions that require access to test results.

VI. **Guidelines for a Positive Drug Screen**

Students with a positive drug screen are not permitted to participate in nursing courses. The student will receive a zero for each class or clinical assignment missed because of a positive drug screen.

To participate in class after a positive drug screen, the student must complete the following:

1. Complete a substance abuse treatment program approved by the JSCC NEP.
2. Have the substance abuse treatment program mail the program completion statement directly to the JSCC NEP Director.
3. Have the treatment program send a copy of each random drug screen report directly to the Jefferson State Community College Nursing Education Program Director. Failure to do so will result in immediate dismissal from the Jefferson State Community College Nursing Program based on deliberate disregard of the guidelines for readmission.

Once the student has satisfied the above requirements, consideration for readmission will be at the discretion of the Associate Dean of Nursing.

The Jefferson State Community College Program Chair reserves the right to randomly screen the student until completion of the Jefferson State Community College Nursing Program. A positive screen will result in immediate and permanent dismissal from the Jefferson State Community College Nursing Education Program.
Graduation from the Jefferson State Community College Nursing Education Program does not guarantee eligibility to take the licensure examination. A student with a history of chemical dependency must submit a full explanation of the situation including treatment records, urine screens, doctor’s statements, etc. when submitting the application to the Alabama Board of nursing.

VII. Drug screen programs suggested or required by Jefferson State Community College, and/or various institutions with which the college contracts may vary from time to time in any or all their aspects. Students will be required to comply with screening, which will satisfy any program or requirement established, any health care facility with whom the college contracts for clinical experience, whether preclinical drug screening, random drug screening or incident related screening.

Some of the classes of drugs for which screening will be conducted are available by prescription from health care practitioners. Prescription drugs prescribed to a student by an appropriate health care practitioner may nevertheless be subject to abuse and may give rise to reasonable suspicion testing or incident testing. If positive results from a prescribed drug, the student must provide the prescription, amount taken daily, time and amount of last dose. A physician will be requested to review the level of drug present in the student’s system to determine if level is therapeutic or abusive. Student must also sign release form from prescribing physician to provide indication for drug, length of time drug is to be prescribed and other relevant information. The fact that a student has a prescription for one or more of the classes of drugs which are legally prescribed by a health care practitioner does not necessarily, in and of itself, excuse the student from the effect of this policy.

Revised: October 2005; April 2007; April 2008; August 2009; November 2010; September 2015; July 2017; Revised July 2019