

SUBSTANCE ABUSE POLICY

MSWSPN is committed to the establishment and maintenance of a drug-free school for its students and employees. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in and on hospital owned or controlled property. The use of alcohol while on hospital owned or controlled grounds are absolutely prohibited except when authorized by the hospital for approved school functions.

Procedures

To insure compliance with the Drug-Free Schools and Communities Act Amendments of 1989, the following procedures shall be established and maintained:

A. Annually all students and employees shall receive in writing the following:

1. Standards of conduct prohibiting the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on hospital property or as part of any of its activities except when authorized by the hospital for approved school functions.

2. The disciplinary sanctions the school will impose for violations of law and standards of conduct. Such sanctions shall include, but not limited to expulsion, termination of employment and referral for prosecution.

3. The health risks associated with the use of illicit drugs and alcohol abuse.

4. The legal sanctions imposed by local, state and federal laws for the illegal possession or distribution of illicit drugs or alcohol.

5. The rehabilitation, counseling or re-entry programs available to students and employees.

B. A biennial review to determine the program's effectiveness and, if necessary, make appropriate changes and to insure consistent enforcement or disciplinary sanctions.

C. The accountability for the coordination of this program will be with the Director of the School of Nursing. The team members appointed by the Chief Executive Officer to implement this policy shall consist of, but not be limited to, the Director of the School of Nursing, the Director of Human Resources (or designee) and the Safety/Security Manager.

Guidelines

A. Sanctions for Violation of Noncompliance: In accordance with the school's corrective discipline policy and to provisions in the Employee Handbook, corrective action will be imposed and/or satisfactory participation in a drug rehabilitation program may be required by a student who is found to be in violation of this policy.

B. Compliance as a Condition of Employment and/or Enrollment: Compliance with the provisions of this policy shall be a condition of employment/enrollment at the Marion S. Whelan School of Practical Nursing.

C. Employee/Student Obligation of Notification of Conviction: In compliance with federal law, any staff member convicted of any criminal drug statute violation which has occurred in or on the workplace premises is required to notify the employer within five (5) calendar days following such conviction.

D. Employer/Student Obligation of Notification: The school is obligated to notify the appropriate federal contracting agency, if applicable, within ten (10) days of receipt of notice of an employee/student conviction as described in "C" above.

E. Maintenance of a Drug-Free School Environment: Good faith efforts on the part of the College of Nursing to establish and maintain a drug-free school will include providing ongoing drug awareness educational programs and dissemination of drug awareness information for all members of the staff and students, as well as implementation and strict enforcement of this policy.