

## Student Drug and Alcohol

Policy Information			
Policy#:	STU.5025	Reviewed Date(s):	10/03; 10/05; 5/14; 3/15; 10/22; 03/14
Date Created:	June 1, 1999	Revised Date(s):	9/15; 9/17; 5/19 (procedure only); 9/19 (procedure only); 10/22; 03/14
Policy Owner:	Dean of Students	Council/Committee Recommendation:	Strategic Enrollment Management Committee
Responsible University Administrator:	VP Enrollment Management and Student Affairs	President Council Approved Date:	June 11, 2024

### 1. Purpose

- 1.1. To create an environment that maximizes learning potential and fosters safe and effective care of patients by better ensuring that students and the Baptist Health Sciences University (Baptist University) campus are drug and alcohol free.

### 2. Policy

- 2.1. Students are prohibited from being under the influence of, or in possession of any substance, or participating in the sale, manufacture, or distribution of any substance while in the classroom, the clinical setting, or on campus.
- 2.2. There may be Baptist University sanctioned or sponsored activities off-campus that also require the prohibitions described in 2.1. This requirement will be communicated to students as part of their agreement to participate in the activity.
- 2.3. Testing. It is the policy of Baptist University to test students for the presence of any substance in an unbiased and impartial manner for any of the following reasons:
  - 2.3.1. Prior to enrollment (graduate program only);
  - 2.3.2. Randomly throughout enrollment;
  - 2.3.3. Prior to entering the clinical portion of a professional program;
  - 2.3.4. Reasonable suspicion; or
  - 2.3.5. Post-incident/unusual occurrence;
  - 2.3.6. As may otherwise be reasonable under the circumstances.

### 3. Definitions

- 3.1. A “substance” is any illegal drug, un-prescribed controlled drug, alcohol, inhalant, or any other intoxicating or mind-altering chemical.

### 4. Procedure

- 4.1. Prior to enrollment (graduate program only)
  - 4.1.1. A substance screen is completed at the time students are on campus for orientation. Students are responsible for the fee, which is paid at the time of orientation.

- 4.1.2. The substance screen is conducted by Baptist Minor Medical Center staff which is Baptist University's designated health care provider for performing student substance screens.
- 4.1.3. If the substance screen requirement and related payment are not met at orientation, students are not cleared to register for classes.
- 4.2. Random Testing
  - 4.2.1. Both Baptist University and the health agencies with which it contracts have a substantial interest in the continued sobriety of students due to the physically, emotionally and intellectually demanding duties the students perform. Therefore, all students will be subject to random, unannounced substance screens throughout the course of each trimester.
  - 4.2.2. Baptist University will bear the cost of the random substance screens. The time required of the student to be away from class or clinical rotation in order to undergo random substance screening will not penalize a student, or result in a reduction of logged classroom and/or clinical hours.
- 4.3. Pre-Clinical Testing
  - 4.3.1. Pre-clinical substance screens are required prior to the student's first clinical course in the professional curriculum. Costs are included in the student's course fees.
- 4.4. Reasonable Suspicion Testing
  - 4.4.1. Students may be requested to undergo substance screening at any stage of their enrollment for reasonable suspicion or if cause exists to indicate the student is using or is under the influence of any substance contrary to this policy.
  - 4.4.2. Reasonable suspicion of substance use may be based on direct observation of substance use and/or physical symptoms or manifestations of being under the influence of any substance while in the classroom, clinical setting or on campus, or while participating in Baptist University sanctioned or sponsored activities; abnormal conduct or erratic behavior such as absenteeism, tardiness, or evidence that an individual has tampered with a substance test while enrolled; information that a student has contributed or caused harm, without limitation, to themselves or others.
  - 4.4.3. When a faculty or staff member believes that reasonable suspicion of substance use exists, the faculty or staff member should contact the Dean of Students or the Dean's designee. Where reasonable suspicion of substance use is corroborated, the student will be told of the observations and directed to undergo substance screening.
  - 4.4.4. If the student is believed to pose a risk to self or others, the faculty or staff member will immediately remove the student from the setting. The reporting faculty or staff member will also be asked to produce a description documenting the basis for the reasonable suspicion of substance use, and the subsequent steps taken as soon after the incident as possible. Baptist University will bear the cost of reasonable suspicion substance testing.
- 4.5. Refusal to Submit/Failure to Report
  - 4.5.1. If a student refuses to submit to substance testing during random or reasonable suspicion screening, including failing to report to the collection site at the designated time, the student will be considered to be in violation of Baptist University policy and will be subject to disciplinary action, up to and including administrative dismissal.
- 4.6. College Response to Violations

- 4.6.1. Violating this policy or procedures will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University.
- 4.6.2. Students who have a positive result on a substance screen, whether pre-clinical, random, or for reasonable suspicion, will be given an opportunity to explain the positive substance screen result. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented by the student's health care provider, the student will be required to be evaluated by an approved assistance program and comply with recommendations of the individualized treatment and aftercare plan when appropriate. Failure to comply with recommendations, and/or the treatment and follow-up as indicated by the evaluating certified/licensed professional, will render a student subject to disciplinary action up to and including dismissal from the residence hall and/or from Baptist University as prescribed in the Violations of College Policies or Standards of Student Conduct Policy.
- 4.6.3. Students who are enrolled in clinical courses and who have a positive result on a pre-clinical and/or other substance screen (see 2.2) without reasonable explanation, or students who are enrolled in a clinical course and performing course activities in the clinical environment who present a reasonable suspicion, and subsequently have a positive result on a substance screen without reasonable explanation, will be withdrawn from the clinical coursework and referred for evaluation by an approved assistance program. After receiving appropriate recommendations and/or completing treatment, the student will be reinstated to the clinical coursework with the completion of a progression plan approved by the Dean/Chair of the student's major. The student will be responsible for complying with all recommendations made by the assistance program. Failure to comply with recommendations, and/or to comply with treatment and follow-up as indicated by the evaluating professional, will render a student subject to dismissal from the program, and disciplinary action up to and including dismissal from Baptist University.
- 4.6.4. Following a professional evaluation, enrolled students will be required to submit to ongoing random substance screening as mandated by Baptist University. Students shall remain subject to such ongoing random substance screening for the entirety of the time the student remains enrolled.
- 4.6.5. In the event of a second positive substance screen, a student will be given an opportunity to explain a confirmed additional positive substance screen result. If, in Baptist University's sole discretion, the explanation is unreasonable and/or cannot be satisfactorily documented by the student's health care provider, the student will be deemed to be in violation of Baptist University policy, and will be administratively dismissed from their program and Baptist University.

## **5. Related Information**

- 5.1. ACA.6074 Admissions DNP
- 5.2. Withdrawal policy
- 5.3. STU.5015 Standards of Student Conduct
- 5.4. STU.5004 Violations of College Policies or Standards of Student Conduct: Disciplinary Process and Sanctions

## 6. Publications

Yes	Publication	Yes	Publication
	University Academic Catalog		University Website
x	University Student Handbook		MyCampus
	University Faculty and Staff Handbook	x	Other University Publication: Program Clinical Handbooks