

SUBJECT:	Alcohol and Drug Policy
REVIEWED/REVISED:	7/2013; 8/2015; 12/2020; 3/2024
PURPOSE:	Nebraska Methodist College is a drug-free and alcohol-free campus.
POLICY OWNER:	Dean of Students

POLICY:

Nebraska Methodist College recognizes that misuse of alcohol and other drugs and the unlawful possession, use or distribution of illicit drugs and alcohol pose major health problems, are potential safety and security problems, can adversely affect academic, clinical, and job performance, and can generally inhibit the educational development of students.

NMC is committed to the standards outlined by the Federal Drug-Free Workplace Act of 1988, the Anti-Drug Abuse Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989. As a result of this commitment, NMC has established regulations prohibiting students to engage in the unlawful manufacture, distribution, dispensing, possession or use of illegal or illicit drugs, alcohol, and mind-altering substances on NMC premises or property or as part of any NMC activity planned for or by students. These regulations shall assure that NMC is in compliance with all applicable federal, state, and local statutes, regulations, and ordinances.

NMC encourages all members of the college community to maintain civic and social responsibility when making decisions regarding the use of alcoholic beverages off NMC premises. If a student demonstrates unsafe and/or unprofessional behavior that violates professional standards or state practice acts of each academic program, or calls into question the professional accountability of the student, corrective action will follow. Students are expected to adhere to the standards of behavior required of healthcare professionals. A one-time deviation from safe practice may be sufficient to judge a student's behavior unsafe.

Practicing in a clinical setting or coming to class under the influence of alcohol, drugs (illegal or prescribed), and/or other mind-altering substance is prohibited and warrants corrective action. If the College or a clinical site has reasonable suspicion that the student is under the influence of drugs or alcohol, it may require a student to submit to a blood, breath, and/or urine test for drugs and/or alcohol.

Students who may be experiencing drug or alcohol-related use/abuse problems are encouraged to contact Campus Counseling or Virtual Care Group (VCG) without risk of sanctions, provided the request is not the result of a violation, wherein the student will be evaluated and possibly referred to a substance abuse specialist for assessment, additional counseling, and/or be referred for treatment.

Students who initiate and seek assistance and/or medical treatment on behalf of themselves, another student, or a friend when a serious or life-threatening situation is transpiring because of alcohol and/or drugs may qualify for consideration under the Medical Amnesty Policy. In sum, by enrolling at NMC, students acknowledge and agree to the following:

- It is a violation of the Drug and Alcohol Policy for students to consume or possess alcoholic beverages, illicit/illegal drugs, or other mind-altering substances on campus.
- Student possession or consumption of alcohol on NMC premises or property or at any College-sponsored event shall constitute misconduct. A College-sponsored event is any gathering where students are in attendance that is planned for or by students and endorsed by the College.
- Misconduct constitutes a student attending class, clinical, laboratory sessions, practicum or College-sponsored or approved events while impaired by alcohol, drugs (illegal or prescribed) or other mind-altering substance.
- Any student or student organization which violates this policy will be subject to disciplinary action which may include immediate dismissal from the College.
- The manufacture, sale, possession, distribution or use of illegal drugs is prohibited.

Procedure for reasonable suspicion testing:

A student who reports to class or clinical and is reasonably suspected of being under the influence of alcohol/illegal drugs/mind-altering substance or who is reasonably suspected of impairment due to legally prescribed medication will be removed and will be required to provide specimens for a drug and/or alcohol analysis at that time. Student confidentiality will be maintained as much as possible.

If student is at a clinical site in Iowa or Nebraska and during NMC operating hours*:

- Remove the student from patient care and arrange for student oversight based on the clinical site policy. The student is to remain in that location until drug testing is completed.
- Call the NMC Campus Health office at [\(402\) 354-7211](tel:4023547211) or **NMC Dean of Students at (402) 354-7528** to report suspected student impairment.
- NMC Campus Health or Dean of Students will coordinate with external drug testing provider and will communicate with student and clinical faculty. Testing will occur at the clinical site. Following testing, the clinical site supervisor/instructor will inform the student to contact a family member/friend for transportation.
- If the student appears to be impaired and refuses to be tested, assist the student in contacting a family member/friend or call a taxi to take the student home. Student will not be allowed to transport themselves.
- Clinical instructors/preceptors at sites outside of Nebraska and Iowa or when the NMC campus is closed, who suspect student impairment due to drugs (illegal or prescription) or alcohol are to remove the student from patient care and contact the Program Director for further instructions.

If student is at the NMC campus:

- The instructor will notify NMC Campus Health office at [\(402\) 354-7211](tel:4023547211) or NMC Dean of Students at (402) 354-7528 to report suspected student impairment. If neither are available, contact NMC Security at (402) 740-6368.
- NMC Campus Health or Dean of Students will contact Security immediately of suspected impairment. The security officer will remove the student from the classroom and escort them to the Campus Health office.
- NMC Campus Health or Dean of Students will coordinate with external drug testing provider and will communicate with student. Testing will occur immediately, on-site or testing lab.
- Following the testing, the security officer will inform the student to contact a family member/friend or arrange for a taxi to provide transportation home. Security will supervise the student until their transportation arrives.
- If the student appears to be impaired and refuses to be tested, student will be required to contact a family member/friend or call a taxi to take the student home. Student will not be allowed to transport themselves.

Penalties for a confirmed positive drug test**First Occurrence:**

1. The student will be suspended from clinical courses for a minimum of thirty (30) days. Reinstatement to clinical coursework is not guaranteed and will be based on successful completion of treatment and course availability.
2. The student will be required to meet the Dean of Students within 24 hours or the next working day.
3. Students who refuse testing or fail to comply with any step in the process may be suspended or dismissed from NMC.
4. All positive alcohol or drug screens will be referred to a chemical dependency counselor for evaluation at the students' expense. Students are required to follow through with treatment recommendations. When the student is released, they will be informed that clinical placement will be based on availability and may not be guaranteed. This incident may significantly deter academic progression.
5. The student may be required to see the NMC counselor for referral to a drug/alcohol abuse professional for evaluation and treatment. The student will be responsible for any costs associated with the counseling and treatment in the substance abuse treatment program. Referral to the substance abuse treatment program shall be confidential.
6. The Academic Dean will be informed of the expected completion date of the substance abuse treatment program and whether or not the student successfully completes the program.
7. A negative follow-up drug test will be required before students are permitted to return to participation in clinical coursework. This testing will be done at the student's expense. Students who are suspended for a positive drug test and successfully complete a substance abuse treatment program will be required to submit to random, follow-up drug testing for up to twelve (12) months. A refusal to participate in a substance abuse program and/or follow-up drug testing will result in immediate permanent dismissal from College.

Second Occurrence: Dismissal from the College and forfeiture of any NMC scholarship

