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<b>SUBJECT:</b>	Alcohol and Drug Policy
<b>REVIEWED/REVISED:</b>	7/2013; 8/2015; 12/2020
<b>PURPOSE:</b>	Nebraska Methodist College is a drug-free and alcohol-free campus.
<b>POLICY OWNER:</b>	Chief Student Officer (Dean of Students)

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**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 and alcohol 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 and/or drugs (illegal or prescribed) 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 Student Assistance Program (SAP) 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 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 or drugs (illegal or prescribed).
- 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 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 Reception Desk at [\(402\) 354-7000](tel:4023547000) to report suspected student impairment and provide the following information - name and contact phone number of person reporting the incident, clinical site location (include full address for clinical site and department), student name and program.
- The Receptionist will contact Midlands Testing Services (MTS) at [\(402\) 658-1122](tel:4026581122) or [\(402\) 657-5453](tel:4026575453) and notify them of the site and contact person. The Receptionist will also contact the Dean of Students at [\(402\) 354-7528](tel:4023547528) to report the incident.
- MTS will come directly to the clinical site to complete the drug testing. Upon arrival, MTS will call the contact phone number for the location of the student.
- Following the testing, the clinical site supervisor/instructor will inform the student to contact a family member/friend for transportation. If needed, the supervisor/instructor will contact the NMC receptionist to arrange taxi service for the student (Omaha only).
- 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.\*\* If the student tries to leave on their own, call the

Omaha or local police department and, using reasonable judgment, attempt to detain the student if possible until they arrive. Do not use force to detain the student or do anything that might place yourself or others at risk.

\*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 the NMC Reception Desk at [\(402\) 354-7000](tel:4023547000).
- The Receptionist will contact Security immediately of suspected impairment. The security officer will remove the student from the classroom and escort them to the Student Health Center waiting area.
- The Receptionist will contact Midlands Testing Services (MTS) at [\(402\) 658-1122](tel:4026581122) or [\(402\) 657-5453](tel:4026575453) and notify them of the site and contact person (Security). The Receptionist will also contact the Dean of Students at [\(402\) 354-7528](tel:4023547528) to report the incident.
- MTS will come directly to campus to complete the drug testing. Upon arrival, MTS will check in with the receptionist for the location of the student.
- 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, Security will contact a family member/friend or call a taxi to take the student home. If the student tries to leave campus on their own, Security will call the Omaha Police Department, and using reasonable judgment, attempt to detain the student if possible until they arrive.

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.

**Penalties for a confirmed positive drug test**

**First Positive Test:**

- The student will be suspended from clinical courses for a minimum of thirty (30) days.

- The student will be required to see the NMC counselor for referral to a drug/alcohol abuse professional for evaluation and treatment. The length of the substance abuse treatment program will be determined by the treatment program counselor.
- 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.
- 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.
- Reinstatement to clinical coursework is not guaranteed and will be based on successful completion of treatment and course availability.
- 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 Positive Test:** Dismissal from the College and forfeiture of any NMC scholarship.