

Policy Title: Impaired Students and Substance Use

Policy Number (relate to LCME Element as applicable): UCF COM Policy 9.9.5

Applies to: All medical students at the University of Central Florida College of Medicine.

Date: 5/29/2018

1.0 Purpose:

The University of Central Florida's student conduct regulations prohibit the unlawful possession, use, or distribution of alcohol and other illicit drugs by students and student organizations. The regulations also prohibit other alcohol-related misconduct. All students are prohibited from the use and possession of illegal drugs.

2.0 Policy Statement:

This is a statement of the standards of conduct and disciplinary sanctions to be imposed for the unlawful possession, use or distribution of illicit drugs and alcohol by UCF College of Medicine students on UCF property or as part of any of its activities. The unlawful manufacture, distribution, dispensation, possession or use of an illegal drug or non-prescribed controlled substance or the unlawful possession or use of alcohol is prohibited in and on UCF owned and controlled property or as part of any of its activities. Any UCF student determined to have violated this policy shall be subject to disciplinary action for misconduct, action which may include termination or expulsion and referral for criminal prosecution. No student is to report to work, class, or any University activity while under the influence of illegal drugs or alcohol. Violation of these policies by a student will be reason for evaluation and possible intervention or treatment for alcohol and other drug abuse or dependency disorders and/or for disciplinary action up to and including dismissal and/or referral for prosecution consistent with local, state and federal law.

Procedures:

1. UCF COM and participating hospitals are drug-free workplaces. UCF policy prohibits unlawful manufacture, distribution, possession, or use of illegal drugs and non-prescribed controlled substances or alcohol on UCF property or in conjunction with its activities. Also prohibited and cause for disciplinary action including dismissal are: a conviction for sale or possession with intent to distribute any drugs, theft or diversion of facility and/or patient medications, tampering with or altering drug testing samples, and related behaviors. **Students are not permitted to report to work, class, or any UCF COM activity while under the influence of alcohol, illegal drugs, or non-prescribed controlled substances. Students who fail to comply with these policies are subject to disciplinary action including dismissal.** UCF and all participating affiliated sites, including the Bay Pines VA Healthcare System, have the authority to request random specimens for drug and alcohol testing.
 - a) Upon enrollment to UCF College of Medicine, all students are required to complete a criminal background check (CBC) and urine drug screen (UDS). Students will be required to sign a consent form agreeing to the CBC and UDS. Results of the CBC will be released to the Office of Student Affairs for review and will be kept on file in the Office of Student Affairs. UDS results, if positive, will be released to the Student Health Services department who will consult with the Office of Student Affairs for further determination of appropriate action. Any results or information from the CBC and/or UDS that lead to questions of ability to safely participate in the required educational program will be handled on a case-by-case basis.

- b) When newly-admitted or matriculated students refuse testing or test positive for any non-prescribed controlled substance or illegal substance, their offer of admission will be rescinded as they do not meet eligibility criteria.
 - c) Students may be tested for drugs/alcohol randomly or for reasonable suspicion (for example, following accidents, injuries, other circumstances), or students may be referred to the Professional Resource Network (PRN) Impaired Practitioners Program of Florida for evaluation for reasonable suspicion. The purpose of the Professional Resource Network (PRN) Impaired Practitioners Program of Florida is to ensure the public health and safety by assisting ill practitioners or trainees who may suffer from conditions that lead to impairment, including substance abuse and chemical dependency, psychiatric illnesses, and behavioral disorders. Contact information for PRN is provided below.
 - d) When drug/alcohol testing is requested for reasonable suspicion, test results are given to the Associate Dean for Students. Refusal for any reason to submit or consent to drug/alcohol screen requested by UCF faculty or hospital personnel is prohibited and may result in disciplinary action, up to and including dismissal.
 - e) A student is presumed to be under the influence of alcohol if a blood test or other scientifically acceptable testing procedure shows a blood alcohol level of .04 or more.
 - f) Illegal and non-prescribed drugs may remain detectable by urine, blood and other testing for a substantial time. A student is prohibited from returning to work, class or any UCF COM activity with a measurable quantity of marijuana, a measurable quantity of illegal substances, or a measurable quantity of non-prescribed controlled substances in blood and/or urine and may be subject to disciplinary action up to and including being placed on a leave of absence with referral to PRN or dismissal.
 - g) Recreational marijuana use is illegal in Florida. Marijuana THC and metabolites are detected in urine for a variable number of days after use and detection does not correlate accurately with impairment/intoxication. Use of marijuana on personal time may lead to positive urine drug screen upon return to school and subsequent disciplinary actions (placement on leave of absence, referral to PRN, dismissal, etc.).
2. Students in clinical activities must notify the Office of Student Affairs/Medical Students Accessibility Liaison when taking a prescribed or over-the-counter drug that, based on drug profile, is likely to impair job performance during work hours. Clinical duties may be modified during this time period.
 3. Drug testing is performed via standard employee or occupational testing procedures at participating hospitals using standard testing and evidence protocols in accordance with Florida law. If a student is called for random testing, they will report to employee or occupational health as scheduled or as soon as possible. Students may also be required to undergo a drug test or other similar screening test pursuant to the affiliated sites' policies and practices, and the cost of any such test will be paid by the student.
 4. Faculty, staff, peers, family or other individuals who suspect that a student is suffering from a psychological or substance abuse problem should either discuss their concerns with the Associate Dean for Students or can make a referral directly to the Florida PRN. These concerns will be handled confidentially followed by a discreet investigation of concerns.
 5. Students who voluntarily self-report substance abuse will generally need to take a leave of absence from the MD program, and resumption in the program is dependent on successful rehabilitation and meeting any requirements set by UCF COM.
 6. The student will usually be placed on a leave pending drug/alcohol testing and investigation, referral to PRN, and other disciplinary actions.
 7. Once a referral to PRN occurs, the student is required to undergo an independent evaluation by an approved provider coordinated by PRN. It is the intent of UCF that all appropriate rules that govern the practice of medicine be strictly enforced. All referrals to PRN are confidential and are evaluated by the professionals of PRN. Decisions about intervention, treatment and after care are determined by PRN.

8. Information on the Professionals Resource Network (PRN) Impaired Practitioner’s Program:
http://www.flprn.org email: admin@flprn.org, Phone 1-800-888-8PRN (8776), Address: P.O. Box 16510, Fernandina Beach, Florida 32035-1020.

3.0 Definitions:

N/A

4.0 Responsibilities:

The Office of Student Affairs is responsible for adherence to this policy.

5.0 Monitoring Procedures:

The application of this policy is monitored by the Associate Dean for Students and the Office of Student Affairs.

6.0 Related Policies:

9.9.1 Standards for Promotion and Graduation

7.0 Key Search Words:

Impaired	Urine Drug Screen (UDS)	Substance Use

8.0 Revision History:

Version	Date Approved	Modifications
V1	5/29/2018	Original

9.0 References:

N/A

Responsible Office: Associate Dean for Students

Policy Contact: Associate Dean for Students

Supersedes: N/A