

SAMARITAN HEALTH SERVICES

SUBSTANCE ABUSE

STUDENT POLICY

A. INTRODUCTION

Samaritan Health Services (SHS) has a responsibility to the people they serve to deliver services in a safe and conscientious manner. SHS expects employees and students to report for work unimpaired and in condition to perform their duties safely and efficiently. In order to ensure this objective, SHS employees and students must be working free from the effects of performance impairing substances.

B. PROHIBITED CONDUCT

The following conditions and activities are expressly prohibited and are subject to corrective action, up to and including termination:

- 1. The manufacture, sale, use or possession of alcohol, any controlled or illegal substance (except strictly in accordance with medical authorization) or any other substances which impair job performance or pose a hazard, when use or possession occurs on SHS premises or property, or during work time. The conduct prohibited includes consumption of any intoxicating substance (including alcohol) prior to reporting to work or during work hours (including breaks or lunch periods). On-call hours are considered work hours for purposes of this policy.
- 2. For purposes of this policy, being under the influence means any positive drug and/or alcohol blood, urine, or breath test or any noticeable or perceptible impairment of the employee's or student mental or physical faculties. Being under the influence of alcohol also includes having an odor of alcohol on the breath when at work. Having any detectable level of an illegal or controlled drug in one's system while at work will be considered subject to corrective action.

B. Fitness For Duty

An employee or student may be subjected to reasonable suspicion testing for signs/symptoms of impairment and have a "negative" drug test. An employee may be considered impaired and unfit for work for reasons other than substance abuse (e.g. excessive use of prescriptive and over-the-counter medications, sleep deprivation, acute psychological stress reaction, etc.). The employee will be suspended, without pay, pending the findings of a fitness-for-duty medical evaluation by the employee's healthcare provider.