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<input checked="" type="checkbox"/>	GSRMC	<input checked="" type="checkbox"/>	SNLH
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Policy & Procedure

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Owner: Professional Development	Authorized by: Director of Professional Development and VP – Research & Education
Student Drug and Alcohol Free Workplace	

APPLICATION

All students participating in rotations or internships in Samaritan Health Services (SHS) and affiliated organizations.

POLICY

SHS has a responsibility to the people they serve to deliver services in a safe and conscientious manner. SHS expects students to report for rotations, internships, and educational experiences unimpaired and in condition to perform their duties safely and efficiently. In order to ensure this objective, students must be free from the effect of performance impairing substances during the rotation/experience.

PROCEDURE

DEFINITIONS:

1. None.

IMPLEMENTATION:

1. Prohibited Conduct

The following conditions and activities are expressly prohibited and are subject to termination of the clinical rotation, internship, or educational experience with SHS.

 - A. The manufacture, sale, use or possession of alcohol, any controlled or illegal substance (including marijuana even if medically prescribed or recreationally used pursuant to Oregon law) or any other substances which impair performance or pose a hazard, when use of possession occurs on SHS premises or property, or during work time. This includes perceptible impairment due to prescription medication. The conduct prohibited includes consumption of any intoxicating substance (including alcohol) prior to reporting to work hours for purposes of this policy.
 - B. For purposes of this policy, being under the influence means any positive drugs and/or alcohol blood, urine, or breath test or any noticeable or perceptible impairment of the student’s 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 subject to termination of rotation.
2. Prescription Medications

Students, who are medically authorized to use prescribed drugs, not including medical marijuana, are responsible to determine with their physician whether or not the substance can impair job

performance. Even with a medical release from a physician, if student using prescription drugs is feeling impaired by the authorized medication, he/she is expected to excuse him/herself from rotation. SHS does not authorize the use of medical marijuana and will treat any use of marijuana for all students in the same manner as the use of any illegal drug or alcohol.

3. Fitness for Duty

When SHS has a reasonable suspicion that a student is in violation of this policy, due to perceptible impairment or other factors, the student will be required to submit to testing to determine the presence or use of alcohol or drugs. SHS reserves the right to determine whether reasonable suspicion exists. When reasonable suspicion testing is initiated, the student will be suspended from rotation, internship, or educational experience; the school will be notified, pending the findings of a fitness-for-duty medical evaluation by his or her healthcare provider and clearance by the Medical Review Officer at Occupational Medicine.

REFERENCES

- None.

REVIEW/REVISION HISTORY

Date of Revision	Revision #	Revision / Review	Revision Description	Collaborated With (i.e. Standardization Committee, VP's, Quality, Risk)
Date Released	0	New		
09/15/2015	0-3	Revision	Archived	
09/15/2015	4	Review	Some minor wording and additional revisions to section 2 and 3	PD/GME, Legal counsel
09/06/2017	5	Revision	Minor edits to include internships and other educational experiences, use of recreational marijuana, and clarification of policy owners	Professional Development, Research & Education, Legal
1/11/2019		Review		Professional Development
		Select		
		Select		
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