

## **TWU University Policy Manual** (excerpt)

<b>Policy Name:</b>	<b>Student Drug Testing and Criminal Background Screening/College of Nursing</b>
<b>Policy Number:</b>	1.11
<b>Date Passed:</b>	June 2000
<b>Date Reviewed:</b>	April 2003
<b>Review Next By:</b>	April 2005
<b>Signed By:</b>	Chancellor and President

It is the policy of Texas Woman's University College of Nursing to adhere to all policies of clinical facilities with which the College affiliates for student clinical learning experiences. Many clinical facilities and school districts require drug testing and criminal background screening of all students. The College of Nursing abides by the Community Standards for Drug Testing and Background Screening.

The College of Nursing will designate the company(ies) selected to do the drug testing and criminal background screening. The College of Nursing will not accept drug and criminal background screening results from any company other than the one designated by the College of Nursing. The student will pay the cost of the drug and criminal background screening at the time of the testing.

### **Drug Screening**

If a student has a positive drug screen s/he will not be allowed to participate in the clinical component of the course at the assigned clinical agency or any other clinical agency. The student will be required to withdraw passing from all clinical courses. The student will then be required to complete, at the student's cost, chemical dependency evaluation and treatment, if recommended by the drug assessment.

Any student with a positive drug screen shall be suspended for a minimum of one calendar year from all clinical courses with the stipulation that the student receive treatment and provide proof of treatment to the associate dean. Students may apply to the associate dean for earlier reinstatement if warranted by individual circumstances. The student may continue in lecture courses if proof is provided that the student is currently receiving treatment. The student must meet prerequisites and co-requisites of any courses taken. Random drug screens will be required as a component of the recovering process by the agency providing treatment, with results being conveyed to the associate dean.

Texas Woman's University encourages impaired students to seek assistance voluntarily and assume responsibility for their personal and professional conduct. The student will be required to provide documentation of successful treatment, after the minimum one-year suspension, prior to being readmitted to courses that have a clinical experience component. If readmitted to clinical courses, the student must be retested by the College of Nursing approved laboratory and have a negative drug screen. This testing is at the student's expense.

## **Criminal Background Screen**

Standards for criminal background screening are those commonly required of employees of hospitals. Criminal background checks must review a person's criminal history seven (7) years back from the date of application. The check must include all cities and counties of known residence for the 7-year period. The following histories will disqualify an individual for consideration for a clinical rotation.

- felony convictions
- misdemeanor convictions, probated sentences, or felony deferred adjudications involving crimes against persons (including physical or sexual abuse)
- misdemeanor convictions related to moral turpitude (including prostitution, public lewdness/exposure, theft, etc.)
- felony probated sentences or deferred adjudications for the sale, possession, distribution, or transfer of narcotics or controlled substances
- registered sex offenders.

Individuals with any of the above histories will not be eligible to enroll in the nursing program, and if the history is discovered or a conviction occurs after enrollment the student will be required to withdraw from the program. A student who is convicted of a criminal offense while enrolled in the program must report the conviction to the associate dean within three days of the conviction. The term conviction for these purposes includes probated sentences and deferred adjudications.

A student may be considered for readmission to the program if the Texas Board of Nursing issues a Declaratory Order stating the individual is eligible for initial licensure or license renewal or determines that the individual is eligible to return to practice.

## **College of Nursing and Clinical Agency Duty**

As stated in the Nurse Practice Act, **Sec.301.402. Duty of Registered Nurse to Report** and **Sec.301.404. Duty of Nursing Educational Program to Report** both the clinical agency and the College of Nursing are required to report to the Texas Board of Nursing if it is believed that the professional nursing student is impaired by chemical dependency. The registered nurse (clinical agency) may make the report required in the Nurse Practice Act to the professional nursing educational program in which the student is enrolled instead of reporting to the Board.