

SCHOOL OF PHARMACY
UNIVERSITY OF MARYLAND

**Promoting Drug
Free Learning Environments**

Adopted 11/98; rev 7/02

Introduction

As with other members of our society, pharmacy students are subject to substance abuse and dependence. Thus, the school and university acknowledge the need to provide substance abuse education to students and to establish policies and procedures that promote drug free learning environments.

University Policies

The University of Maryland Baltimore campus has developed specific policies related to substance abuse by students. As stated in the 2002-2003 campus Student Answer Book, the objectives of these policies are to:

1. Observe state executive orders and state and federal laws;
2. Promote a campus free of illegal drug use;
3. Stress moderation, safety and individual accountability by those who chose to drink alcohol;
4. Provide a campus atmosphere free of coercion for those who choose not to drink alcohol;
5. Maintain a community where the effects of abuse are minimal and where problem behavior is reduced;
6. Provide information and education on the health risks associated with drug and alcohol abuse;
7. Provide confidential and effective guidance and counseling for those with special needs related to substance abuse.

Specific campus policies that relate to drug free environments include:

1. The unlawful manufacture, distribution, dispensing, possession or use of drugs is prohibited at the University.
2. All students must report to work, class or any other official University activity and remain, whether on or off campus, in a fit condition to perform. Reporting to work, class or other official university activity or working while impaired by drugs or alcohol is a violation of this policy and shall subject the student to the appropriate disciplinary and/or rehabilitative action.
3. As a condition of enrollment, students must abide by the terms of this policy and notify the dean's office of any drug- or alcohol-related conviction, such notice to be given no later than five days after such conviction.

School Policies

The School of Pharmacy has developed the following policies in order to promote drug free learning environments. Increased attention has been given to experiential learning environments since almost one-fourth of the school's curriculum is involved with experiential learning. These policies do not replace existing University policies. However, they provide students an opportunity to address substance abuse or dependence problems confidentially within the current policies. The guiding philosophies of these new policies are 1) to encourage the discovery and recovery of substance impaired or addicted students, and 2) to protect patients from potential harm caused by impaired students in clinical practice experiences.

1. The School of Pharmacy recognizes the Pharmacists' Education and Assistance Committee (PEAC) as the group empowered to serve pharmacy students' needs for substance abuse treatment.
2. Students entering into a pharmacy student treatment contract with PEAC shall be granted all protections afforded to pharmacists under a PEAC contract including confidentiality.
3. In an attempt to prevent unnecessary disclosure the Director of Experiential Learning shall ask preceptors if they are willing, with foreknowledge, to accept students under contract into their practice environment before the student is placed and without disclosing the student's identity. Under the terms of contract the student will inform the preceptor upon arrival at the site. Preceptors are expected to keep the student's situation confidential.
4. The Director of Experiential Learning shall be trained in addictions so as to provide competent representation of pertinent issues to preceptors and to develop a reasonable understanding of the student's needs in recovery.

Procedures

In order to implement existing policies, the following procedures have been developed in the areas of education, monitoring use, provision of assistance and treatment, and policy oversight.

Education

In order to disseminate and implement these policies, the School of Pharmacy faculty will inform students about campus and school policies and the issues surrounding substance abuse at various times during their academic program. These include:

1. Provision of policies to each new student during orientation with discussion by faculty and current students;
2. Documentation by student signature of the pledge of drug free behavior during orientation and in the spring semester of their third year.
3. Periodic discussions by faculty in relevant courses, such as Pharmacy Practice and Education, Pharmacology, Integrated Science and Therapeutics and Human Biology.

Monitoring Substance Abuse

The school does not require mandatory drug testing of students. The school feels strongly that adherence to current policies and procedures should result in drug free environments and that mandatory drug testing is an unnecessary invasion of student privacy. In a recent poll of peer pharmacy schools, no other schools or colleges of pharmacy require drug screening of students. The school recognizes that some preceptors may require drug screening before students enter their work environments. The school will inform students that testing may be required as part of their experiential learning experience.

Role of the Pharmacy School Education, Assistance, and Referral Committee (PSEARC)

The PSEARC is a sub-committee of the Student Affairs Committee with members appointed annually by the Dean. The PSEARC shall assist the pharmacy school in its obligation under the campus drug-free policies by:

1. Providing peer support for referral of students to the PEAC,
2. Promoting awareness of the negative impact of substance abuse and addiction in the helping professions, especially pharmacy,
3. Monitoring pharmacy school events and working with the Student Government Association (SGA) to offer social events consistent with the campus drug free policies,
4. Making suggestions to the administration of the school of pharmacy regarding implementation and revision of these policies.

Provision of Assistance and Treatment

If students require assistance in dealing with a substance abuse problem, they may contact the PEAC. Cases can be self-referrals, administrative referrals, or referrals made by other parties. Students may enter a PEAC treatment program voluntarily or may be required to participate if they are found to be in violation of campus or school policies. As long as students are under PEAC treatment, the school's administration will not be involved with the case. However, if students are out of compliance with their treatment, the PEAC (within five working days) will contact the administration, which will take action and refer the case to the school's Student Discipline and Grievance Committee. If students are found to be in violation of drug related policies during **any** phase of their academic program, the school's Student Discipline and Grievance Committee will review their case. Following procedures outlined in the school's catalog, the committee is empowered to recommend a variety of actions including probation, suspension or expulsion from school. The committee may refer cases to the PEAC. If problems arise during experiential learning rotations, the coursemaster for the involved experiential course and the director of experiential learning will make decisions about course grading and future assignments.

Policy oversight

These policies are consistent with current AACP guidelines. The school's Student Affairs Committee will monitor these policies and procedures periodically to ensure their continued applicability and effectiveness in promoting drug free classroom and experiential learning environments.

PEAC Contract

Major points of a typical PEAC contract are as follows:

1. The contract is for a period of at least three (3) years.
2. An evaluation by an addictions specialist will be performed before any specific treatment plan is developed.
3. Treatment may require a period of inpatient care.
4. A specific primary care physician will be identified to ensure that the recovering student receives coordinated health services.
5. PEAC shall obtain documentation from addictions treatment providers that the student is attending therapy sessions as scheduled.
6. Treatment will be rendered by the most cost-effective means.
7. Active participation in 12-step recovery is expected.
8. Total abstinence from mood altering chemicals is necessary.
9. Urine specimens will be tested weekly to document abstinence from drugs of abuse.
10. Students will refrain from patient care rotations while subject to impaired judgment and until a period of treatment compliance is documented.
11. The student shall inform employers, Experiential Learning preceptors, and the Director of Experiential Learning of his/her condition.
12. Students are responsible for the financial costs of treatment.
13. A monitor from the PEAC shall follow the student's progress.
14. PEAC files of the student's case shall be destroyed at the completion of the contract.
15. Special terms may be written into the contract if necessary.
16. Non-compliance shall result in reporting of the case to the administration of the school or to the Board of Pharmacy whichever is the appropriate authority.
17. Students enter into the PEAC contract voluntarily.