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**POLICY NAME:** Substance Use and Abuse

**Responsible Party:** Office of Student Affairs

**Applies To CMED:**  Faculty  Students  Residents  Staff  Administration

**Approval Date:** 1/27/20 Office of the Dean

Policy  Procedure

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**PURPOSE:**

The Central Michigan University College of Medicine is committed to protecting the health, safety, and welfare of its students, staff, and patients. To carry out this commitment, the medical school seeks to assure that a drug-free workplace is maintained and that students perform their duties unimpaired by the effects of alcohol and controlled substances (including but not limited to cannabis).

A critical part of medical education involves the learning experience in hospital and other health care facilities. Use of these facilities in training is essential, and students must be able to complete their assigned rotations. Hospitals and health care facilities have their own policies regarding substance use and abuse and rely on the College of Medicine to require testing prior to placing students.

**POLICY:**

The College of Medicine may require substance abuse testing of students at any time, including testing of students by affiliates, as a condition of participation with the affiliate and continued enrollment in the College of Medicine, consistent with College of Medicine Technical Standards of Professionalism, sobriety is expected in all academic and clinical environments.

**PROCEDURE:**

The College of Medicine recognizes that medical students may exhibit patterns and behaviors that may be diagnosed as abuse or dependence. The College of Medicine is committed to assisting impaired students in regaining their health while protecting the well-being of patients as well as classmates, faculty, staff, and residents.

Educational programs and resource information will be posted and made available through the Office of Student affairs.

Students with any specific concerns are encouraged to meet with the Associate Dean of Student Affairs.

Students may be tested for psychoactive substances or alcohol at any time based upon a reasonable cause as determined solely by the College including but not limited to:

- Any concern about student conduct that is consistent with alcohol or substance use.
- Any concern about student academic performance, including but not limited to a failing grade in any course/clerkship.
- Administrative evaluation such as when any student returns from a leave of absence or extended rotation away from the College.
- Information provided by other students, faculty, staff, or police and deemed credible by the College of Medicine.
- Any student who self-reports a concern or problem that is consistent with substance use.

Students shall be notified of the required testing for controlled substances. Students who test positive on the initial test may request a second test using the same specimen.

Students who refuse to be tested will be considered to have a positive result for the test.

Any students whose initial and second test results are positive (either through an actual test or refusal to undergo a test) and who do not have a prescription for the substance for which they have tested positive, are in violation of this policy. The Associate Dean of Student Affairs will review the report and allow the student an opportunity to address the results. The student may have an opportunity to provide a written response to the findings.

If the Associate Dean of Student Affairs finds sufficient evidence to suggest a violation of this policy, this will result in the recommendation for treatment and/or disciplinary action up to and including dismissal.

***The College of Medicine reserves the right to make exceptions, modify or eliminate this policy and or its content. This document supersedes all previous policies, procedures or guidelines relative to this subject.***

<b>Policy History</b>	
8/1/2013	Initial approval by Curriculum Committee
2/17/2016	Revised and approved by Curriculum Committee
7/26/2016	Reviewed and approved by Curriculum Committee
1/27/2020	Revised and approved by dean