

Substance Use in the Workplace Acknowledgment for Students/Faculty

To protect the quality of care we provide patients and the safety of our workplace, we are committed to a work environment free of inappropriate drug and/or alcohol use. All Company-affiliated facilities including, but not limited to, hospitals, ambulatory surgery centers, home health agencies, physician practices, service centers, outpatient imaging centers, and all Corporate Departments, Groups, Divisions and Markets. This policy covers all colleagues and students as well as those applying for colleague positions.

Prohibited behaviors include but are not limited to the following:

1. The sale, manufacture, distribution, purchase, use or possession of alcohol, alcoholic beverages, illegal substances, non-prescribed controlled substances, or drug paraphernalia while on facility premises or during work hours;
2. Reporting to work, or being at work, while under the influence of or while impaired by alcohol, alcoholic beverages, illegal substances, and prescribed or non-prescribed controlled substances;
3. Reporting to work, or being at work, with the smell of alcohol on one's breath or person, or a measurable quantity of non-prescribed controlled substances in one's blood or urine;
4. A conviction for sale or possession with intent to distribute any drugs, including prescription drugs;
5. Theft or diversion of facility medications;
6. Refusal for any reason to submit or consent to a drug/alcohol screen requested by any management personnel at the facility.
7. A colleague or student must notify their supervisor if the colleague or student has reasonable concerns that another colleague or student has violated this policy.

Please refer to the policy "Substance Use in the Workplace" under St. David's HealthCare Human Resources policies for complete details.

I acknowledge my duty to act within the guidelines of this policy in regards to the prohibited behaviors above.

Signature: _____

Printed Name: _____

School: _____

Date: _____