



Drug-Free Workplace Environment and Drug Diversion

This module outlines an employee's responsibilities under a Drug-Free Workplace and explains the risks and signs of Drug Diversion.

Drug-Free Workplace Policy

EHS has a policy to deter and detect the use of illegal substances and the abuse or improper use of drugs by employees and to prohibit such employees from working under the influence of alcohol, illegal substances or improperly used drugs.

EHS expects employees to maintain an environment that is free of impairment.

Drug-Free Workplace Policy

Violation of this policy can result in disciplinary action up to and including termination even for the first offense.

When there is reason to suspect an employee is under the influence, he/she will be asked to submit to a medical assessment, urinalysis, or other drug/alcohol screening.

Drug-Free Workplace Policy

Random Drug Screenings

Random drug screenings are conducted through Employee Health and will take place during an individual's scheduled shift.

Individual will be notified and will be instructed to refrain from using the restroom.

The individual must provide appropriate identification to the collector upon arrival at the collection site such as:

- Photo Elliot Badge
- Driver's License or any other picture ID issued by a federal, state or local government agency.

Drug-Free Workplace Policy

Results of Random Screenings

The External Medical Review Officer (MRO) will review all positive screenings. The MRO will contact individual if questions arise or to review results if needed.

Results will be reviewed by Human Resources. If an employee's test is positive, HR will contact the employee directly. If an employee is not contacted within 7 calendar days after the random screening, the employee can assume the screening test result is negative.

An individual with a non-passed test will be subject to discipline action up to and including immediate termination.

Drug Diversion

Drug Diversion means the transfer of a controlled substance from a lawful to an unlawful channel of distribution or use.

Examples include, but are not limited to:

- Theft of Unopened vials.
- Tampering with vials or syringes resulting in substituted or diluted medications.
- Theft of discarded vials or syringes disposed of in a sharps container.

Drug Diversion

Drug Diversion is a multi-victim crime that poses a significant risk to patients.

Risks to patients include:

- Impaired providers caring for patients.
- Transmission of blood borne pathogens.
- Under-medicating patients by withholding doses for own use.

Drug Diversion

Risks and factors that can lead to Drug Diversion include:

- Stress.
- Knowledge of Medication.
- Caregiver Burn-out.
- Access

Access is not limited to just Acudose access but there are many areas vulnerable to diversion:

- Sharps containers
- Leaving medications unattended
- Leaving Medication carts unlocked
- Patient's medication supply at home (applicable to VNA and caregivers)

Signs of Impairment

Be on the lookout for signs of impairment in the workplace:

- Recent change in behavior or work pattern.
- Change in co-worker interactions.
- Poor documentation practices.
- Asking for unwitnessed waste signoff.
- Employee is defensive if practice is questioned.
- Employee is frequently asking to cover shifts/breaks.

The best detection is knowledge and your eyes and ears.

See Something – Say Something

If you suspect something might be occurring or something doesn't feel right, **say something**.

All employees have an obligation to report any behavior that seems unusual or that raises questions about whether an employee is impaired or exhibiting unusual behavior.

All reports are reviewed in a confidential and professional manner.

Time is of the essence.

In Closing

Working together, we at Elliot Health System can help prevent impairment and detect drug diversion within the Elliot Health System to help create a safe drug-free environment for our patients and staff.

Contact Names

If you have any questions regarding this information:

Human Resources:

- Main Line: 603-663-2628

Security:

- Hospital: x2546
- River's Edge: x7233
- Main Hospital: 603-669-5300

After Hours:

Sam O'Neill: 603-305-3550 (mobile)

Breanne Piazik: 401-935-8105 (mobile)