

SUBSTANCE USE POLICY FOR STUDENTS at the UNIVERSITY OF PITTSBURGH SCHOOL OF PHARMACY

This document describes the substance use policy for students in the PharmD, PhD, and MS programs at the University of Pittsburgh School of Pharmacy.

The School of Pharmacy recognizes and supports the University of Pittsburgh Policy CS 04, Drug- Free Workplace/Drug-Free Schools [www.policy.pitt.edu/drug-free-workplace-drug-free-schools-06-02-01] and the Student Code of Conduct [www.studentaffairs.pitt.edu/conduct/guidelines/] regarding use of illicit substances, controlled substances and alcohol. Due to the unique patient care responsibilities inherent in the pharmacy profession, coupled with Pennsylvania law mandating reporting of impaired health professionals, and the desire of the School of Pharmacy to seek a favorable health and professional outcome for impaired students, the School of Pharmacy has developed the following policy to supplement the University policy and outline the specific steps to be taken in cases of suspected or actual substance abuse by PharmD, PhD, and MS students

The goals of the policy are to:

1. Provide compassionate assistance to students with AARDs
2. Provide assistance in a way that protects the rights of students with AARDs to receive treatment in compliance with statutes and policies concerning confidentiality
3. Afford recovering students who are not legally restricted, and are no longer impaired, the opportunity to continue their education without stigma or penalty
4. Protect society from harm that students with AARDs may cause

Policy for Student Pharmacists:

This policy is based on the American Association of Colleges of Pharmacy Guidelines for the Development of Addiction and Related Disorders Policies for Colleges and Schools of Pharmacy and reflects PittPharmacy's recognition that Addiction and Related Disorders (AARDs; also known as substance use disorders), including alcoholism, are diseases that affect all of society. The School therefore accepts a responsibility to assist student pharmacists with AARDs toward recovery. The School strongly supports referral of student pharmacists with AARDs or suspected AARDs to Secundum Artem Reaching Pharmacists with Help (SARPH; <https://sarph.org>), the Pharmacist Peer Assistance Program recognized by the Pennsylvania State Board of Pharmacy. Such referral is required by law and designed to both provide treatment to affected individuals and to protect public safety which may be compromised by the actions of a student pharmacist with AARDs.

1. The Associate Dean of Students (ADS) and the Director of Experiential Learning (DEL) are designated as individuals responsible for administering this policy for student pharmacists
2. Student Pharmacists who suspect they have an AARD may contact the ADS or DEL to request help in seeking evaluation and/or treatment for the disorder. The ADS or DEL will arrange for the student pharmacist to contact **Secundum Artem Reaching Pharmacists with Help (SARPH)**. All actions surrounding the referral and subsequent events will be kept confidential.
3. Learners, faculty, staff, or preceptors who suspect that a student pharmacist has an AARD have a professional obligation to report such suspicion to the ADS or DEL. The identity of individuals reporting others with a possible AARD will be held in confidence. Such report will cause a confidential investigation to be undertaken. If warranted by the investigation, student pharmacists will be referred to SARPH for evaluation and possible treatment. In all cases involving student pharmacists, the DEL will also be notified of the referral and the student will be removed from experiential learning or other clinical activities until the evaluation has occurred and the DEL notified of the results. All actions surrounding the referral and subsequent events will be kept confidential.
4. Occurrences that may lead to reasonable suspicion of an AARD include, but are not limited to,

witnessed diversion or use, a positive drug screen, a citation or arrest involving drugs or alcohol, or changes in behavior consistent with impairment. Drug screening is required by many affiliated institutions prior to the placement of student pharmacists in practice experiences. The school is responsible for facilitating the drug screening process on behalf of many practice sites, and thus would be aware of positive drug screen results. A positive drug screen may preclude placement of student pharmacists at a practice site and would also be cause for requiring evaluation by SARPH.

5. Student pharmacists referred to SARPH will undergo a substance use disorder evaluation at a site selected by SARPH. An evaluation deemed positive for a substance use disorder may result in SARPH placing the student under a treatment program contract. The duration of enrollment in the SARPH program will be for the duration of the student's enrollment in the Doctor of Pharmacy program for up to three years as determined by SARPH. When applicable, students progressing into the profession after graduation, but who have not completed a contracted time period in the SARPH program, will continue to be enrolled in the SARPH program, under the contract, until they have successfully completed the minimum monitoring requirement.
6. Student pharmacists with a suspected or documented AARD may not be placed in experiential practice sites until evaluated and approved by SARPH to do so.
7. Student pharmacists referred to SARPH will sign a release allowing appropriate designated individuals at the school to send and receive confidential information regarding the student's treatment and progress.
8. PittPharmacy will support the continued enrollment of a student pharmacist with an AARD provided he or she agrees to undergo evaluation and, when necessary, treatment for a substance use disorder as coordinated through SARPH. Student pharmacists placed into a treatment program for a substance use disorder may obtain a leave-of-absence from the school for an unspecified period of time, with guaranteed reentry into the school (assuming academic eligibility is intact at the end of the most recently completed semester and that all administrative obligations due to the school have been met) at a level appropriate to his/her previous academic progress.
9. Refusal to contact SARPH for evaluation, refusal to undergo a SARPH-recommended substance use disorder evaluation, or refusal to cooperate with the terms of the SARPH-recommended treatment and monitoring program will necessitate reporting of the student pharmacist to the Pennsylvania State Board of Pharmacy and will render the student ineligible to fulfill the requirements for graduation from the Doctor of Pharmacy program.
10. The School of Pharmacy reserves the right to dismiss a student pharmacist who fails to comply with either the terms of the Substance Use Policy or a recommendation or contract with SARPH. In such matters, the decision for dismissal will be referred to the Dean by the Assistant Dean of Students.
11. All student pharmacists are encouraged to carry medical insurance with coverage for AARDs. All costs related to external evaluation and treatment, including urine and/or blood drug/alcohol testing, of an AARD are the responsibility of the student pharmacist.
12. All records related to actions involving a student pharmacist with a suspected or documented AARD will be securely collected, maintained, and disposed after graduation by the ADS. Access to these records will be restricted to only those individuals authorized to review them. All records may be released to the Dean or other authorized administrator if noncompliance with contractual terms necessitates termination of advocacy for the student by SARPH.
13. No person functioning in an advocacy role for the recovery of student pharmacists with AARDs can be held liable for damages resulting from actions or recommendations made in the interest of the student pharmacist if such person acts without malice and in the reasonable belief that such action or recommendation is warranted by the facts known to him after reasonable effort is made to obtain the facts on which such action is taken or recommendation is made. This includes persons

who in good faith and without malice make a report of suspicion of a student pharmacist with suspected AARD to a school official or SARPH.

Note: Students who, for any reason, are unable to complete all experiential, didactic, or other programmatic requirements will be required to leave the Doctor of Pharmacy program.

Policy for PhD and MS Students:

The University of Pittsburgh School of Pharmacy supports the referral of PhD and MS students with AARDS to counseling and recovery programs offered through the University of Pittsburgh Student Affairs office or other established programs, including resources designed for graduate and Professional students: <https://www.studentaffairs.pitt.edu/cc/resources/substance-use-resources/>.

1. The ombudsperson for the graduate program is responsible for administering this policy.
2. The ombudsperson will arrange for students to contact Student Affairs for evaluation and possible treatment.
3. Learners, faculty, staff, or preceptors who suspect that any other PhD or MS student has an AARD have a professional obligation to report such suspicion to the ombudsperson. The identity of individuals reporting others with a possible AARD will be held in confidence. Such report will cause a confidential investigation to be undertaken. If warranted by the investigation, PhD or MS students will be referred to Student Affairs or other established program evaluation and possible treatment. All actions surrounding the referral and subsequent events will be kept confidential.
4. Occurrences that may lead to reasonable suspicion of an AARD include, but are not limited to, witnessed diversion or use, a positive drug screen, a citation or arrest involving drugs or alcohol, or changes in behavior consistent with impairment.
5. PittPharmacy will support the continued enrollment of a PhD or MS student with an AARD provided he or she agrees to undergo evaluation and, when necessary, treatment for a substance use disorder. Students placed into a treatment program for a substance use disorder may obtain a leave-of-absence from the school for an unspecified time period, with guaranteed reentry into the school (assuming academic eligibility is intact at the end of the most recently completed semester and that all administrative obligations due to the school have been met) at a level appropriate to his/her previous academic progress.
6. Refusal to be evaluated, refusal to undergo a recommended substance use disorder evaluation, or refusal to cooperate with the terms of a recommended treatment and monitoring program will render the student ineligible to fulfill the requirements for graduation from the PhD or MS program.
7. The School of Pharmacy reserves the right to dismiss a student who fails to comply with either the terms of the Substance Use Policy or a recommendation or contract with an established substance use program. In such matters, the decision for dismissal will be referred to the Dean.
8. All students are encouraged to carry medical insurance with coverage for AARDs. All costs related to external evaluation and treatment, including urine and/or blood drug/alcohol testing, of an AARD are the responsibility of the student.
9. All records related to actions involving a student with a suspected or documented AARD will be securely collected, maintained, and disposed after graduation by the ombudsperson. Access to these records will be restricted to only those individuals authorized to review them. All records may be released to the Dean or other authorized administrator if noncompliance with contractual terms necessitates termination of advocacy for the student.
10. No person functioning in an advocacy role for the recovery of student with AARDs can be held liable for damages resulting from actions or recommendations made in the interest of the student

if such person acts without malice and in the reasonable belief that such action or recommendation is warranted by the facts known to him after reasonable effort is made to obtain the facts on which such action is taken or recommendation is made. This includes persons who in good faith and without malice make a report of suspicion of a student learner with suspected AARD to a school official.

My signature on this document signifies that I have received, read, understand, and agree to abide by the tenets of the UNIVERSITY OF PITTSBURGH SCHOOL OF PHARMACY SUBSTANCE USE POLICY FOR STUDENTS.

Name: _____ Date: _____

Approved July 2014; Revised and Approved August 2016; Updated May 25, 2021