

FVI School of Nursing and Technology

Drug and Alcohol Abuse Prevention Policy (DAAP)

Last Review Date: July 16, 2026

Purpose

FVI School of Nursing and Technology is committed to maintaining a safe, healthy, and productive educational and work environment that is free from the adverse effects of alcohol and drug abuse.

The purpose of the Drug and Alcohol Abuse Prevention (DAAP) Program is to:

- Promote a drug-free and alcohol-free learning and working environment.
- Educate students, faculty, and team members regarding the health risks associated with alcohol and drug abuse.
- Provide information regarding available counseling, treatment, rehabilitation, and support resources.
- Communicate applicable federal, state, and local laws governing alcohol and controlled substances.
- Establish institutional standards of conduct and disciplinary sanctions related to alcohol and drug use.

FVI maintains a drug-free workplace and campus in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Policy Statement

Alcohol abuse and the unlawful use of drugs can negatively impact an individual's health, academic performance, job performance, judgment, safety, and overall well-being. Such conduct also jeopardizes the safety of students, patients, faculty, team members, and the public.

FVI strictly prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances and the inappropriate use of alcohol on Institution property, at clinical or externship sites, and during any school-sponsored activity.

This policy applies to all students, faculty, staff, administrators, contractors, and visitors while on Institution property or participating in Institution-related activities.

Standards of Conduct

The following conducts are prohibited:

1. The consumption, possession, distribution, sale, or furnishing of alcoholic beverages on Institution premises or at any clinical, externship, or school-sponsored site or activity.
2. The unlawful manufacture, possession, use, sale, distribution, or transfer of controlled substances on Institution property, clinical or externship sites, or during Institution-sponsored activities.
3. Reporting to class, work, clinical, externship, or any Institution activity while under the influence of alcohol, illegal drugs, or any substance that impairs judgment, performance, or safety.
4. The misuse or abuse of prescription medications, including the use of prescription drugs in a manner inconsistent with a healthcare provider's instructions.
5. The possession or use of designer drugs, synthetic drugs, or any substance intended to produce intoxication or impairment.

Prohibited Substances

Prohibited substances include, but are not limited to:

- Illegal drugs and controlled substances.
- Designer drugs and synthetic substances.
- Prescription medications used without a valid prescription.
- Prescription medications used outside the prescribed dosage or purpose.
- Alcoholic beverages.
- Any substance that impairs an individual's ability to safely perform academic, clinical, or employment responsibilities.

The appropriate use of over-the-counter medications and prescription medications taken as directed by a licensed healthcare provider is permitted.

Educational Programs

FVI provides ongoing education and prevention programming regarding alcohol and drug abuse.

Educational efforts may include:

- Annual distribution of the DAAP Policy.
- Information regarding federal and state laws.
- Awareness materials addressing the health risks associated with alcohol and drug abuse.
- Information on counseling, treatment, rehabilitation, and support services.
- Educational presentations, workshops, and training programs.

Students and team members receive access to the Institution's policies through the School Catalog, Employee Handbook, and other official communications. Acknowledgment of receipt may be maintained in the student's academic file or employee personnel file.

Health Risks Associated with Alcohol and Drug Abuse

The misuse of alcohol and drugs can result in significant health consequences, including:

Alcohol Abuse

- Impaired judgment and coordination
- Increased risk of accidents and injuries
- Liver disease and cardiovascular complications
- Alcohol dependence and addiction
- Depression, anxiety, and other mental health disorders
- Academic and workplace performance deficiencies

Drug Abuse

- Physical and psychological dependence
- Impaired cognitive functioning
- Respiratory, cardiovascular, and neurological damage
- Increased risk of overdose and death
- Mental health disorders, including anxiety, depression, and psychosis
- Reduced academic and occupational performance

Intervention and Reporting Procedures

Any supervisor, faculty member, administrator, or team member who observes behavior that may indicate alcohol or drug abuse should promptly notify the Campus President or the Campus Executive Director.

Before disciplinary action is initiated, the Campus President or Campus Executive Director shall consult with the School President and/or the Vice President of Regulatory Affairs.

Indicators that may warrant intervention include:

- Unusual, erratic, or impaired behavior.
- Apparent intoxication or impairment.
- Possession or use of prohibited substances.
- Reports or observations of unauthorized drug or alcohol use.
- Sleeping or loss of consciousness believed to be related to substance use.
- Self-disclosure of substance abuse concerns.
- Significant deterioration in academic or job performance.

Intervention Process

When appropriate, the Institution may:

1. Inform the individual of the applicable policy requirements.
2. Remove the individual from assigned duties, classes, clinicals, or externships pending review.
3. Document performance, conduct, or safety concerns.
4. Refer the individual to appropriate counseling, treatment, testing, or rehabilitation resource.
5. Implement disciplinary action consistent with institutional policies.

Failure to cooperate with a referral, assessment, or investigation may result in disciplinary action.

Pending the outcome of an investigation or evaluation, the Institution may place a team member or student on administrative leave, suspension, or other interim status deemed appropriate to protect the health and safety of the campus community.

Prevention and Support Resources

Students and team members experiencing substance abuse concerns are encouraged to seek assistance.

Community Prevention Resources

- Narcotics Anonymous (Miami): (305) 265-9555
- D.A.R.E. Miami-Dade: (305) 471-1716
- Switchboard of Miami: (305) 358-4357
- SAMHSA National Helpline: 1-800-662-HELP (4357)
- U.S. Department of Health and Human Services Workplace Resources: 1-800-WORKPLACE
- Broward County Addiction Resources: (800) 304-2219

Counseling, Treatment, and Rehabilitation Resources

Many health insurance plans include behavioral health, substance abuse treatment, and mental health services.

Additional resources include:

- SAMHSA Treatment Locator: <https://www.samhsa.gov>
- Al-Anon: 1-888-425-2666
- American Council on Alcoholism Helpline: 1-800-527-5344
- Cocaine Hotline: 1-800-262-2463
- National Council on Alcoholism and Drug Dependence: 1-800-622-2255

Legal Sanctions

Students and team members should be aware that violations involving alcohol and controlled substances may result in criminal prosecution under federal, state, and local laws.

Penalties may include:

- Arrest and criminal prosecution.
- Fines and court costs.

- Imprisonment.
- Mandatory community service.
- Probation.
- Loss of professional licensure eligibility.
- Limitations on employment opportunities.

Federal law strictly prohibits unlawful possession, manufacture, distribution, or use of controlled substances. Convictions may result in substantial penalties, including mandatory minimum prison sentences for certain offenses.

Florida law and local ordinances may impose additional sanctions, including restrictions related to public consumption of alcohol and possession of controlled substances.

Institutional Sanctions

Violations of this policy may result in disciplinary action up to and including termination of employment, expulsion, referral for prosecution, or other corrective action deemed appropriate by the Institution.

Examples of disciplinary action include:

1. Written warning.
2. Mandatory counseling or educational programs.
3. Suspension from employment or attendance.
4. Removal from clinical, externship, or school-sponsored activities.
5. Probationary status.
6. Termination of employment.
7. Dismissal or expulsion from the Institution.
8. Referral to law enforcement authorities.

Specific sanctions may be imposed for:

Alcohol or Drug Use on Campus

Any student or team member found consuming alcohol or using illegal drugs on Institution property, clinical sites, externship locations, or during Institution-sponsored activities will be subject to disciplinary action.

Possession, Distribution, or Manufacture

Any student or team member found possessing, distributing, manufacturing, selling, or transferring illegal drugs or alcohol in violation of this policy will be subject to disciplinary action and may be referred to law enforcement.

Reporting Under the Influence

Any individual who reports to work, class, clinical, or externship under the influence of alcohol or drugs may be immediately removed from the premises and subject to disciplinary action.

Employee Reporting Requirements

As required by the Drug-Free Workplace Act, employees must notify Human Resources in writing of any criminal drug conviction occurring in the workplace no later than five (5) calendar days after the conviction.

Follow-Up Procedures

The Campus President or Executive Director, in consultation with the School President and/or the Vice President of Regulatory Affairs, will review the outcome of any intervention, referral, or disciplinary process.

Follow-up actions may include:

- Monitoring compliance with treatment recommendations.
- Additional counseling referrals.
- Return-to-work or return-to-school conditions.
- Ongoing performance or academic monitoring.
- Additional disciplinary measures, when warranted.

Individuals determined to be unfit for work, study, clinical participation, or other institutional activities due to alcohol or drug use may be subject to disciplinary action up to and including termination or dismissal.

Biennial Review and Annual Distribution

FVI will conduct a biennial review of its Drug and Alcohol Abuse Prevention Program during each even-numbered year to:

- Assess the effectiveness of the program.

- Ensure consistent enforcement of disciplinary sanctions.
- Identify necessary improvements to prevention and education efforts.
- Confirm compliance with applicable federal requirements.

This policy will be distributed annually to all students, faculty and team members no later than October 1.

- Employees will receive annual notification through institutional email.
- Students will receive annual notification through their registered email address and/or other official electronic communication methods.

Records of distribution and review will be maintained by the Institution in accordance with applicable regulatory requirements.