

NURSING/CNA Program Requirements

Student Health Requirements and Policies

Health screening and examinations are the responsibility of the student and are required to indicate the student's ability to provide safe nursing care to the public. Proof of compliance with all requirements must be submitted to the Nursing Program Office by the designated date.

Immunizations and Tests Required by State Law and Clinical Facilities

NMJC Allied Health and Nursing RN Program and CNA Students must comply with both New Mexico and clinical facility requirements related to immunization and testing. **Note: Students should not delay completing their immunizations; some take up to 4-6 months to complete.**

Immunization requirements must be submitted with documentation from a physician/healthcare professional.

ALL DOCUMENTATION MUST INCLUDE:

- Date(s) of Immunization(s)
- Place of service
- Results of serologic test if given
- Signature & Printed name of healthcare professional
- Vaccine manufacturer
- Vaccine lot number
- Vaccine expiration date

REQUIRED IMMUNIZATIONS		
Immunization	Option 1	Option 2
Measles* (Rubeola)	Two doses of measles vaccine on or after their first birthday and at least 30 days apart *See note	Serologic test positive for measles antibody **See note
Mumps*	Two doses of mumps vaccine on or after their first birthday	Serologic test positive for mumps antibody **See note
Rubella*	One dose of rubella vaccine on or after their first birthday	Serologic test positive for rubella antibody **See note
Hepatitis B (Hep B)	The minimum interval between the first two doses is 4 weeks, and the minimum interval between the second and third doses is 8 weeks. However, the first and third doses should be separated by no less than 16 weeks. It is not necessary to restart the series or add doses because of an extended interval between doses.	Serologic test positive for Hepatitis B antibody **See note
Varicella (Chicken Pox)	Two doses of varicella vaccine on or after their first birthday and at least 90 days apart prior to age thirteen. Vaccination doses should begin 28 days apart after thirteenth birthday.	Serologic test positive for varicella antibody **See note OR Physician-documented history or diagnosis of varicella **See note

Tdap (Tetanus, Diphtheria & Pertussis)	Documentation of prior Tdap vaccination. Td booster must be documented if Tdap was received more than ten years prior.	If prior immunization is unknown or undocumented, consult healthcare professional regarding obtaining immunization.
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*Measles, Mumps, Rubella is also known as the combined MMR vaccine. This is the preferred vaccine if recipient is eligible.

**Documentation must show date of test collection or diagnosis, not when primary care provider signed immunization form.

YEARLY REQUIRED SCREENINGS/IMMUNIZATIONS

Tuberculin (TB) screening – Initial Two-Step then One-Step thereafter	<p>The student must show documentation of a negative two-step positive protein derivative (PPD) tuberculin screening test. Thereafter, one-step testing will be required annually during enrollment in the NURSING/CNA program.</p> <p>If PPD testing is contraindicated for a student, he/she must submit evidence of a negative chest x-ray for tuberculosis (TB) obtained within one year admittance to the program.</p> <p>If a student has a positive PPD, the student will be referred his/her private health care provider and to the NM Department of Public Health for follow-up care. If a student has had a positive PPD in the past, documentation of a negative blood test or chest x-ray must be submitted to the nursing program office.</p> <p>If a student is undergoing treatment for tuberculosis, he/she must consult with a health care provider and be cleared for participation in classroom, laboratory, and clinical learning activities.</p> <p>Tuberculosis skin tests must be repeated yearly while students are enrolled in the AHN RN Program.</p>
Influenza immunization	Students are required to receive an annual or seasonal flu vaccination. Flu season generally begins in the fall (September/October) and runs through mid-to-late spring. Please read the information on the Centers for Disease Control and Prevention website regarding healthcare workers at https://www.cdc.gov/flu/healthcareworkers.htm

DRUG TESTING

10+ Panel Drug Screen	A mandatory 10+ Panel Drug Screen – will be performed randomly each semester on each student. Cost is \$40.00 (cash only). **Note: Failure, to have random drug screen performed on the date and time directed, will be treated the same as refusal to test resulting in immediate dismissal from the CNA program and no refund of tuition, fees or other costs shall be made.
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For the CDC Required Adult/Healthcare Professionals
Immunization Schedule, please go to

<http://www.cdc.gov/vaccines/schedules/hcp/adult.html>

OTHER REQUIREMENTS

CPR Certification	The student is responsible for maintaining his or her own CPR certification. The student is responsible to renew the certification BEFORE it expires. If CPR certification is found to be expired, the student will not be allowed into the clinical setting and may fail to progress in the NURSING/CNA program.
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Health Insurance	Students are required to maintain and provide proof of health insurance coverage. Students may purchase individual policies, provide a copy of current group coverage, or a health care agreement. Medical costs are the responsibility of the student.
Physical Examination	<p>A physical examination is required for admission or readmission to the NURSING/CNA program and must be completed utilizing the NMJC Physical Examination Form with full release for clinical participation.</p> <p>A student's admission or readmission or progression status may be denied if a significant health or safety threat is noted. Reasonable accommodations will be made for students who have a verifiable need(s). A student requiring accommodations must have the need(s) verified by the Director of Special Needs Student Services. A physician or appropriate agency working with the student must substantiate the need. After the need(s) are verified, the Director of Allied Health and Nursing will notify the instructor of the type(s) of accommodation(s) needed by the student (see ADA Compliance Statement).</p> <p>The director or faculty may request a physical exam be repeated if the student is experiencing health issues.</p>
Malpractice Liability Insurance	Students are <u>required</u> to purchase liability (malpractice) insurance through NMJC. Liability insurance may be purchased through the college business office. The student must purchase liability insurance prior to the first day of class. Failure to purchase the liability insurance prior to the first day of class may result in denial of student participation and access to the Simulation Lab and/or clinical rotations.
<u>YEARLY CRIMINAL BACKGROUND CHECK AND FINGERPRINTING</u>	
NMDOH Criminal Background Check	The New Mexico Department of Health (NMDOH) requires that the student have an annual criminal background check before attending clinical. The process is initiated in the nursing department office and then the student is required to get fingerprinting done at one of the available sites. The student is responsible for the cost of the background check annually. The cost is \$73.30 by money-order only and must be made payable to Gemalto at time of fingerprinting.

The student is professionally and financially responsible for all expenses related to these requirements.

Failure to submit required documentation or comply with any of the above requirements may result in failure to progress in the NURSING/CNA program.

Health Care Cost

A student may become ill, injured, or exposed to infections or communicable diseases while engaged in clinical, classroom, and/or laboratory practice activities. Illness, injury or exposure to disease may require, but may not be limited to: counseling, prophylactic intervention, diagnostic procedures and/or follow-up treatment. New Mexico Junior College, NURSING/CNA Program and affiliated clinical agencies are not liable for health care costs associated with the student's illness or injury resulting from clinical or laboratory practice. **The student is financially responsible for all related expenses.**

Change of Health Status

If a student experiences an injury or illness while enrolled in the NURSING/CNA program, the student must submit a release from his/her health care provider. The release should state the

student can continue to meet the requirements of the NURSING/CNA program without restrictions. Examples of conditions/incidents that would require a medical release are, in the case of, but not limited to the following: trauma necessitating medical care, surgery, pre-existing health condition, exacerbation of a pre-existing condition and/or a new diagnosis of a chronic health condition. If a student's health care provider will not write a medical release without restrictions, the student will not be allowed to participate in the classroom, clinical laboratory, or clinical rotations.

Accident, Injury, and/or Illness

Any accident, injury or illness occurring during NURSING/CNA education activities must be reported immediately to the Director of Allied Health and Nursing and/or a nursing faculty member. New Mexico Junior College or any associated clinical practice site is not responsible for expenses related to accidents/injuries/illnesses occurring during clinical, class, or laboratory experiences. Any student that has an: accident; injury; illness; develops a physical or emotional problem; and/or takes medication(s) that could alter decision making, that could interfere with the safety to practice nursing has the responsibility to notify all appropriate nursing faculty so appropriate measures can be taken to protect the public, student and college.

A student presenting with a physical or emotional health issue, that does not respond to treatment and/or counseling within a reasonable time period can be withdrawn from the program. A student who demonstrates behavior(s) jeopardizing the safety of any person will be dismissed immediately from the designated activity, class, clinical laboratory, or clinical rotation. The student will receive written counseling from the involved nursing faculty and must meet with the Director of Allied Health and Nursing for evaluation of the behavior(s) to determine the student's status in the NURSING/CNA program. An "Action Plan/Learning Contract" will be completed with a description of the consequences of the action and/or immediate withdrawal for the NURSING/CNA program.

Pregnancy Policy

If a student is pregnant or becomes pregnant while enrolled in the NURSING/CNA program, the student should advise a faculty member as early as possible. The student should inform her health care provider that she is attending a NURSING/CNA education program. The student should discuss the pregnancy-related risks of the health care environment with the provider and make an informed decision regarding continuation of NURSING/CNA education during pregnancy.

Legal Issues Affecting Nursing Students

Criminal Background Checks for Nursing Education

The nursing program complies with the New Mexico Caregivers Criminal History Screening Act, NMSA 1978 §29-17-2 to §29-17-5 (1998) and the Caregiver Criminal History Screening Program Regulations promulgated thereunder by the New Mexico Department of Health. This act requires a nursing student to have an annual nationwide criminal history screening prior to providing care for patients. A nationwide criminal history record includes information concerning a person's

arrests, indictments or other formal criminal charges, and any dispositions arising there from including convictions, dismissals, acquittals, sentencing, and correctional supervision, collected by criminal justice agencies and stored in the computerized data bases of the FBI, the national law enforcement telecommunications systems, the New Mexico Department of Public Safety, or the repositories of criminal history information of other states.

The student is responsible for paying for and submitting the information to obtain a criminal background check. The results of the screening must be clear prior to the student being allowed to participate in the clinical portion of the nursing course(s). The criminal history screening results will be held in a confidential file. A student receiving a screening report that identifies a crime(s) as a “disqualifier(s)” will not be eligible for continued enrollment or completion in the nursing program.

**If, during the course of the nursing program, a student is arrested and/or convicted for any crime, other than minor traffic offenses, (on or off campus, during the semester or on breaks), the student should notify the Director of AHN immediately. An arrest/conviction may affect a student's ability to attend clinical. If a student is unable to attend clinical due to an arrest/conviction, the student may be unable to progress in the nursing program. Failure to notify the Director of AHN immediately of an arrest/conviction, may result in failure to progress in the nursing program as well.

Substance Use/Abuse by the Nursing Student

The nursing faculty requires the nursing student to provide safe, effective, and supportive patient care; therefore, the nursing student must be free of chemical impairment during participation in any part of the nursing program including classroom, laboratory, and clinical settings. Additionally, New Mexico Junior College and various clinical agencies enter into contractual agreements that enable nursing students to practice within the clinical agencies. The NMJC Director of Allied Health and Nursing or any clinical agency can request that student(s) submit to drug and/or alcohol testing prior to clinical practice experiences or at any time during clinical practice education.

If a student is suspected or found to be chemically impaired, the student will be removed from the classroom, laboratory, or clinical setting and the Nursing Program – Substance Use/Abuse Screening and Testing Policy will be followed. If a student refuses to submit to the requested drug and/or alcohol testing, the student will not be permitted to participate in classroom, laboratory, or clinical practice experiences. Refusing to undergo drug and/or alcohol testing will result in failure to progress in the nursing program.

Nursing Program - Substance Use/Abuse Screening and Testing Policy

I. Preamble

Drug and alcohol use/abuse among students training to be health care professionals poses a serious threat to the health and welfare of both students and other persons and conflicts with

the responsibility of New Mexico Junior College (the “College”), to foster a healthy atmosphere for the pursuit of education and service for the Junior College District. The objective of this policy is to ensure a safe, healthy, and effective learning environment for everyone at the College and the general public. It is the policy of the College to provide an educational environment free from the use, sale, possession, or distribution of prohibited substances, including Illegal Drugs and Controlled Substances or the improper or abusive use of alcohol and other legal drugs.

To meet the objectives of this policy, the College will provide students, faculty and staff with information about the effects of alcohol and other drugs through educational efforts and the availability of information about counseling services. The College also will educate and train students, faculty and staff to identify problems and symptoms of drug and alcohol abuse.

Additionally, this policy requires students to perform their educational duties free from the presence of Illegal Drugs, alcohol, or inappropriate legal drugs in their systems. The manufacture, use, possession, sale, purchase, or transfer of Illegal Drugs by anyone is prohibited. Arriving at any College Facility while under the influence of an illegal drug, controlled substance or alcohol is prohibited, as is use and consumption of such substances while at College Facilities. The College also prohibits the use or abuse of medications and prescribed drugs to the extent that performance, fitness for classroom or clinical study, and safety are adversely affected.

II. Definitions

College Facilities: “College Facilities” for purposes of this policy include but are not limited to: all property owned, used, leased or controlled by the College and any off-campus site (including all clinical sites) where students may be participating in any College sponsored program or activity.

Controlled Substances: “Controlled Substances” for purposes of this policy are those substances in Schedules I-V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and implementing regulations 21 CFR 1308.11-1308.15. Controlled Substances include, but are not limited to, marijuana (including medical marijuana), cocaine (including *crack*), amphetamines, heroin, PCP, hallucinogens and certain prescription drugs.

Illegal Drugs: “Illegal Drugs” for purposes of this policy, include not only Controlled Substances, but also illicit or non-prescribed drugs, inhalants, narcotics, hallucinogens, depressants, stimulants, and other substances capable of creating or maintaining adverse effects on one’s physical, emotional, or mental state. Controlled medication not prescribed for current personal treatment by a licensed medical professional is also considered an illegal drug under this policy. Mood or mind altering substances such as synthetic derivatives or products that produce a marijuana-type high or other effect and any herbal products not intended for human consumption are also considered Illegal Drugs under this policy.

Medication or Prescribed Drugs: Medication or prescribed drugs, for purposes of this policy, are drugs that an individual may be taking under the direction of a licensed medical professional in a medical setting to address a specific physical, emotional, or mental condition.

III. Policy and Practices

Students subject to this Substance Abuse/Use Screening and Testing Policy shall be responsible for being familiar with the policy and shall be required to sign and return a Consent and Release form.

A. **Prohibited Conduct.** The unlawful manufacture, distribution, dispensation, possession or use of Illegal Drugs by a student of the College is strictly prohibited. Any student who is found to use, be under the influence of, sell, manufacture, possess, dispense or distribute any Illegal Drugs or alcohol while on school-related duties or activities, whether in a College Facility or elsewhere, will be subject to disciplinary action, up to and including immediate dismissal. Any Illegal Drugs confiscated will be subject to being turned over to the appropriate law enforcement agency for additional investigation and appropriate action upon proper request or authority. Being arrested or charged with illegal possession, use or distribution can subject a student to disciplinary action. Any student enrolled in the College nursing program is required to notify the Director of Allied Health and Nursing if he/she is convicted of a criminal drug statute violation within five (5) days of such conviction. For these purposes, a plea of no contest or other similar plea shall qualify as a conviction. Failure to report any such conviction is grounds for disciplinary action, up to and including dismissal from the program and the College.

B. **Use of Medication and Prescribed Drugs.** Use of **medical marijuana is not acceptable for students in the nursing program, even with a valid prescription.** Students shall notify their instructor when taking prescribed medication which could adversely affect their performance. If a student is taking a prescribed drug which may hinder the safe and efficient performance of the student's duties or the safe participation in any activity, the **student must obtain a release to return to such College programs and activities, including returning to any clinical sites.** Such release must come from the prescribing health care professional. If a release cannot be obtained, the student may be suspended from the activity or program without any refund of tuition or fees. Students are advised to check with a health care provider when taking any over-the-counter medication to determine if the medication may cause, or give the appearance of causing, side effects which might hinder the safe and efficient performance of the student's duties. It is the student's responsibility to exercise conscientious judgment when considering whether he or she can properly function in College programs and activities in which he or she is participating. **A student should notify his or her instructor or immediate supervisor if he or she is feeling adverse effects from any medications which might adversely affect performance or the safety of the student or others. Sharing of any prescribed medications with others for whom they are not prescribed is strictly prohibited and is illegal. Do not share prescription medications with classmates.**

C. **Drug/Alcohol Testing.** In order to effectively meet the objectives of this policy, the College recognizes the need to implement a Drug and Alcohol Testing Policy. Students in the nursing program will be subject to testing utilizing samples of blood, urine, breath, or hair in the following circumstances:

- Upon admittance to the program beginning with the fall 2011 semester;

- Prior to beginning any clinical work at any clinical site;
- Each semester while a student is participating in any clinical work or internship;
- At **RANDOM** intervals;
- Upon returning to a clinical site following an unplanned absence of greater than thirty (30) days in providing patient care at such clinical site;
- Upon returning to a clinical site following a rotation at a different clinical site;
- Upon returning to a clinical site following an absence due to the use of Illegal Drugs or alcohol in violation of this policy and the successful completion of a rehabilitation program;
- Following a student's involvement in any incident which results in an injury to any person at a clinical site;
- Following any incident at a clinical site involving allegations of mishandled, stolen or misused medication, or other medication discrepancies that occur in an area in which a student was assigned or working;
- When a student appears to be unfit to participate in a program or activity as a result of the use of Illegal Drugs, or the abuse of Medication or Prescribed Drugs or alcohol;
- When there is reasonable cause or suspicion to believe that a student is under the influence of Illegal Drugs or alcohol; and
- When a student's initial test sample appears to have been altered, diluted, tampered with or adulterated in some manner.

The Director of Allied Health and Nursing (or his or her delegate) shall approve in advance all tests based upon appearance or reasonable suspicion. No advance notice to the student is required for such testing.

With regard to post incident/injury/accident testing, a student shall be subject to a drug and alcohol screening test immediately after an accident or incident. One purpose of such testing may be to confirm or refute drug or alcohol use as a possible cause of the incident/injury/accident. Such testing may be conducted on both a student who is injured and/or any student involved in or affecting the accident or incident.

- D. Costs of Testing. The costs of all screenings shall be the sole responsibility of the student.
- E. Reporting; Confidentiality; Discipline.

Peer Reporting

Should a student suspect or observe suspicious behaviors in others, report this either to an instructor or the Director of Allied Health and Nursing. It is part of every nursing student's professional obligation to report unsafe practice according. Every effort will be made to maintain confidentiality in peer reporting, however, in some circumstances confidentiality may not be assured.

Confidentiality

Subject to the limitations set forth elsewhere in this policy and except where such information is subject to being turned over to legal authorities or third parties pursuant to a legal obligation of the College, test results and information obtained during testing will be held in confidence and treated as medical information. If a student tests positive and corrective action is required, only those personnel with a need to know will be provided access to the test information. Provided, however, students must sign a release agreeing that test results may be provided to authorized persons associated with both the College and clinical sites who have a need to know.

Positive Results

If a student's test result is confirmed to be positive, the student will be subject to immediate suspension or dismissal from the nursing program and the College's disciplinary policy will be followed. A student who is denied participation in training at a clinical site based upon the outcome of a drug or alcohol screen shall be subject to dismissal from, or a failing grade in the program. The College shall have no responsibility for arranging alternate clinical placements. Neither shall a student who is dismissed from the program for violating this policy be entitled to any refund of fees paid.

Refusal to Test and Failure to Test

A student is free to refuse to consent to a drug/alcohol screening test; however, refusal to consent to such a test will result in immediate dismissal from the nursing program and no refund of tuition, fees or other costs shall be made.

A student who fails to report for drug/alcohol screening at the time notification to test is given, for any reason, will be immediately dismissed from the nursing program and no refund of tuition, fees or other costs shall be made.

Relapse by Student

Any student who is rehabilitated must remain alcohol or drug free. Any relapse by a student will be considered a violation of this policy and the student will be subject to disciplinary action up to and including dismissal.

Disciplinary Action

The College reserves the right to subject any student found to be in violation of this policy to disciplinary action, up to and including immediate dismissal from the nursing program and the College and a permanent ban from participating in clinical work at clinical sites. Disciplinary action may include requiring a student to participate satisfactorily in an approved substance

abuse treatment or rehabilitation program as a condition of continued enrollment or participation in an educational program.

Compliance with Law

The College intends that this policy comply with all applicable federal, state and local laws, including but not limited to the American with Disabilities Act as amended and the New Mexico Human Rights Act. The College reserves the right to change this policy at any time with or without notice to students. In the event any aspect of this policy is deemed to violate any applicable law, this policy shall be deemed to be amended to the extent necessary to bring the policy into compliance with all legal requirements.

CLINICAL CONTRACTS

An important part of a nursing student's education is the ability to participate and practice in various clinical settings. To ensure nursing students have these opportunities, New Mexico Junior College and various clinical agencies enter into contractual agreements that enable nursing students to practice within the clinical agencies ("Clinical Contracts"). These clinical agencies may have additional policies, procedures and requirements for their employees and clinical participants, including, but not limited to additional drug and/or alcohol screening. It is the responsibility of each nursing student to learn about and comply with the policies, procedures and requirements of the clinical agency where the nursing student participates in the clinical setting. Failure to comply with such additional policies, procedures and requirements may result in a nursing student's removal from the clinical setting and/or removal from the NMJC nursing program.

Questions?

Questions concerning this policy should be directed to the Director of Allied Health and Nursing.

Agencies Providing Assessment and/or Treatment of Substance Use/Abuse

Guidance Center of Lea County, Inc.
920 W. Broadway Street
Hobbs, NM 88240
(575) 393-3168
24 Hour Phone Number (575) 393-6633

Palmer Drug Abuse Program
200 E. Snyder
Hobbs, NM 88240
(575) 393-0434

Alcoholics Anonymous
(575) 397-7009

<http://www.simeetings.com/LA/NM/HobbsMtgs.html>