

# **SUBSTANCE ABUSE AND ADDICTION POLICY**

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## 1. About this policy

This comprehensive policy aims to ensure the safety of the learning environment as well as the safety of the Les Roches community and that of the surrounding local community. Therefore, as such, Les Roches adopts a zero tolerance approach to drugs.

At the same time, as Les Roches is an adult learning environment, we operate on the presumption that our community members (staff, faculty, students) are adults who are responsible for their own behaviour, and the procedures we adopt reflect this fact. As in the society at large, specific guidelines and procedures are necessary to clarify expectations of behaviour and to protect and promote the welfare of the larger community. Therefore, Les Roches requires adherence to the following rules in addition to compliance with federal, state and local laws.

## 2. About addictive behaviour

Les Roches is sensitive to challenges in today's society and therefore embraces a holistic definition of addictions. Being addicted means having a craving for something. This can be a substance (alcohol, cocaine, nicotine, etc.) or an activity (gambling, sex, shopping, internet, working, etc.).

Once the object of craving is consumed there is usually an emotional high before a downturn and a renewed craving. This forms a pattern of repeated (often compulsory) behaviour that can become very central to someone's daily life – to a point where it interferes with the ordinary responsibilities and concerns, such as studies, work, relationships, or health. People who have developed an addiction may not be aware that their behaviour is out of control and causing problems for themselves and/or others.

See further details in the section [“Common characteristics about addictive behaviour”](#) and the [Annex](#).

## 3. Responsibility for implementation and compliance

### Staff and Faculty

Staff and faculty (including student employees on internship or in management in training positions) are key agents of the school and as such, are expected to demonstrate the highest standards of professional, ethical and responsible behaviour.

Responsibility for compliance with this policy rests with the head of department, the highest department head and the department for human resources. Specific departments and functions may uphold more restrictive regulations than those set forth in this policy, which aims to outline the minimum standards.

### Students

Responsibility for student-led events lies with the student organisation in charge of the event as well as with the Student Services Team, under the guidance of the Dean of Students. Those students or

student organisations who have received authorisation for an event will be held responsible collectively.

### Individual and collective responsibility

Each member of the Les Roches community, including visitors, is expected to comply with this policy and the law, and to act in a way that demonstrates the principle of “freedom with responsibility”. Furthermore, each member of the community shares responsibility for other individuals and the collective health, safety and wellbeing of everybody. We therefore encourage a proactive and collegial approach to ensuring a drug and addiction free workplace and campus environment. This responsibility extends as well to the local communities of Bluche, Crans-Montana and other neighbouring communities.

### Failure to comply and liability

Failure to comply with this policy may lead to refusal to use the school property, to organise events in the future as well as disciplinary and/or legal procedures as appropriate.

### Preventive measures against substance abuse and addictions

Les Roches is strongly committed to a holistic approach giving equal importance to prevention as to sanctions in case of abuse.

| TOPIC/FOCUS                                  | TYPE OF ACTIVITY                             | RESPONSIBLE              | PART OF  | PERIODICITY                   |
|--|--|--------------------------|--|-------------------------------|
| Legal/Safety                                 | Awareness Presentation                       | Campus Security & Police | Mandatory Induction for all new students       | Every semester start          |
| Legal/Safety                                 | Prevention & Control                         | Campus Security & Nurses | Randomised proactive testing                   | Every semester                |
| Medical                                      | Awareness Presentation                       | School Nurses            | Mandatory Induction for all new students       | Every semester start          |
| Psychological/Psychiatric Focus & Addictions | Awareness Presentation                       | External expert          | Mandatory Induction for all new students       | Once during semester          |
| Rehabilitation & Recovery                    | Small group sessions for vulnerable students | External expert          | Optional and/or mandated for specific students | Several sessions per semester |
| Holistic approach                            | Prevention Week                              | Several stakeholders     | Optional and/or mandated for specific students | Once per year                 |
| Specific addictions                          | Quit smoking challenge                       | School Nurses            | Optional for Les Roches Community              | Once per year                 |

## 4. Drugs and other illegal substances

Les Roches abides by all federal, state and local laws regarding the use of controlled or illegal substances. The unlawful possession, use, distribution, sale or manufacture of such substances by Students whether inside or outside of Les Roches is strictly forbidden without distinction between those drugs known as “soft” drugs and those known as “hard” drugs.

### Randomised proactive testing

Any student can randomly be called in for a drug testing procedure at any time and without notice (see the detailed procedure in the Annex. Les Roches will cooperate with the local police to conduct unscheduled inspections for illegal substances in any of the campus facilities (including student residences) as and when deemed appropriate.

If the institution considers that a student’s behaviour may pose a physical or mental risk to himself/herself or others potentially, or may threaten the learning environment due to signs of drug abuse, he/she will be asked to undergo a drug test.

The detailed procedure for simple random sampling can be found in [Annex III](#).

### Testing in case of suspicion

Any student can be called in by the Head of Security for a drug testing procedure at any time and without notice should there be strong suspicion or reason to believe that a student is involved in consuming, or dealing with illegal substances. Les Roches will cooperate with the local police to conduct unscheduled inspections for illegal substances in any of the campus facilities (including student residences) as and when deemed appropriate.

### Drug testing procedure

Campus Security is responsible for the drug test, while the School Nurses alone are authorised to conduct the drug test. The drug test consists of a saliva or urine test. In exceptional circumstances, Les Roches also reserves the right to request the student to provide a blood sample or a hair sample for analysis. In addition to the drug test the School Nurses will seek to determine if any other substances or products (e.g. medicines) could have been taken, therefore influencing the results one way or another. If this is the case, the student will be asked to present the evidence pertaining to the consumption of these other medications within 24 hours.

If the saliva or urine drug test cannot be performed or is refused by the student, the student will be instructed to perform a blood / serum test with a doctor or a laboratory recognised by Les Roches to determine whether substances had been consumed or not. The appointment will be arranged by the School Nurses or Head of Security within the shortest possible timeframe. Any initial costs pertaining to transport must be paid by the student. A student can refuse to take a drug test (whether random or on suspicion) or to seize the above-mentioned appointment. In case of refusal by student, he/she may face disciplinary sanctions from the institution, including expulsion.

Students, who refuse to present themselves for a test, will be summoned to appear before the Disciplinary Commission.

The school appointed laboratory will analyse the samples supplied and will then communicate the results of the tests directly to the School within one to several weeks from the test.

Please see the detailed [Urine Drug Test Form and Procedure in Annex IV](#) of this present policy and procedure.

### **Disciplinary consequences in case of positive results**

If the test result shows positive traces of drug consumption, the student will have to bear the expenses of the drug test and will be subject to disciplinary sanctions or corrective measures:

- **Interim Suspension:** By default, any student with positive results will have to appear before the Disciplinary Commission and will be subject to an interim suspension with immediate effect from the moment of receipt of the positive results until the time of the hearing. A Student on an interim suspension may be restricted from the campus in its entirety or from a particular program, activity or building, until the investigations and hearings are finalised. During the period of interim suspension, the student may be required to attend meetings with Campus Security, the Nurses, external experts on addiction and drug abuse, as well as with other members of the school management and support staff, as per the disciplinary procedures.
- **Suspension:** The Disciplinary Commission may impose suspension for the entirety of a semester in cases of first time offenses and subject to the severity of the results and/or may impose other sanctions of level 2 as outlined in the Disciplinary Procedures. Should a test be conducted towards the end of a semester whereby the positive result is only known in the last weeks of a running semester, the Disciplinary Commission may decide to apply the suspension to the running *or* the following semester. Suspension will lead to the invalidation of any academic or other achievements. No refund will be granted on academic, housing or meal plan payments made for this semester. In case of suspension, the student may apply for consideration for conditional re-entry to the school during a next semester. If by one week prior to the start of the next semester, no application for consideration for re-entry has been received by the Disciplinary Commission, the Disciplinary Commission will make the recommendation for expulsion to permanently separate the student from the school and any associated branch campus along with a permanent transcript notation.
- **Application for consideration for re-entry:** In order to be eligible to be considered for re-entry, students must submit an application for consideration for conditional re-entry to the Disciplinary Committee no later than 2 weeks before the start of a new semester. The Commission may impose the following cumulative measures:
  - Motivation letter;
  - Acceptance and signature of voluntary commitment to rehabilitation and recovery measures;

- Consent to regular drug testing during the following semesters (at student's cost) as well as unannounced checks of the student's residential space (if living on campus);
  - x2 compulsory, confidential sessions with an external addiction expert;
  - community service;
  - a donation (not exceeding CHF 500.-) to be paid to an association supporting addictions in Switzerland;
  - and other measures deemed suitable to ensure the conditional re-entry will be successful.
- **Expulsion:** In repeated and/or severe cases related to drugs and other illegal substances, the Disciplinary Commission will make the recommendation to the Managing Director for immediate expulsion in order to permanently separate the student from the school and any associated branch campus. Expulsion will lead to the invalidation of any academic or other achievements of the concerned semester. No refund will be granted on academic, housing or meal plan payments made for this semester.

### Legal consequences in case of positive results

Les Roches reserves the right to take legal action if necessary and any students caught with illegal substances may be reported to the police. All Students should be aware that, in addition to Les Roches' disciplinary measures, including suspension and expulsion, students may be subject to criminal prosecution as per the Swiss law that can lead to severe penalties, including fines and imprisonment, for drug-related criminal offenses.

## 5. Alcohol

While alcoholic beverages are not prohibited on campus, Les Roches promotes an environment which fosters moderation, accountability and safety in alcohol consumption by persons of legal drinking age.

- Alcohol may only be distributed on the Les Roches campus at registered and approved outlets or during registered and approved events.
- Alcohol that is not specifically manufactured for human consumption may not be offered, served, or consumed in any form (e.g., diluted or undiluted, or as an ingredient in punches or other admixtures) under any circumstances.
- Students may have a maximum of six 33cl bottles or cans of beer in their rooms and/or two 75cl bottles of wine. Spirits (over 16%) are not allowed.
- There may be no games of chance, drinking games, contests, or other activities that induce, encourage, or result in the consumption of alcohol on the entire campus including in residences.
- The legal drinking age in Switzerland is 16 for beer, wine and cider and 18 for spirits, aperitif and alcopops. No Student underage may misrepresent her/his age for the purpose of obtaining alcoholic beverages, nor may a Student assist another in such a misrepresentation or assist an underage student to get alcohol. This is punishable under criminal law.



- No alcohol is to be served to a person who is disorderly or who is or appears to be intoxicated.

Members of the community who violate this policy due to excessive alcohol consumption may be required to undergo an alcohol blood test (all costs incurred in relation to the blood test will be borne by the person) and may be subject to specific measures (including but not limited to the probation to purchase alcohol on campus).



## 6. Smoking

Not only is smoking a health issue for smokers and non-smokers alike, un-extinguished cigarettes and matches constitute a major fire risk.

The use of tobacco products is prohibited on all property owned, leased or used by Les Roches, including but not limited to all internal and external areas; parking and rooms. Smoking is permitted only in areas specifically designated and posted as smoking areas. Les Roches will determine the number, nature and location of designated smoking areas. Community members who are caught smoking in non-dedicated areas may be fined.

Tobacco products include cigarettes, cigars, pipes, all forms of smokeless tobacco, clove cigarettes and any other smoking devices that use tobacco, such as hookahs, or simulate the use of tobacco such as electronic cigarettes. Smokers who wish to give up may seek assistance from the support staff such as the School nurses, or the counsellor.

## 7. Prescription drug abuse

Considering the increase in recent years of prescription drug misuse or abuse, Les Roches seeks to raise awareness amongst its community about other types of drugs and substances that can alter the structure and the function of the brain, and that can lead to equally serious addictions as illegal substances. This includes for example opioids (used to treat pain), central nervous system depressants (such as Xanax, Valium, Ativan, Klonopin) or stimulants such as amphetamine, dextroamphetamine (Adderall) or methylphenidate (Concerta, Daytrana, Methylin, Ritalin) used to treat attention deficit disorder and narcolepsy.

When taken as prescribed, they can effectively relieve pain and improve the quality of life. When used long-term or in case of overdose, opioids can be life threatening, especially when taken in combination with other substances such as alcohol.

## 8. Common characteristics among addictive behaviours

There are many common characteristics among the various addictive behaviours:

1. The person becomes *obsessed* (constantly thinks of) the object, activity, or substance.
2. They will seek it out, or *engage in the behaviour even though it is causing harm* (physical problems, poor work or study performance, problems with friends, family, fellow workers).
3. The person will *compulsively engage* in the activity, that is, do the activity over and over even if he/she does not want to and find it difficult to stop.
4. Upon cessation of the activity, *withdrawal* symptoms often occur. These can include irritability, craving, restlessness or depression.

5. The person does not appear to have control as to when, how long, or how much he or she will continue the behaviour (*loss of control*). (They drink 6 beers when they only wanted one, buy 8 pairs of shoes when they only needed a belt, ate the whole box of cookies, etc).
6. He/she often *denies problems* resulting from his/her engagement in the behaviour, even though others can see the negative effects.
7. Person *hides the behaviour* after family or close friends have mentioned their concern. (hides food under beds, alcohol bottles in closets, doesn't show spouse credit card bills, etc).
8. Many individuals with addictive behaviours report a *blackout* for the time they were engaging in the behaviour (don't remember how much or what they bought, how much they lost gambling, how many miles they ran on a sore foot, what they did at the party when drinking)
9. *Depression* is common in individuals with addictive behaviours. That is why it is important to make an appointment with a physician to find out what is going on.
10. Individuals with addictive behaviours often have low *self-esteem*, feel anxious if they *do not have control over their environment*, and come from *psychologically or physically abusive families*.

## ANNEX

### Annex I: Effects of drugs – health consequences of alcohol and other drugs

| Drug   | Short-Term Effects  | Long-Term Effects of Heavy Use  | Effects of Use During Pregnancy  | Dependency: |        |
|--|---|---|--|-------------|--------|
|  |   |   |  | Phys.       | Psych. |
| <b>Alcohol</b>   | <p>Depressed central nervous system</p> <p>Impeded attention and memory</p> <p>Impaired judgment</p> <p>Impaired vision, other senses and coordination</p> <p>Irregular or poor sleep</p> <p>Impaired driving</p> <p>High doses can result in unconsciousness and death</p>   | <p>Damage to liver, heart, pancreas</p> <p>Irritation of gastrointestinal system</p> <p>High blood pressure</p> <p>Oral cancer</p> <p>Malnutrition and nutritional deficiencies</p> <p>Lowered resistance to disease</p>  | <p>Can cause severe damage to developing fetus, resulting in: fetal alcohol syndrome (permanent organ damage, mental retardation, heart defects, behavioral problems, facial and/or limb irregularities, etc.)</p> | Yes         | Yes    |
| <p><b>Depressants:</b></p> <p>Common names:<br/><b>blues</b> (amobarbital);<br/><b>yellow jackets</b> (pentobarbital); <b>purple hearts</b> (phenobarbital); <b>reds</b> (secobarbital); <b>rainbows</b> (secobarbital-amobarbital combinations)</p> | <p>Depressed central nervous system</p> <p>Mildly impaired coordination</p> <p>Impaired judgment and short-term memory</p> <p>Impaired driving</p> <p>Reduced anxiety, lethargy</p> <p>Can control seizures</p> <p>High doses can cause irregular breathing, impaired reflexes, coma, and death</p>   | <p>Disturbed sleep, chronic fatigue</p> <p>Anxiety, restlessness, depression</p> <p>Slower reflexes and impaired coordination</p> <p>Reduced sex drive, impotence</p> <p>Menstrual irregularities</p> <p>Hostility, mood swings</p> <p>Cross-tolerance to other depressants</p> | <p>Can harm the developing fetus causing: physical dependence at birth, possible birth defects such as cleft lip and palate, growth deficiencies, heart defects.</p>   | Yes         | Yes    |
| <p><b>Hallucinogens:</b></p> <p>Some common types:<br/><b>LSD, Ecstasy, PCP, STP, mushrooms</b> (psilocybin), etc.</p>   | <p>Some of these are synthetic substances that are often much more potent than the drugs they are designed to mimic, and may contain impurities that can be hazardous to health</p> <p>Changes in perception, mood, thought and brain function</p> <p>Loss of judgment</p> <p>Disorientation, mild confusion or hallucinations</p> <p>Visual disturbances</p> <p>Increased heart rate, blood pressure and body temperature</p> <p>Nausea, vomiting and abdominal discomfort.</p> <p>High doses of some hallucinogens can cause death (e.g., MDA, PMA)</p> | <p>LSD could precipitate severe psychotic episodes</p> <p>Flashbacks can reoccur spontaneously</p>  | <p>Little is known about the effects of hallucinogens during pregnancy. It is safest for women planning to become pregnant, or who are pregnant or breast-feeding, not to use hallucinogens.</p>                   | No          | No     |

| Drug  | Short-Term Effects   | Long-Term Effects of Heavy Use   | Effects of Use During Pregnancy   | Dependency: Phys. Psych. |     |
|---|--|--|---|--------------------------|-----|
| <b>Opiates:</b><br>Names: heroin , codeine, morphine, Demerol, Darvon                             | Impaired driving<br>Higher doses can cause drowsiness, sedation, dizziness, euphoria<br>Some have a stimulating effect with increased heart rate, blood pressure, tremors, seizures<br>Very high doses can cause decreased heart rate and blood pressure, muscle constriction, cyanosis, and death           | Impaired vision<br>Chronic constipation<br>Higher risk of pulmonary complications<br>Mood swings<br>Needle use can lead to abscesses, collapsed veins, infections  | Use can harm the developing fetus and cause: higher risk for premature birth, miscarriage, stillbirth, infant mental retardation, impaired coordination, infection, severe infant withdrawal symptoms.    | Yes                      | Yes |
| <b>Marijuana:</b><br>Common names: pot, hashish, grass, weed, etc.                                | Has same effects as depressants, stimulants and hallucinogens<br>Impaired judgment, short-term memory and intellectual performance<br>Reddening of eyes<br>Sensory distortion,<br>Impaired coordination, drowsiness<br>Impaired driving<br>Can aggravate pre-existing heart problems, mental health problems | Respiratory damage<br>Impairment of memory and concentration<br>Can interfere with physical, psychological, social development of young users  | Daily use can cause problems in the developing fetus, but the extent of these is not fully known. Animal studies suggest higher risk for miscarriage, premature birth, lower birth weight, birth defects. | Possible                 | Yes |
| <b>Stimulants:</b><br>Common Names: speed, diet pills, meth, crank, crystal, cocaine, crack, etc. | Increased alertness, energy<br>Impaired driving<br>Impaired judgment<br>Increased breathing, heart rate, heart palpitations<br>Anxiety, restlessness, hostility, paranoia, confusion<br>Visual and auditory hallucinations<br>Overdose leading to death can occur  | Severe anxiety, paranoia<br>Impaired coordination, tremors<br>High blood pressure<br>Malnutrition<br>Chronic sleeplessness<br>Damage to internal organs(brain, heart, lung, liver, kidneys)<br>Chronic use can lead to death | Can cause damage to the developing fetus including: abnormalities of the brain, eyes, palate, heart, urogenital organs, and liver   | Yes                      | Yes |

## Annex II: FAQ

- **I am not sure if I may have an addiction – whom can I contact?**
  - In case of any doubts, you can first have a confidential discussion with one of the nurses on campus, at the infirmary (it is not necessary to book an appointment, simply visit the nurses during their opening hours)
  - Depending on the situation, the nurses will then give you different options in order for you to choose for the best professional advice and / or follow up.
  
- **I am aware that I have an addiction and I would like to get help. What should I do?**
  - You can always seek for help, advice and support at the infirmary. The nurses will then liaise with internal or external medical providers.
  - In the case where you wish not get the nurses involved, you can request to book an appointment without mentioning the reason with either Dr Charton-furer (General physician coming twice a week on campus ), or Dr Foatelli, Psychiatrist coming on campus upon registration.
  
- **Will my situation be kept confidentially?**
  - Any medical information given by the students to either, the nurses, the counsellor or the doctors is kept strictly confidential.
  - Those information may be disclosed only if the student give his/her consent to do so and /or if the safety/security of the student may be jeopardized.
  
- **External resources :**
  - CCPP (Centre de consultation en psychologie et psychothérapie)  
[http://www.hopitalduvalais.ch/fileadmin/files/hopital/sites/monthey/fr/Contacts I PVR CCPP.pdf](http://www.hopitalduvalais.ch/fileadmin/files/hopital/sites/monthey/fr/Contacts_I_PVR_CCPP.pdf)
  - <http://www.addiction-valais.ch/>
  - <http://www.carrefouraddictions.ch/cipret/>
  - <http://www.addictionsuisse.ch>

### Annex III: Procedure for Simple Random Sampling

Procedure for Simple Random Sampling for proactive drug testing during a running semester for students on campus

1. The random testing will take place after the complete collection of the Standards of Excellence receipt that all active students sign and submit following the orientation at the beginning of each semester.
2. The number of random test subjects will be determined by the School Management on a semester by semester basis.
3. Academic office prepares the student list from the Student Information System and use the randomizer webpage for generating the random numbers. <https://www.randomizer.org/>.

The generated list will be printed with date, time and signed by the Registrar and head of security.

4. The head of security will make a blind-draw from the headings of the student list to determine how the list will be sorted before the numbers from the randomizer are applied.
5. The list of randomly selected students (Full name, Student ID, Class, Program, Gender, and Birthday) will be printed with date, time and signed by the Registrar and head of security. A coordination meeting will then be held by the Dean of Students, the Head of Security and the Nurse for planning the coordination of all tests to be administered of the semester.
6. The Identity of the student once summoned for the test, will be confirmed by the Nurse against the Student Information System and Student ID card before the test is administered.

## Annex IV: Urine Drug Test Form & Procedure (Infirmary Department)

### Urine Drug Test Form

Procedure for Simple Random Sampling for proactive drug testing during a running semester for students on campus

|               |  |
|---------------|--|
| Family Name   |  |
| First Name    |  |
| SN            |  |
| Date of Birth |  |

|                   |      |       |
|-------------------|------|-------|
|                   | Date | time  |
| Test requested by |      | ----- |
| Sample taken by   |      |       |

#### Analyses Requested

|              |  |            |  |
|--------------|--|------------|--|
| Cannabis     |  | Cocaïne    |  |
| Opiates      |  | Créatinine |  |
| Amphetamines |  | PH         |  |
| BZD          |  |            |  |

#### Check to be made

- Remove coat, jacket, jumpers
- Empty all pockets
- Switch off the phone
- Aspects of urine (color)      OK      Suspicious
- Temperature of urine after sample taken      Result .....°C

#### Hospital transport

|      |      |
|------|------|
| Date | Time |
|------|------|

#### Medicines taken recently or routinely

|  |
|--|
|  |
|--|

#### Other remarks:

|  |
|--|
|  |
|--|

## Urine Drug Test Procedure

**A- Students' selection stage :** The students can be tested randomly, as per the Annex III of the Substance abuse and addiction policy published by the School. The students can also be tested in case of suspicion of use of drugs, present or past involvement in activities linked with drugs, violence, repeated absences and any other violation of the School code of conduct. The student will be discretely fetched either in class or in his/her accommodation by a security team member and will be conducted to the nurses.

**B- Execution stage :** Samples (urine , blood, saliva..) being taken by the nurses.

- 1- The nurses receive by email from the Head of Security the list of students who will have to be tested.
- 2- The nurses are contacted by phone by the security officer to organise the timing of the tests according to the workload. Ideally both nurses should be present at the infirmary when the drug tests are processed.

Timing for drug testing

|            |                                 |
|------------|---------------------------------|
| Mondays    | 8:30 AM - 11:30 AM              |
| Tuesdays   | 8:00 AM - 11:30 AM              |
| Wednesdays | 8:30 AM - 11:30 AM / 1PM – 4 PM |
| Thursdays  | 9 AM - 11:30 AM / 1 PM- 2 PM    |
| Fridays    | No                              |

- 3- The student to be tested is brought by an LRB Security officer to the nurse office
- 4- The nurse will check the identity of the student.
- 5- The nurse will have a confidential discussion with the student to explain the procedure and complete the "urine drug test form"
- 6- The nurse will provide to the student the chemical marker in a cup of water to drink
- 7- The student will have to wait for 30minutes to allow the marker to be present in the urine.
- 8- During the 30 minutes waiting time, the student will stay with the Security officer at the infirmary, in a discreet area.
- 9- The student is not allowed to drink more water during this time. Security officer is responsible of the conformity of this procedure and shall inform the nurse if a step hasn't been respected by the student
- 10- After the period of 30 minutes, the student will undergo the urine test accompanied by the nurse.
- 11- Security officer should wait until the test is finished in the event that the student misbehaves during the test.
- 12- The student and security officer are released when the test is done.
- 13- The nurse liaises with the Hospital in Sion for the transportation of the sample.
- 14- The nurse registers the time the student has spent at the infirmary to undergo the test, and provides that information to academics to allow them removing this time as a missing hour.

### C- Results & costs

- If the test is positive, the sample will have to undergo a second test to confirm (confirmation test by GCMS) the confirmation is automatically requested by the nurses to the Laboratory



(Sion Hospital)

- The nurses have access to the results online, when received; they send them by email to the Head of Security and cc to Dean of Students.

**Time frame to get the results / Costs**

|                              |                          |            |
|------------------------------|--------------------------|------------|
| Test 1 : Urine test + marker | +/- 1 month              | 117.10 chf |
| Test 2 : Confirmation GCMS   | +/- 6 weeks (in addition | 145 chf    |

- The tests are to be charged to the Security Department. If the test result shows positive traces of drug consumption, the student will have to bear the expenses of the drug test (see "Substance Abuse and Addiction Policy, p. 6).,