

What happens if a nurse has a positive drug test result? What are the possible grounds for dismissal from EEP participation?

- ◆ A positive drug test result may be grounds for dismissal from EEP.
- ◆ Adulterated, diluted drug specimens or missed drug tests may be grounds for dismissal from EEP.
- ◆ Receipt of a third-party report regarding an EEP participant that is indicative of a possible practice violation due to suspected drug or alcohol impairment is grounds for dismissal.
- ◆ Failure to adhere to any other EEP terms of participation.
- ◆ Once dismissed from EEP, nurses may have the opportunity to participate in TPAPN or be reported to the BON.
- ◆ EEP is a voluntary program — nurses who decline participation, will be reported to the BON for disposition.

How will EEP participation affect employment in nursing?

- ◆ There are no work agreements or practice restrictions for nurses participating in EEP
- ◆ EEP participants may decide to make arrangements with their employers to accommodate submitting drug screens when randomly selected
- ◆ EEP will typically only communicate with a participant's employer upon noncompliance, as permitted by EEP consent.

What happens when nurses successfully complete EEP?

- ◆ Nurses who successfully complete EEP will receive official notification of their successful completion.
- ◆ EEP informs the BON of nurses who successfully complete the program.
- ◆ Participants in the EEP experience high rates of success.
- ◆ Nurses who successfully complete EEP can look forward to a new sense of self-worth and improved nursing practice.

Need more information?



Extended Evaluation Program of Texas

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OFFERING NURSES THE OPPORTUNITY TO RE-ESTABLISH THEIR INTEGRITY



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By participating in EEP, nurses can demonstrate their professional integrity through random drug testing.

The Extended Evaluation Program of Texas (EEP) is a voluntary monitoring system that can help nurses avoid possible disciplinary action against their nursing licenses by demonstrating to the EEP that they do not have a drug or alcohol problem. Administered by the Texas Peer Assistance Program for Nurses (TPAPN) under contractual services with the Texas Board of Nursing (BON), the EEP offers a voluntary, systems- and solutions-based approach to identifying and addressing risk, rather than a punitive approach based on blame.

Who is eligible to participate in EEP?

Nurses who may qualify for participation in EEP may be referred by either the BON or TPAPN, but the BON ultimately approves the opportunity for participation.

Typical approval by the BON for EEP is based on:

A single, identified incident of improper drug or alcohol use or positive drug screen with no other legal or practice concerns AND a negative evaluation determined by a qualified assessor for substance use disorder.

What is required of nurses who participate in EEP?

- ◆ A one-time, nonrefundable enrollment fee.
- ◆ Enrollment in EEP’s drug testing program.
- ◆ Submission of signed EEP participation agreement.
- ◆ Payments for drug testing at a usual frequency of 1-3 times per month.
- ◆ Daily access to the EEP drug testing system either online or via phone.
- ◆ Undergoing drug testing when selected.
- ◆ A minimum of 12 months of participation in EEP with a minimum of 18 negative drug tests.
- ◆ Abstention from all illicit substances, potentially abusable prescription medications, over-the-counter drugs and alcohol. *Note: Nurses requiring controlled or abusable substances may not be appropriate for EEP. Nurses requiring controlled substances for a short time however may have their participation in EEP extended in order to meet the required 12 months of abstinence.*
- ◆ Minimum of six consecutive months nursing practice during participation. Submission of employment pay stubs, in order to validate required nursing practice during EEP participation.
- ◆ Submission of other paperwork as required.
- ◆ Responsibility for the cost of any assessment if required.
- ◆ Submission of any for-cause drug screens requested by EEP.

