

# What services

*does the program provide?*

## FOR THE PUBLIC

- immediate intervention to protect the public as an alternative to a longer disciplinary process
- coordination and consultation with employers to assure patient safety

## FOR THE NURSE OR NURSING ASSISTANT

- the ability to continue to work as a nurse or nursing assistant
- consultation about entering the program
- monitoring and ongoing assessment of their personal recovery
- random drug and alcohol testing
- information regarding local professional and support services
- encouragement, support and guidance in recovery as an effective alternative to disciplinary action
- removal from monitoring when the program is successfully completed

The Nevada State Board of Nursing  
5011 Meadowood Mall Way #300  
Reno, NV 89502-6547  
888-590-6726

# Is the program

*successful?*

Yes! The majority of participants successfully complete the program. To do so, they must follow all of the stipulations contained in a signed agreement/deed, complete treatment in a Board-approved program, and demonstrate a change in lifestyle that supports continuing recovery. *Participants who violate their agreements are subject to disciplinary action by the Board.*

# What is

*the Nevada State Board of Nursing?*

Since 1923, the Nevada State Board of Nursing has been protecting the public through education and the effective regulation of the practice of nursing. It is a seven-member board appointed by the governor consisting of four registered nurses, one licensed practical nurse, one certified nursing assistant, and one consumer member.

The Board licenses, certifies and disciplines more than 35,000 persons, including registered nurses, licensed practical nurses, advanced practice nurses, certified nursing assistants, and certified registered nurse anesthetists. Through its Disability Advisory Committee, it also administers the Alternative Program for Chemically Dependent Nurses.

# An Alternative

*to impairment*

Impairment can cost you  
your job  
and your license.

Don't wait to be reported.

Ask for help.

Ask the Nevada State Board of  
Nursing about its Alternative  
Program for Chemically  
Dependent Nurses.

We help heal the healers.

Nevada State Board of  
**NURSING**

# What is

## *the Alternative Program?*

It is a program for nurses and nursing assistants whose practice may be impaired due to chemical dependency. The goal of this Board-sponsored program is to protect the public by identifying impaired individuals, providing intervention and education, and requiring treatment. It helps heal the healers, giving them the opportunity to take personal responsibility for recovery while being closely monitored through a nonpublic agreement.

# How do people

## *get into the program?*

**STEP 1, Self Report**—Nurses and nursing assistants who are willing to admit that their impairment has led to a violation of the Nurse Practice Act and who are willing to go into treatment may enter the program by reporting their problem directly to the Nevada State Board of Nursing.

**STEP 2, Temporary Surrender of License**—Nurses and nursing assistants must first agree to temporarily surrender their licenses or certificates until they have met their treatment requirements of 180 hours of programming in a board-approved chemical dependency program, and 90 Alcoholics Anonymous/Narcotics Anonymous meetings in 90 days.

**STEP 3, Monitoring**—After they complete their treatment requirements, participants must agree to abide by the terms of a nonpublic monitoring agreement, which includes working under an unmarked, conditional license while complying with an agreement designed to closely monitor their practice while in recovery.

# Who is

## *eligible?*

### **NURSES OR NURSING ASSISTANTS WHO**

- report themselves to the Board, before, rather than after, a complaint is filed,
- are licensed or certified in Nevada,
- abuse alcohol or drugs to the extent their nursing practice has been affected,
- have had no more than one previous treatment episode, and
- sign a voluntary agreement to follow all components of the program.

# Who is not

## *eligible?*

### **A NURSE OR NURSING ASSISTANT WHO**

- has had previous disciplinary action related to impairment from chemical dependency,
- evidence shows, has a long history of diverting drugs, or
- has a complaint pending against him or her regarding diversion or impaired practice.

# Who runs

## *the Alternative Program?*

The Board's compliance coordinator chairs the Board's Disability Advisory Committee, which administers the Alternate Program for Chemically Dependent Nurses. Committee members include professional substance abuse and mental health nurses, and nurses who have recovered from alcohol or drug addiction or have had other life experiences around addictions. The committee

- evaluates whether chemical dependence is impairing a person's nursing practice
- submits recommendations to the Nevada State Board of Nursing, which may be accepted, amended, or rejected
- monitors the recovery progress through scheduled interviews with the nurse or nursing assistant and regular reports from employers, treatment providers, and the nurses themselves

# How do people

## *get more information?*

- CALL toll free 888-590-6726
- WRITE 5011 Meadowood Mall Way, Suite 300, Reno, NV 89502-6547
- REFER to NRS 632.307 of the Nevada Nurse Practice Act