



Haaga-Helia  
ammattikorkeakoulu Oy

## **Substance abuse programme for students**

A programme for preventing the use of alcohol and other substances and intervening in problems related to substance abuse

Updated 12/2023

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## Table of responsibilities

Role	Responsibilities	Contact information/ Additional information
University of Applied Sciences	<ul style="list-style-type: none"> <li>• Have the updated Students Substance Abuse Program.</li> <li>• Support substance free study culture.</li> </ul>	The Student Substance Abuse Program is a prerequisite for drug testing.
Haaga-Helia's well-being services	<ul style="list-style-type: none"> <li>• Study psychologists offer low threshold guidance in substance abuse related matters</li> </ul>	Further evaluation and treatment for substance abuse problems are always provided by health care services
Contact person for substance abuse related matters	<ul style="list-style-type: none"> <li>• Offer low-threshold guidance in substance abuse-related matters.</li> <li>• If needed, they help organize the hearing before drug testing.</li> <li>• To be the contact person or the organizer of the treatment referral discussion.</li> <li>• Update the Students Substance Abuse Program regularly</li> </ul>	Study psychologist Anna Pakkanen, <a href="mailto:anna.pakkanen@haaga-helia.fi">anna.pakkanen@haaga-helia.fi</a>
Student wellbeing committee	<ul style="list-style-type: none"> <li>• Accept the Students Substance Abuse Program</li> </ul>	
FSHS – Finnish Student Health Service	<ul style="list-style-type: none"> <li>• Provide health care services and guidance for students who suffer from substance abuse.</li> <li>• Conduct drug testing.</li> </ul>	<p><a href="#">FSHS: Drug testing based on the SORA legislation</a></p> <p>Nationwide service number: 046 7101073</p> <p>Haaga-Helia's contact person in FSHS: Terveystenhoitaja Viivi Mikkola, <a href="mailto:viivi.mikkola@yths.fi">viivi.mikkola@yths.fi</a> (Only for organizational purposes)</p>

Guidance counsellors and teachers	<ul style="list-style-type: none"> <li>• If any staff member has concerns about a students' substance abuse, they should intervene by discussing the matter with the student and offering guidance to seek help for the situation.</li> <li>• Take actions to organize the drug testing.</li> <li>• Request intoxicated individuals to leave the school premises.</li> </ul>	<p>Regarding drug testing, please check the responsibilities of the Degree Director and the Contact Person for substance abuse-related matters.</p> <p>Security services can assist in asking an intoxicated person to leave the school premises.</p>
Student Union Helga	<ul style="list-style-type: none"> <li>• If any member of Helga has concerns about a students' substance abuse, they should intervene by discussing the matter with the student and offering guidance to seek help for the situation.</li> </ul>	Contact person Rico Martikainen, <a href="mailto:rico.martikainen@haaga-helia.fi">rico.martikainen@haaga-helia.fi</a>
Tutoring	<ul style="list-style-type: none"> <li>• Promote responsible substance use and cultivate a study culture free from substance use.</li> </ul>	Student Union Helga is the organizer if the tutoring
Degree Director	<ul style="list-style-type: none"> <li>• Send students to drug testing when necessary.</li> <li>• Coordinate disciplinary action with the Board of Haaga-Helia.</li> </ul>	
President	<ul style="list-style-type: none"> <li>• Disciplinary actions such as written warnings and suspension from attending tuition.</li> </ul>	
Board of Haaga-Helia University of Applied Sciences	<ul style="list-style-type: none"> <li>• Disciplinary actions such as temporary expulsion.</li> </ul>	

# 1 Introduction

The use of alcohol and other substances can have a significant impact on your performance and well-being at work and studies. It is often difficult to give up habits of substance use adopted as a young adult. This is why students should pay attention to their substance use. Visible signs of a student's substance abuse problem include repeated absences, tardiness, inefficiency and delayed studies. A substance abuse problem often involves other psychological problems that can hinder one's studies and work performance.

In the context of this programme, substances refer to alcohol, drugs and medicinal products used for a narcotic and/or intoxicating effect.

The goal of this substance abuse programme is to:

- support students' ability to study and work,
- improve students' health and wellbeing,
- prevent substance-related harm,
- make intervening in a student's substance abuse problem easier and
- improve referral for treatment.

In addition, the substance abuse programme's long-term goal is to influence students' substance use culture. The programme was developed based on a model created by the National Union of University Students in Finland (SYL) and Finnish Student Health Service (FSHS).

In Haaga-Helia University of Applied Sciences (hereinafter Haaga-Helia or the University of Applied Sciences), the programme will be implemented gradually. The programme emphasizes preventive measures, identification, counselling, and early intervention over disciplinary actions. The programme will be updated and implemented by the substance abuse contact persons and Haaga-Helia's Study wellbeing committee. The legal protection of the people concerned must always be secured. The processing of sensitive information and confidentiality are discussed in chapter 7.



Figure 1: Substance abuse programme process

## **2 Preventative measures**

Haaga-Helia, FSHS and student union form a community that strives to prevent substance-related harm. Each operator has its own role and responsibilities in organizing preventative activities.

### **2.1 Role of Haaga-Helia**

Haaga-Helia endorses a substance-free educational environment and promotes responsible drinking. Haaga-Helia informs students about the substance abuse programme via the student intranet.

#### **2.1.1 Organisation of operations**

Haaga-Helia has the Study Wellbeing Committee, responsible for planning and coordinating the prevention and treatment of substance-related problems at the university. The committee also coordinates the implementation of the substance abuse programme and sets the general practices for handling matters related to substance abuse. The committee consists of representatives of Haaga-Helia (guidance counsellors, vocational special needs teachers, student wellbeing services) and Haaga-Helia's student union Helga. The committee also consults FSHS about this document and the matters related to the topic.

At Haaga-Helia, the contact persons for substance-related matters are the study psychologists. Their job is to help and support staff members in intervening in students' substance abuse. These contact persons organize and represent Haaga-Helia in treatment referral discussions, take part for hearing students for drug testing and help to coordinate drug tests together with Degree Director. They also act as contact persons between Haaga-Helia, FSHS and, if necessary, other treatment units in substance abuse matters.

#### **2.1.2 Role of Haaga-Helia's wellbeing services**

The wellbeing services of Haaga-Helia University of Applied Sciences provide students with low-threshold services regarding any matters, also related to substance abuse and addiction. Students can seek help without a separate referral.

#### **2.1.3 Role of guidance counsellor**

Every student is assigned a guidance counsellor in the beginning of their studies. The guidance counsellor helps the student with matters related to their progress and assists the student in creating their personal study plan. Student counsellors and students see each other in group meetings and can also hold private meetings, if necessary.

Issues related to a student's health, wellbeing and substance abuse may arise during private counselling. Haaga-Helia must support all student counsellors and provide them sufficient training to support their students in such situations.

### **2.2 Role of student health care**

The goal of FSHS is to identify and prevent risky substance use while encouraging a substance-free lifestyle. Health care professionals in student health services address and assess substance use through reception work, such as health check-ups and electronic health surveys.

As part of FSHS's activities, there is OTE work, which involves community work within the student population. Preventive substance abuse work is carried out through events, campaigns, and communication efforts.

Information on the substance use of university students is collected nationally through a student health survey conducted every four years (KOTT, Higher Education Students' Health Study), implemented by Kela and THL.

### **2.3 Role of Student Union Helga**

Student Union Helga support students' sense of community and substance-free student culture with various campaigns and events. Helga does not encourage students to use substances in their events. Substance use is not visible in student associations' communication nor allowed in their premises. Furthermore, Student Union Helga supports prevention work by participating in the Study wellbeing committee's operations and coordinating student tutoring.

#### **2.3.1 Student tutoring**

Students are offered support from the very first day through the efforts of student tutors. Student tutors are peer tutors selected and authorised by the Student Union Helga. The tutors introduce new students to their degree programme, studies, older students, and other university activities. They also guide new students in student association activities and teach them student traditions.

Responsible use of substances is a topic in tutor training. Substance-free alternatives are discussed at student tutor events.



### **3 Identifying substance abuse problems**

Identifying substance abuse problems is difficult because the cases are always individual and complex. People also find the subject very delicate. Substance abuse can cause many kinds of challenges in a student's life and manifest in various ways. The following list of signs is indicative, and substance abuse is not necessarily the reason behind this kind of behaviour. The signs of a student's substance abuse include unexpected and repeated absences, poor study performance, avoidance of professors or other students, suspicious excuses, smell of alcohol, and attending class drunk or hung-over. The most crucial aspect for recognizing substance abuse problem is a confidential and open discussion atmosphere where it is safe to address the issue.

#### **3.1 Role of Haaga-Helia**

Every staff member is aware, within the scope of their professional role, of the opportunity to identify a student's substance abuse problem. In support of identification, the university of applied sciences provides information and support through the substance abuse program about approaches and actions. If a staff member suspects a student has a substance abuse problem and is worried, they should discuss the matter with the student immediately (see 4.1).

#### **3.2 Role of student health care**

The staff of student health care services try to identify potential substance abusers at health examinations and other appointments. Substance use is always investigated with patients who say they suffer from insomnia, anxiety, depression, abdominal complaints, headache and fatigue in the initial interview.

First-year students' health and substance use are surveyed at health examinations and with an electronic health survey the students complete themselves. Based on the survey results, a student is invited to a health check-up if necessary.

A comprehensive health survey is conducted to investigate the student's substance use, life situation and health further. The nurse brings up the subject at the consultation and performs a mini-intervention (see 4.1). In addition, an assessment of the student's need for care is conducted and a treatment plan or referral for treatment is made based on this assessment.

#### **3.3 Role of students and Student Union Helga**

Every student is responsible for their own substance use and can identify their substance abuse problem. Students and Student Union Helga also play a key role in identifying whether their fellow students have substance abuse problems. Fellow students are more likely to notice substance abuse problems at an early stage than staff members or other parties. Students are encouraged to bring up the subject if they suspect their friend has a substance abuse problem (see 4.1).

## **4 Intervention in substance abuse**

The primary ways of tackling a student's worrisome substance use is to intervene in the problem as early as possible and discuss the subject with the student in question. The earlier their substance use is brought up, the easier it is to alleviate substance-related harm. Students should also be encouraged to seek help of their own accord, if they become concerned over their own substance use.

Haaga-Helia may oblige a student to present a drug test certificate on certain grounds. This is decided by the programme director. The preconditions for drug testing set in section 36 of the Universities of Applied Sciences Act (see 4.3) must be established separately case-by-case.

### **4.1 The intervention for substance abuse**

Staff members and students should be offered support in intervening in substance abuse and bringing up substance abuse problems. Substance abuse is not a matter people usually intervene in in university environment. Some members of the community might find discussing substance abuse foreign.

The subject of worrisome substance use can be brought up by the student concerned or a faculty or staff member, student counsellor or fellow student. The main objective of intervening in substance abuse and bringing up the topic is to support the student in their studies. The legal protection of the people concerned must always be secured.

#### **4.1.1 Student as the initiator**

If a student grows concerned over their own substance use, they can contact FSHS. If substance abuse hinders the student's studies, Haaga-Helia's wellbeing services can offer support for referring treatment. See chapter 5.

#### **4.1.2 Guidance counsellor, teacher, or other staff member as the initiator**

If any staff member grows concerned over a student's substance use, they should bring up the subject with the student immediately. Discussions between a professor and a student are confidential.

The staff member must create an open atmosphere for the discussion and take the delicacy of the topic into account. The subject must always be brought up in private. A student's substance use must never be discussed when other people, such as other students, are present. The purpose of the discussion is to show the student that you are worried about their substance use and its impact on their studies and well-being. The discussion is a tool of early intervention, but a follow-up assessment might be necessary within a few months, for example. When discussing the matter with the student, you can encourage them to contact FSHS for a comprehensive assessment. The contact persons for substance-related matters give advice and support for discussing the subject with the student.

If substance abuse hinders the student's studies, referral for treatment should be recommended (see chapter 5).

#### **4.1.3 Contact person for substance-related matters**

Students, guidance counsellors, teachers, and other staff members can contact Haaga-Helia's contact persons for substance-related matters, if a student's substance use causes worry and they need advice and support for intervening in the substance abuse problem.

They act as contact persons between Haaga-Helia, FSHS and, if necessary, treatment units in substance abuse matters. Their duties also include taking part organizing the student's hearing for drug testing and helping Degree Director to coordinate drug tests. Contact persons coordinate and represent the university in discussions on referral for treatment (see 5.1).

#### **4.1.4 Role of student health care**

A student can always contact student health care themselves if they are worried about their own substance use. If a student healthcare professional detects or suspects that a student has a substance abuse problem, they must inquire about the student's current substance use and history, as well as assess their somatic and mental condition.

If the substance abuse problem hinders the student's study performance, the student health care professional shall encourage the student to discuss their studies with their student counsellor and/or the wellbeing services.

Student health care employees are bound by professional confidentiality. Therefore, all patient discussions are completely confidential, and no information is conveyed to Haaga-Helia staff members.

If a student is suspected, due to substance use, to pose a threat to the safety of the academic community or the place of internship, a healthcare professional has the right, without being hindered by confidentiality regulations, to provide the necessary information related to health and functional capacity to the university of applied sciences' rector, persons responsible for internships, and other persons responsible for the safety of the university, in order to ensure the safety of the student's education (see also Chapter 7).

#### **4.1.5 Role of students and Student Union Helga**

If you are worried about the substance use of a fellow student, bring up the subject with them as soon as possible. It is important to tell the student that their substance use concerns others. You can ask for advice, support, and help from a contact person for substance-related matters without revealing the identity of the student concerned. It is recommended to encourage the student to contact FSHS for a more comprehensive assessment.

Student Union Helga can issue a student a warning or ban them because of problem behaviour in connection with the association's activities. A representative of the student association should bring up substance abuse when issuing the warning or banning the student and, if necessary, encourage the student to contact FSHS for an assessment of their situation. All student associations have appointed a harassment contact person who helps in all kinds of difficult situations.

## 4.2 Removing a student from class

According to section 38 of the Universities of Applied Sciences Act, a student who disrupts teaching, behaves threateningly or violently, or endangers the life or health of another person may be ordered to leave the premises where teaching takes place or from an event organised by the university of applied sciences. If a student refuses to leave despite the order of the professor or the party responsible for organising the event, a security guard or the police can be called for help (Haaga-Helia's Crisis Management Guidelines).

The president may issue a warning to a student attending class under the influence of drugs, drink, or medicines. The subject of substance abuse must be brought up with the student concerned immediately after their removal from class or event or as soon as possible.

## 4.3 Drug testing

A university of applied sciences may oblige a student to present a drug test certificate under certain conditions.

A university of applied sciences may oblige the student to present a drug test certificate when there are justifiable grounds to suspect that the student is addicted to drugs or is under the influence of drugs while carrying out practical training or while performing practical tasks relating to studies (Universities of Applied Sciences Act, section 36).

Another precondition is that the testing be necessary for ascertaining the student's functional capacity and the student perform tasks which require special acuity, reliability, independent judgement or good reactions and where working under the influence of drugs or drug addiction:

1. seriously endangers the student's or some other person's life or health;
2. seriously endangers the protection or integrity of data protected by confidentiality provisions; or
3. significantly increases the risk of illicit trafficking or distribution of substances which are in the possession of the university of applied sciences, the education provider or the place of training as specified in paragraph 5 of subsection 1 in section 3 of the Narcotics Act (373/2008) (Universities of Applied Sciences Act, section 36).

If an individual, such as a teacher or internship supervisor, observes signs of substance abuse for the purpose of drug testing, they should complete the form provided in Appendix 1, covering sections 1-9, and submit it to student's Degree Director. They fill in the rest of the Appendix 1. The Degree director also organizes an opportunity for the student to be heard about the reasons and to discuss practical arrangements for the drug test before directing them to the test. If necessary, the substance abuse contact person can assist in the process. During the hearing, the student's consent for the drug test is obtained by completing the form in Appendix 3, which the student signs. This form in Appendix 3 also serves as a commitment to payment for YTHS, as the university covers the costs of the drug test.

Degree director or substance abuse contact person informs YTHS as soon as it becomes mandatory for the student to submit the drug certificate. This ensures that the testing can be

carried out promptly. This is done by making a joint call with the student to the national service number for YTHS's care needs assessment, number 046 710 1073.

The student submits the mentioned forms to FSHS. *Drug testing requests are always handled by the FSHS as a matter of urgency. The student will be given an appointment with the healthcare team's public health nurse or general practitioner to get a referral for drug testing. The necessary sample will be taken promptly by the laboratory.*

*The student must provide a photo ID both at the appointment and at the laboratory prior to giving a sample. Alternatively, the student may bring along a representative from the educational institution who can confirm the identity.*

*Having obtained the test results, a physician at the FSHS familiar with drug testing will provide the student with a drug testing certificate. The student must submit the certificate to the educational institution concerned. Institutions of higher education have no legal right to obtain such certificates direct from the FSHS. (Direct reference from the web page of FSHS)*

The university covers the costs of testing and any travel expenses. If necessary, the university may also obtain drug testing from service providers other than student health services.

Blood or urine samples are provided in supervised, controlled conditions following the guidelines of the Ministry of Social Affairs and Health for workplace drug testing. The test results are interpreted by a healthcare unit independent of the university. The student has the right to receive the test results in writing. The student must submit the certificate from the testing to the program director within a reasonable time, usually set at 35 days.

Refusal to undergo drug testing, as required by Section 36 of the Universities of Applied Sciences Act, will lead to further actions (see Chapter 6).

## **5 Referral for treatment**

A student will be referred for treatment if the preventative measures or discussions on substance abuse do not suffice.

### **5.1 Referral procedure**

Haaga-Helia's student wellbeing services, substance abuse contact person and FSHS, are responsible for referring students for treatment. The student also plays an active role in the treatment coordination process. If a worker from the well-being services or from FSHS becomes aware of a student's substance abuse issue through reception work, they guide the student, if necessary, to seek further treatment without a treatment coordination consultation.

FSHS can arrange a student health consultation where, with the student's permission, a representative from FSHS contacts Haaga-Helia. The goal is to support the student's health and academic ability through interdisciplinary collaboration. The individuals from the educational institution participating in the consultation are those whom the student deems necessary to be present. Thus, there is always a representative from YTHS, the student, and a representative from Haaga-Helia present at the student health consultation

#### **5.1.1 Student seeking care unprompted**

A student with substance abuse problems can seek initial care at the student health care services. If a student requires more urgent assistance or professional help beyond the level of what FSHS offers, they will be directed to public healthcare services.

Haaga-Helia's wellbeing services also provide referral consultation for students.

#### **5.1.2 Treatment referral discussion**

If substance abuse has significantly impacted a student's study performance, endangered safety or seriously endangered the student's health, or the student seems to have a drug addiction, the substance abuse contact person will organise a discussion on referral for treatment.

The necessary background information is collected for the discussion and the participants are sent a written invitation that contains the names of the participants and the goal of the discussion. All the necessary persons should be invited to the discussion. 1) The student, 2) a representative of student health care or substance abuse contact person, 3) a representative of Haaga-Helia and, if necessary, 4) a support person for the student must always participate in the discussion.

To make the referral for treatment faster, the student should contact the student health care services or Haaga-Helia's substance abuse contact person for an assessment of the situation and treatment plan before the discussion. All consultations are confidential, and the discussed matters are not brought up in the referral discussion without the student's consent.

## **5.2 Treatment options**

The student is directed to FSHS for an assessment of their treatment needs, after which the responsibility for treatment lies with FSHS. Based on the assessment of treatment needs, FSHS creates its own treatment plan, guiding the student to necessary follow-up care or implementing and monitoring the progress of treatment within FSHS services. FSHS provides healthcare at the level of basic services for substance abuse problems. If the student's well-being requires more immediate healthcare assistance, they are directed to public healthcare services.

## **5.3 Studies during treatment**

Studying during treatment depends on the student's study ability. The usual presence and absence practices are observed. The student can make study arrangements together with their guidance counsellor and/or the substance abuse contact person.

## **6 Substance abuse problem and its consequences**

According to the Universities of Applied Sciences Act, a university of applied sciences can apply the following disciplinary actions: remove a student from class, suspend them from attending tuition for a maximum of three days, issue them a written warning or suspend them for a determined period. A university of applied sciences may also revoke the student's right to study under conditions specified in the SORA body of legislation (531/2017, 932/2014 and 558/2009).

### **6.1 Removal from class**

According to section 38 of the Universities of Applied Sciences Act, a student who disrupts teaching, behaves threateningly or violently or endangers the life or health of another person may be ordered to leave the premises where teaching takes place or from an event organised by the university of applied sciences. It is recommended that when a student must be removed from class due to substance use, the matter is discussed with the student afterwards and a contact person for substance-related matters is notified of the case. The contact person will arrange a treatment referral discussion, if necessary.

### **6.2 Suspension from attending tuition**

According to section 38 of the Universities of Applied Sciences Act, a student may be suspended from attending tuition for a maximum of three days where there is a risk that the safety of another student or a person working in the university of applied sciences or some other teaching facility is threatened as a result of the student's threatening or violent behaviour or where the disruptive conduct of the student makes teaching and associated activities unduly difficult.

### **6.3 Written warning and temporary expulsion**

A student may be issued a written caution if they disrupt teaching, behave threateningly or violently, act under false pretences or otherwise cause disorder at the university of applied sciences, refuses to present the drug test certificate or has used narcotics (Universities of Applied Sciences Act, section 38). The decision to give a student a written warning is made by the president of the university of applied sciences.

If the student's deed or negligence is serious in nature or if the student continues to behave inappropriately after having been cautioned, they may be suspended from the university of applied sciences for a fixed period of one year at most. The decision is made by the board of the university of applied sciences.

### **6.4 Revocation of the right to study**

Where the studies impose demands on the safety of minors or patient or client safety, the university of applied sciences may revoke the right to study where:



- 1) The student, by repeatedly or seriously endangering the health or safety of another person, has proven to be manifestly unsuitable to perform practical assignments or practical training relating to studies;
- 2) It is evident that the student does not fulfil the prerequisites for admission referred to in section 26(1) in regard of their state of health or functional capacity; or
- 3) At the application stage, the student has concealed a decision to revoke the right to study referred to in section 26(2) which could have prevented his or her admission as a student.

Where the studies or practical training relating to studies substantially require work with minors, the university of applied sciences may revoke the right to study where necessary in order to protect minors, or if the student has been sentenced for a crime referred to in the Criminal Code ([39/1889](#)) [Chapter 17](#), section 18, 18a or 19, Chapter 20, Chapter 21, sections 1–3 or 6, Chapter 31, section 2, or Chapter 50, sections 1, 2, 3, 4 or 4a.

Before revoking the right to study, the university of applied sciences, together with the student, must explore the student's possibilities to apply for some other form of education. With their consent, the student may be transferred to other studies in the university of applied sciences where they fulfil the admission prerequisites.

Further provisions on the studies governed by this section are issued by government decree.

## 7 Processing of sensitive material and confidentiality

The processing of personal data shall be subject to the Data Protection Act 5.12.2018 ([1050/2018](#)).

*Personal data* means any information on a private individual and any information on their personal characteristics or personal circumstances, where these are identifiable as concerning them or the members of their family or household. Personal data are deemed to be sensitive, if they relate to or are intended to relate to the state of health, illness or handicap of a person or the treatment or other comparable measures directed at the person.

Processing of personal data – collection, recording, organization, use, transfer, disclosure, storage, manipulation, combination, protection, deletion and erasure of personal data –is prohibited without a basis provided by an Act or the consent of the person concerned.

Information relating to an applicant's and a student's state of health, referred to in sections 27 and 34–36, may be handled only by those who prepare or make decisions on admission, revocation or reinstatement of the right to study, or on disciplinary action or by those who issue statements on these matters.

Information on the student in the criminal register about matters referred to in section 33(2) may be handled only by those who prepare or make decisions on the revocation of the right to study.

The university of applied sciences must specify the tasks which involve the handling of sensitive materials.

The university of applied sciences must store the sensitive materials separately from other personal data. The sensitive materials must be removed from the register immediately when there no longer is any statutory reason to store them and at the latest within four years of the date on which they were entered in the register.

## References

This document is based on the model for substance abuse program made by FSHS and SYL

Ammattikorkeakoululaki (14.11.2014/932) ja tietosuojalakia ([150/2018](#))

SORA-lainsäädännön toimeenpano terveydenhuollossa. Ratkaisuja opiskeluun soveltumattomuuteen. Luettavissa:

chrome-extensi-  
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Haaga-Helia, valid from 1.8.2023. Degree regulations. Online source: <https://www.haaga-helia.fi/en/study/norms-be-observed-and-appeal-proceedings>. Referenced 28.11.2023.

Haaga-Helia's safety guidelines. Online source: <https://haagahelia.sharepoint.com/sites/Korkeakoulumme/SitePages/en/Turvallisuus-ja-kriisitoimintaohje.aspx> . Referenced 28.11.2023.

FSHS: Drug testing based on the SORA legislation. Online source: <https://www.yths.fi/en/services/community-health/drug-testing-based-on-the-sora-legislation/> . Referenced 28.11.2023.

Kela: Sickness and incapacity for work. Online source: <https://www.kela.fi/eligibility-sickness> . Referenced 28.11.2023.

## **List of appendixes**

Appendix 1 Data disclosure for healthcare purposes

Appendix 2 Payment commitment