1. What is CANDO?

_CANDO is the Board of Nursing’s non-disciplinary, confidential monitoring program for substance dependent nurses who meet the eligibility/admission criteria into CANDO. It is an alternative to discipline program with defined criteria._

2. What does CANDO stand for?

_Chemically Addicted Nurses Diversion Option_

3. How do nurses get referred to the CANDO Program?

- Self Referral
- Complaint, pre-investigation
  - Employer
  - Colleague
  - Patient
  - Healthcare Provider
  - Pharmacy
  - Law enforcement or other regulatory agency
- Licensure application process
- Other

4. What is the purpose/intent of CANDO?

_To protect the health, safety and welfare of the public through the early detection, treatment and monitoring of substance dependent nurses._

5. What are the eligibility requirements for entry into CANDO?

- Nursing licensure in the State of Arizona
- Self acknowledges substance abuse/dependence
- Voluntarily agrees to participate and enter into CANDO stipulated agreement prior to the initiation of an investigation
- Has not caused harm to a patient/other
- Has not trafficked in illegal drugs or diverted drugs for the distribution or sale to others
- Has not had licensure discipline by any state board
7. **What are the components of the CANDO Agreement?**

- Minimum three years monitoring
- Chemical dependency treatment and aftercare
- AA/NA (12 Step) attendance
- Peer support group attendance
- Random drug screening
- Abstain from all potentially addicting drugs, including alcohol
- Notification of nursing employer and school of nursing
- Nursing practice restrictions
- Supervised practice
- Medical Care Provider Notification and Involvement

8. **Why is the CANDO Agreement a three year Agreement?**

   Chemical Dependency is a disease where relapse is common. Research supports that the risk of relapse reduces with increased time in sobriety and recovery. In an effort to develop a strong recovery foundation and ensure patient public safety, licensees in CANDO must demonstrate a minimum of three years of recovery.

9. **Do other states have a similar program from chemically dependent nurses?**

   Yes, approximately 80% of Boards of Nursing have similar programs and other states in the process of obtaining statutory approval for implementing a diversion/alternative to discipline program for chemically dependent nurses.

10. **How do I find out more about CANDO?**

    By calling the Arizona State Board of Nursing’s CANDO Program at (602) 771-7865.