



DRUG TESTING POLICY

Revision Date: May 2020

PURPOSE:

The School of Health Sciences recognizes its responsibility to endeavor to provide a safe, efficient academic environment for students and to cooperate with clinical agencies in providing for the safe and effective care of their patients during clinical experiences.

POLICY:

All students who have been accepted into and/or are enrolled in programs in the School of Health Sciences must successfully pass a 10-panel urine drug test as a condition of admission/participation in the program. A required State vendor specializing in drug testing will be employed by the College to conduct the drug testing. Students are responsible for pre-admission testing cost. Drug tests conducted prior to this request will not be accepted and must be repeated.

Following the initial drug test students may be subject to random drug testing for reasonable suspicion. The expense of random drug tests will be at the expense of the College. Students who display reasonable suspicion will immediately be removed from the education experience and required to submit to an immediate drug testing.

Factors which may indicate reasonable suspicion for drug testing include but are not limited to:

- Contributing to a clinical or lab accident
- Possession of drug paraphernalia
- Unexplained abnormal or erratic behavior
- Arrest or conviction for drug related offenses
- Observance of drug or alcohol use
- Odor of alcohol
- Other behavior that gives reasonable suspicion

PROCEDURE:

1. Students will receive a link through their GTC student email account to set up drug testing through the required State vendor. The test date and collection of specimen must be within five business days of the email being sent. Students will receive an

order confirmation page (Donor pass) to provide to the collector by either printed copy or via smart phone.

2. Tests will be conducted by the required State vendor in accordance with established methods and procedures. The 10-panel drug test shall screen for the use of drugs whose use is either illegal, or which are prone to abuse. A Medical Review Officer will review all positive findings.
3. Initial drug tests must be completed prior to the first day of class into a student's respective program.
4. The Dean's office for the School of Health Sciences receives results for all drug tests.
5. Students receiving negative drug tests or positive drug tests as a result of prescribed medications taken in accordance with prescription guidelines will be permitted.
6. Students testing positive for illegal substances or non-prescribed legal substances will be dismissed from the program.
7. A refusal to test or to produce the requested sample will be treated as if the test results was positive and the student will be dismissed from the program.
8. Failure to show to scheduled appointment is considered a failure of the drug test and student will be dismissed from the program.

Medical Review Officer and the Verification Process

A Medical Review Officer (MRO) is a licensed physician responsible for receiving and reviewing laboratory results generated by drug testing and evaluating medical explanations for certain drug test results. The MRO's evaluation and determination of all drug test results will be accepted by the School of Health Sciences as the definitive result.

If the drug test result is positive, the MRO will attempt to reach the student three times regarding the medical explanation for the positive test result, such as prescribed medications, over-the-counter drugs, etc. If the student does not respond, the MRO notifies the School of Health Sciences who will then attempt to contact the student to provide contact information for the MRO. If there is no contact back to the MRO by the student, the determination will be positive-no contact and the student will be dismissed from their program of study.

If the student does not provide proof of a legitimate medical explanation for the positive test to the MRO, the determination will be positive and the student will be dismissed from their program of study.

If the MRO validates the medical explanation for the result, the determination will be negative.

Reapplication after Removal from Program of Study

Students removed from any program of study for drug related issues are not eligible to reapply and may not reapply to any School of Health Sciences program for 6 months. Before being considered for re-entry into a program within the School of Health Sciences, the student must provide documentation of receiving an assessment to determine the most appropriate level of care, and complying with an individualized treatment plan, both provided through a state-licensed and nationally accredited alcohol and drug abuse service provider approved by the Dean's office.

Confidentiality of Records

All drug testing results will be received in confidence and shall not be disclosed to third parties unless law requires disclosure, the information is needed by appropriate school officials to perform their job functions, disclosure is needed to override public health and safety concerns, or the student has consented in writing to the release of information. The School of Health Sciences and the College shall have the right to use and disclose the results of drug testing required by this policy in connection with internal academic purposes and in connection with the defense of any student grievance and any claims filed by a student, or by his/her representative, in any court of law or with any state or federal administrative agency.