

**CALHOUN COMMUNITY COLLEGE
ALLIED HEALTH DEPARTMENT**

Policy on Drug Testing of Students

Calhoun Community College supports the concept of a Drug Free Workplace and prohibits the unlawful manufacture, distribution, possession, or use of a controlled substance on any property owned, leased or controlled by the college or during any activity conducted, sponsored, authorized by or on behalf of Calhoun Community College. The college prohibits any form of on-campus (or campus affiliated) use and/or possession of illegal drugs, drug paraphernalia, or alcoholic beverage by students, which is in direct violation of local, state, and federal law. Students found to be involved in any of these activities are subject to disciplinary action.

Education of Health Professional students at Calhoun Community College requires collaboration between the college and clinical agencies. Education of many of these students cannot be complete without a quality clinical education component, generally referred to as a clinical rotation. The college shares an obligation with the contracted clinical facility to protect the facility's patients to the extent reasonably possible from harm due to students who are under the influence of illegal drugs while in the clinical facility. Contracted clinical facilities require that Calhoun Community College obtains a negative drug screen on each student prior to that student arriving at clinical facility for his/her clinical rotation.

Calhoun Community College wishes to ensure that the health and safety of students and patients are not compromised and that clinical affiliation agreements exist to provide students with quality clinical education experiences. Therefore, it is the policy of Calhoun Community College that students enrolling in Allied Health courses including, but not limited to, Clinical Laboratory Technology, Emergency Medical Services, Phlebotomy, and Surgical Technology, submit to drug testing. This policy only authorizes drug testing of students who voluntarily choose to enroll in Allied Health Department courses that require clinical rotations.

GUIDELINES FOR DRUG TESTING

I. PERSONS TO BE TESTED

Any student who is enrolled in any Calhoun Community College Allied Health course that requires a clinical rotation at a contracted healthcare facility will be required to submit to initial drug testing prior to the first clinical rotation and annually thereafter.

II. TYPES OF TESTS TO BE PERFORMED

- A. Drug testing will occur prior to scheduling of clinical rotation and annually thereafter. Only drug tests conducted by college authorized agencies will be accepted. Cost of drug testing will be paid by the student directly to the drug screen provider as directed by the College. Drug tests will be performed on random urine samples.
 - B. In addition to annual drug testing, further testing may be required of the student for cause or at random intervals and may be either announced or unannounced. This testing will be required at the discretion of the college or the clinical agency. Cost of the drug testing will be the responsibility of the student.
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III. DRUGS TO BE TESTED

All students will be tested for the following drug categories: amphetamines/methamphetamines, barbiturates, benzodiazepines, cocaine and metabolites, marijuana metabolites, opiates, phencyclidine, and propoxyphene. This list of tested drugs is subject to change. Testing for additional substances may occur based on clinical affiliation agreement requirements.

IV. CONSENT TO DRUG TESTING

A. The student must provide written consent to provide specimens for the purpose of analysis. If the student is under eighteen (18) years of age, the student's parent or legal guardian must sign the drug testing consent form in addition to the student. The signed consent must be returned to the program director or course instructor.

B. The signed consent form will be maintained in the student permanent record.

C. Students have the right to refuse to consent to drug testing. However, students who decline will be refused access to clinical education facilities and will be unable to achieve the required clinical experience. Refusal to submit to drug testing will render the student unable to meet the clinical rotation requirement of the Allied Health program or course. A grade of "F" will be recorded for the course(s) if the student does not officially withdraw.

V. Drug Screening Procedure

A. The student will be provided with an instructional sheet that will provide details on drug screen vendor chosen by Calhoun community College Allied Health Department.

B. This form will include directions to drug screen vendor, payment instructions, and procedural information.

C. The drug screen vendor will: require student identification with current photograph; require a signed authorization for testing and release of records; and perform specimen validity check, testing, and reporting in accordance with their policies and the policies of Calhoun Community College Allied Health Department. These policies are available for student review upon request.

VI. MEDICAL REVIEW OF POSITIVE DRUG TEST RESULTS

A. All specimens identified as positive on the initial test shall be confirmed by the testing laboratory at no additional charge to the student. Any positive test result will be reviewed by the vendor's Medical Review Officer (MRO).

B. A Medical Review Officer, who shall be a licensed physician with knowledge of substance abuse disorders, shall review and interpret positive test results. The MRO shall:

1. Examine alternate medical explanations for any positive test results. This action may include conducting a medical interview and review of the student's medical history or review of any other relevant biomedical factors.

2. Review all medical records made available by the tested student when a confirmed positive test could have resulted from legally prescribed medication. Prior to making a final decision on the results of the confirmed positive test, the MRO shall give the student an opportunity to discuss the results. The MRO may contact the student directly to discuss the results of the test.

VII. REPORTING OF DRUG TEST RESULTS

A. Written notification indicating either a "Negative" drug screen or "Further Testing Required" shall be provided by the drug screen vendor to the Allied Health Department at Calhoun Community College as soon as possible following initial testing. As further testing is completed, a report of "Negative" or "Confirmed Positive" Test results shall be provided by the drug screen vendor to the Allied Health Department at Calhoun Community College. Test results will not be released to any individual who has not been authorized to receive such results. Students shall not be allowed to hand deliver any test results to college representatives. Notification of drug screening results can only be delivered in a manner that insures the integrity, accuracy and confidentiality of the information.

B. Results of students drug screens will be kept in the student file. They may be provided to a contracted clinical facility upon request.

VIII. CONSEQUENCES FOR A CONFIRMED POSITIVE DRUG TESTING OR REFUSAL TO BE TESTED

A. **Confirmed Positive Test:** A student with a confirmed positive drug test will be ineligible to complete the required clinical rotation. Consequently, the student will receive a grade of "F" if the student does not officially withdraw.

B. **Refusal to be Tested:** A student's refusal at any point to be tested for drugs will result in ineligibility to complete the required clinical rotation. Consequently, the student will receive a grade of "F" if the student does not officially withdraw. The program director shall be notified of any refusal to be tested.

Results of any student's background screen will be shared only on a need to know basis with the exception of legal, disciplinary or appeal actions which require access to the results.