



Covey College of Allied Health Professions Drug Testing Policy for Students in Programs with Clinical Education Requirements

Clinical programs in the PCCCAHP are required to verify that students have met all requirements of a healthcare site prior to the student beginning clinical education activities in the clinical facility. As such, students in clinical programs in the PCCCAHP are required to provide negative drug test results to their program prior to matriculation into the program and prior to beginning clinical education activities. Additionally, students may be asked to submit drug test results if, in the sole discretion of the PCCCAHP, behavior warrants or if the student self-reports illegal substance use or abuse to the PCCCAHP.

Some programs and clinical training facilities may require submission of negative drug test results on an annual basis or as requested, in accordance with the facility's policies. Students in these programs are required to provide negative drug test results as requested by the clinical training facility and as requested by their program. The financial responsibility of all drug testing will be borne by the student.

Positive drug test results at any point during the academic/clinical training program may create difficulty in securing clinical education opportunities during the program of study and may be detrimental to future professional licensure, certification, and/or employment.

PRIOR to MATRICULATION

Prior to matriculation into any clinical program in the PCCCAHP, students are required to submit negative drug test results following the process outlined in their specific program policies. Submission of positive drug test results prior to matriculation will result in revocation of the student's admittance into the program, with the opportunity to reapply for the program in the next admissions cycle. All drug tests scheduled and/or taken after the student has accepted their offer of admission to the program must be submitted to the program using the platform(s)/application(s) required by the program.

DURING the PROGRAM

During clinical training experiences, students will be subjected to the same rules and regulations that apply to all employees at the clinical site. Therefore, students will be required to submit negative drug test results prior to beginning clinical education activities, and as needed to meet requirements for placement in the clinical setting.

All drug test results (e.g., scheduled and canceled, completed, inconclusive, negative, and positive results) must be submitted to the program, using all platforms required by the program (i.e. CastleBranch, Prism, etc).

Because positive test results may impact the availability of sites for clinical rotations, the student's graduation timeline may be extended if drug tests are scheduled and later canceled or if the student tests positive for illegal drugs while in the program.



In addition to drug testing that may be required by the clinical site, additional drug/alcohol testing for any student enrolled in a clinical program can be requested at any time by the department chair in consultation with an administrator in the PCCCAHP under the following circumstances:

- 1) There is reasonable cause to suspect that the student is impaired, in violation of the University policy to maintain a drug-free environment,
- 2) The student displays behaviors that, in the sole discretion of the PCCCAHP, suggests the use of drugs and/or alcohol, including, but not limited to:
 - a. Direct observation of drug/alcohol use and/or physical symptoms and/or manifestations of being under the influence of a drug/alcohol.
 - b. Erratic behavior, slurred speech, staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, smell of alcohol or illegal substances, sleeping in the academic or clinical setting, and/or deterioration of work performance.
 - c. Information that a student has caused or contributed to an accident that resulted in injury to him/herself or others, requiring treatment by a licensed healthcare professional.
 - d. Arrest on a charge related to drug, alcohol, or controlled substance offenses.
- 3) A credible, non-anonymous report, in the PCCCAHP's sole discretion, is made regarding specific knowledge of the student's use and/or abuse of illegal substances, selling and/or dealing illegal substances, or abuse of alcohol,
- 4) The student is involved in a class- or clinic-related accident or incident that could have, in the sole discretion of the PCCCAHP, endangered the health or safety of another person or the student,
- 5) The student is included in a random testing to ensure compliance by students with this policy,
- 6) The student self-reports substance use or abuse.

If the request is made by a supervisor at the clinical site, the supervisor should follow the same rules that apply to other employees in that facility and the student is required to report the supervisor's request for drug testing and/or suspension of clinical education at the site to the program.

The cost of all drug testing will be borne by the student.

Suspension of academic/clinical activities when drug testing is required based on behavioral concerns or self-report

A student who is tested because he or she appears to be impaired, displays behavior consistent with impaired functioning, or voluntarily admits to having a substance use/abuse problem will not be allowed to continue in classes and clinical rotations and will be placed on suspension from the point of notification until drug test results are received. A student may appeal such an interim suspension in writing to the Dean of the PCCCAHP, whose decision shall be final, pending results of the drug test. Notification of intent to drug test may consist of a telephone call or a letter received via mail or email. Refusal by a student to submit to drug testing will result in the student's dismissal from the program in the PCCCAHP.



Positive drug test results:

First confirmed positive - A student testing positive for the use of illegal drug(s) will be suspended from class and clinical activities until he/she provides documentation proving: 1) that the subject drug(s) were currently prescribed in the student's name prior to the administration of the drug test, or 2) successful completion of an approved substance use assessment and rehabilitation treatment program. Engaging additional University resources (e.g. the USA behavioral assessment team USA Counseling and Wellness Center, etc.), may be required by the program and PCCCAHP administration as deemed necessary. Clinical sites may deny a student with a history of positive drug test result(s) the opportunity to obtain clinical experience in their facility. Because positive test results may impact the availability of sites for clinical rotations, the student's graduation timeline may be extended if drug tests are scheduled and later canceled or if the student tests positive for illegal drugs while in the program.

Second confirmed positive - A second confirmed positive test for use of illegal drug(s) will result in permanent dismissal from the program. Students may appeal dismissal to the Dean of the Pat Capps Covey College of Allied Health Professions.

Readmission after Positive Drug Test Results

A student whose admission is withdrawn or who is dismissed from their program in the PCCCAHP due to a positive drug test may be considered for readmission if the following conditions are met:

- Completion of an approved substance use assessment and rehabilitation treatment program. Upon completion of the program, the student must submit a letter signed by a healthcare provider at the rehabilitation program or provide verification in a manner acceptable to USA.
- Submission to a drug test prior to readmission. This drug test will be at the student's expense and a positive finding will result in permanent dismissal from the program.
- Submission to random drug tests as requested by the PCCCAHP after readmission to the professional component.

The student will submit their request for readmission, documentation of completion of an approved assessment and rehabilitation treatment program, negative drug test results, and a narrative to the department chair of their respective program. The department chair will inform the Dean's Office of the student's request, and the department chair will then assemble a faculty committee of at least three (3) departmental faculty members to review the submitted documentation. The faculty committee will decide, by a majority vote, whether the student should be readmitted into the program. The department chair will notify the student and the Dean's Office. There is no appeal from this decision.

Since every program admits only a limited number of students, readmission of a student following positive drug test results and subsequent rehabilitation will depend on the existence of an available seat to continue his or her professional training and a determination that this student is the best candidate for that opening.

Students who are readmitted to the program and have a subsequent confirmed positive drug test will be dismissed from the program.