**DRUG SCREENING POLICY**

**UNIVERSITY OF MISSOURI – KANSAS CITY**

**HEALTH SCIENCE SCHOOLS**

**POLICY**: This policy applies to students enrolled or entering an educational program at the University of Missouri – Kansas City Health Science Schools (hereafter “HS Schools”) that includes, or may include at a future date, assignment and work in a clinical health care setting. Students at the following Schools are subject to this policy: Schools of Dentistry, Nursing, and Health Sciences, Medicine and Pharmacy (each hereafter “HS School). The HS Schools acknowledge the trust placed in our Schools, in the delivery of health care services by students to the community and public, to provide a safe environment for those receiving such health care services.

**PROCEDURE**: Effective as of the date of this Policy and if required by the HS School, individuals enrolled in programs at that HS School must submit to and satisfactorily pass a drug screening prior to engaging in any work in a clinical health care setting. Students who refuse to submit to the required drug screening will not be allowed to participate in any training or work in a clinical health care setting, and may be subject to dismissal from the academic program.

The Drug Screening Test will be conducted at an approved laboratory designated by the applicable HS School, and the resulting laboratory report will be provided directly to the Assistant/ Associate Dean for Student Affairs or his/her designee. Results from a laboratory other than the one designated by the HS School will not be accepted. Students will be required to contact the designated laboratory and comply with all instructions in authorizing and obtaining the drug screening. The student must also complete all releases required for the HS School to receive the laboratory report. Students are responsible for payment of any fees charged by the designated laboratory to supply this service.

**TESTS REQUIRED**: Students will be tested with a 10 panel plus alcohol test, checking for:

1. Amphetamines
2. Marijuana
3. Cocaine
4. Opiates
5. Phencyclidine
6. Barbiturates
7. Benzodiazepines
8. Methadone
9. Propoxyphene
10. Methaqualone
11. Alcohol

**REVIEW OF RESULTS**:

*Positive Drug Screen*: If a student has a positive drug screen, he/she will not be permitted to participate in any work or rotation at a clinical health care facility. That student shall be referred to the HS School’s Assistant/ Associate Dean for Student Affairs or his/her designee for review and appropriate dispensation under applicable policies and procedures at the HS School. A student testing positive may be permitted to remain in lecture courses while his/her case is under consideration by the HS School.

*Drug Screen Result other than Positive or Negative*: If the student’s drug screen results in a result that is neither positive nor negative, then the test must be repeated (at the students’ expense). A test result that is neither positive nor negative includes but is not limited to a Negative Dilute, Positive Dilute, Positive No Contact, or Cancelled.

**FOR CAUSE TESTING**: Each HS School may require a student to submit to drug and/or alcohol testing “for cause” based upon a reasonable suspicion of the unauthorized use or abuse of drugs or other substances on campus or at any health care setting. Reasonable suspicion may be based upon but is not limited to the following:

* direct observation of unauthorized use or possession of drugs or alcohol on campus or in a health care setting;
* a pattern of abnormal or erratic behavior consistent with unauthorized use of alcohol or drugs on campus or in a health care setting;
* observation of physical symptoms indicative of the unauthorized use of drugs or alcohol on campus or in a health care setting;
* Arrest or conviction for a drug or alcohol related offense;

All persons reporting activities or behavior that causes a suspicion of unauthorized use or abuse of drugs of alcohol under this Policy shall document the exact reason(s) for these suspicions, including relevant details such as date, location, witnesses present, and the symptoms or actions of the student. All such reports shall be made to the Assistant/ Associate Dean for Student Affairs or his/her designee, who will conduct an immediate investigation of the reported activities or behavior, including obtaining corroborating statements from other administrators, faculty, employees or witnesses where reasonably possible. The Assistant/Associate Dean for Student Affairs or his/her designee shall determine, based on their investigation, whether cause exists to request a drug test.

All results of any such test shall be provided to the Assistant/ Associate Dean for Student Affairs or his/her designee. Until the results of the drug test are received, the student may be suspended from all training or activities involving clinical work, laboratory work or patient contact; the student may be permitted to continue participating in lectures. However, the Assistant/ Associate Dean for Student Affairs or his/her designee retains sole discretion to suspend the student from all activities if the continued participation of the student in such activities presents a danger to the personal safety or threatens the health and welfare of the individual, patients/ clients, students, faculty and/or staff of the School.

**PROCEDURE**: When a determination to test for cause has been made, the student will be asked to submit to a drug test. The student will be transported to the designated testing laboratory for collection of a breath alcohol or urine and/or blood sample to test for drugs and/or alcohol. The student may request that a blood sample be collected in addition to a urine sample. Testing cost will be borne by the HS School, and testing will be done in accordance with standard testing procedure. If a specific drug is suspected to have been used or abused, the School may request a test be performed for that specific drug at the School’s cost.

**APPEAL AND RETESTING**: All students may appeal a positive test result by submitting a written request **for a second test** to Assistant/ Associate Dean for Student Affairs or his/her designee within five (5) business days after being informed of the positive test result. The student has the right to have a second test performed on the original specimen at a SAMHSA certified laboratory of his/her choice and all expenses of such retest will be borne by the student. The specimen transfer between laboratories will follow standard protocol. The results of this second test must be submitted directly to the Assistant/ Associate Dean for Student Affairs or his/her designee by the laboratory, who may then either accept the second test results, or at the School’s expense, have a third test performed on the original specimen at a SAMHSA certified laboratory of the School’s choice, with all expenses of this third test to be borne by the School. The specimen transfer between laboratories will follow standard protocol. The results of the third test will be the final test performed and will be determinative of the issue.

**DISCIPLINARY ACTIONS**: Any student who **has a positive result on** ~~fails~~ an alcohol or drug test will be subject to disciplinary sanctions and a disciplinary hearing in accordance with the Student Conduct Code of the HS School. (**Each HS school should check their policies to make sure they have a policy in place saying not ok to be impaired so can take action when positive test).**

**REFUSAL TO CONSENT TO TESTING**: Any student who refuses to consent to a “for cause” alcohol or drug test or fails to provide an adequate specimen may be subject to discipline up to and including dismissal.

**CONFIDENTIALITY**: Every effort will be made to keep the results of alcohol and drug tests confidential. However, the HS School retains the right to notify University officials and officials at clinical affiliation sites who have a need to know such results, and the results may be used for administrative hearings and court cases, and may be sent to state and/or federal agencies as required by applicable law.