Creighton University
Health Sciences Schools
Drug and Alcohol Testing Policy and Procedure

PURPOSE: To assure the safety and well-being of patients, students, faculty and staff in the clinical and academic environments and to attest to clinical agencies the students’ eligibility to participate in the Health Sciences Schools’ clinical activities.

SCOPE: This policy applies to all undergraduate and graduate students in the Creighton University Health Sciences Schools.

POLICY:
1. **Drug and alcohol testing will be conducted as a condition of enrollment for admitted Health Sciences students to participate in clinical courses.** Enrollment in clinical courses and placement in clinical agencies are contingent upon successful completion of the drug and alcohol testing and the absence of positive results. In addition, results of this investigation may affect candidacy for the licensure examination and licensure to practice as a health care professional. Any student who is required to take a drug test in this instance will sign a release authorizing that the results of the drug test be shared with the Health Science School in which he or she is enrolled.
2. In addition to being required to take a drug test prior to participating in clinical training, **students may be asked to take a drug or alcohol test under school specific guidelines set forth in the school’s handbook or policies, or if there is a reasonable suspicion that the student is impaired.** The school may designate specific testing for certain drugs or alcohol.

Confidentiality: The handling of all records and subject information will be strictly confidential and revealed only to those required to have access. Any breach of confidentiality will be considered serious and appropriate disciplinary action will be taken. Drug and alcohol testing records will be stored for three (3) years after the student leaves Creighton University and will then be shredded.

PROCEDURES:
**Permission to Conduct the Drug and Alcohol Testing.** Any student who is required to take a drug or alcohol test in this instance will sign a release authorizing that the results of the test be shared with the Health Science School in which he or she is enrolled. In the case of minors, the parental permission will be sought.

**Outcome of the Drug and Alcohol Testing.**
1. In any case where a drug or alcohol test reveals negative results, no action is taken.
2. In any case where a drug or alcohol test is performed, if the test has positive results:
   a. The Medical Review Officer (MRO) will question the student regarding prescription and over-the-counter drug use to validate the reason for the positive result.
b. The student will be immediately removed from all patient care, subject to section c below.

c. If the student is able to present satisfactory evidence of the reason for the positive result to the course instructor, the clinical education coordinator, or other designated member of the School’s administration, the course instructor or other designated School official may permit the student to continue to have patient care responsibilities while the matter is being considered by the committee described in section e below. (In cases where the test is performed before a student is permitted to begin an off-site clinical training activity, the clinical site, not the School, will make the decision as to whether the student may participate in the clinical training).

d. If the test was performed prior to the student’s participation in clinical training, as described in policy section 1 above, then the student may request that the same sample be retested at a certified lab of their choice. If the student chooses to seek retesting, he or she must authorize the certified lab to send the results of the retesting directly to the school. The costs for any retesting will be the student’s responsibility. The student must make any request for retesting within three (3) business days of being notified of the positive test result.

e. If the test was performed pursuant to policy section 2 above, or if the student does not request that the results be re-tested, or if the results remain positive after the specimen is retested, the issue will be referred to an internal committee within the Health Sciences School in which the student is enrolled. The committee will be charged with the responsibility to assess and recommend action in cases involving students and drug or alcohol usage. The recommendations may include a variety and level of assistance and/or sanctions, up to and including dismissal from the school.

f. The committee will present its recommendation and findings to the Dean of the School for final approval and action. The Dean’s decision is final.

2. It is the intent of the Health Sciences Schools that this policy, which applies to all of the Health Sciences Schools, and any policy adopted by the school in which the student is enrolled, should both apply to any situation involving a student and a drug or alcohol test. However, if in any case, the application of the two policies gives rise to a conflict, the policy adopted by the school in which the student is enrolled will take precedence.

3. A student may be dismissed from the School for failure to submit to testing if he/she is requested to submit to a test for any of the reasons listed in policy section 1 or 2 above. In the event a student refuses to submit to testing, the matter will be referred to the internal committee within the Health Sciences School in which the student is enrolled, which will assess the situation and recommend action to the Dean of the School. The Dean’s decision is final.
NOTE: Any identified misrepresentation, falsification, or material omission of information from the application discovered during the acceptance process and deliberation of clinical course eligibility may result in exclusion of the student from continued clinical participation or immediate dismissal.

ADMINISTRATION AND INTERPRETATIONS: Questions about this policy and procedure may be directed to the respective Health Sciences School. In addition, the General Counsel’s Office or Compliance Officer for the Health Sciences may be consulted.

AMENDMENTS OR TERMINATION OF THIS POLICY: The Health Sciences Schools reserve the right to modify, amend, or terminate this policy at any time.

Approved by School of Nursing August 15, 2006