



Fit For Study Procedures

Drug & Alcohol Testing
Legal Convictions & Arrests
Tuberculosis Testing



DSUTM
COLLEGE OF HEALTH SCIENCES
Drug and Alcohol Testing Procedure

This procedure applies to all students enrolled in health science programs at Dixie State University.

Drug and Alcohol Screening

Applicant Testing:

1. All applicants accepted into a health science program are required to submit to an initial 9-Panel urine drug screen upon acceptance into a program.
2. All costs associated with drug testing are the responsibility of the student.
3. Refusal to complete the testing process will prohibit the student from entering any health science program.
4. At a minimum, students must be tested using the 9-Panel Non-Rapid urine drug screen.
5. A copy of the test results must be sent directly from the testing agency to CastleBranch.
6. Positive tests will be confirmed by the testing laboratory if the urine creatinine is within normal limits. If the urine creatinine is not within normal limits, the student may submit a second urine specimen. However, two separate dilute urine samples will be considered a positive drug test. Students should review the attached campus drug testing procedure to avoid a dilute sample.
7. A positive test will necessitate proof of a prescription written by a licensed health care provider. The student must submit documentation of a prescription filled prior to the date of urine drug screen testing date to designated program representative's office within five business days of receiving the positive test results.
8. Students with a confirmed positive drug test that is not explained by a licensed healthcare provider's prescription will be ineligible for admission to the program.
9. If the student seeks to challenge a positive drug screen the following test(s) are required:
 - a. A Sample with normal creatinine: a second test will be run on the current sample.
 - b. Sample creatinine out of normal range: a hair follicle sample must be submitted for testing at the student's expense.

Reasonable Suspicion Testing:

1. Students may be required to submit to reasonable suspicion testing for drugs and alcohol while participating in class, lab, or clinical experiences. Testing must include one of the following: a 10-Panel drug and alcohol screen; or a 9-Panel drug screen with either breathalyzer test or blood alcohol level drawn. Reasonable suspicion may be based on but not limited to observable phenomena/direct observation of substance or alcohol abuse and/or the physical symptoms or manifestations of substance abuse such as:
 - a. Speech – incoherent, confused, rapid slow, slurred, rambling, shouting, profanity, or change in speech.
 - b. Coordination – swaying, staggering, lack of coordination, grasping for support, slowed reflexes.
 - c. Demeanor—change in personality, excited, combative, agitated, aggressive, violent, argumentative, indifferent, threatening, antagonistic, mood swings, irritability, restlessness.
 - d. Alertness—change in alertness, sleepiness, drowsiness, confused.
 - e. Physical—bloodshot eyes, teeth grinding, nasal redness, dry mouth, flushed face, tremors, pupillary changes, odor of substance and/or alcohol.

- f. Appearance—dirty clothing, disheveled.
 - g. Performance—unsafe practice, unsatisfactory work, excessive absenteeism, excessive tardiness, or a significant decline in performance.
 - h. Evidence of involvement in the use, possession, sale, solicitation or transfer of drugs.
2. If a faculty member or clinical agency staff member observes behaviors listed above, the student will be removed from the educational setting and the department chair will be notified immediately.
 3. The student must report to WorkMed or the DSU Health Center for drug and alcohol testing within 2 hours of the request, regardless of the student's admission to substance use. If this occurs during an evening clinical, the student must report to Instacare, and WorkMed will be called in to perform the drug test. In the case of suspected alcohol abuse, a blood alcohol or breathalyzer test must be performed.
 4. The student will be responsible for obtaining transportation to the designated testing facility; the student will **not** be allowed to drive to the facility if any of the criteria in *(a through f)* apply.
 5. The student will be responsible for the cost of the testing.
 6. If the results of the drug/alcohol test are positive, the student will be dismissed from the program.
 7. If the student fails to report for a drug test within 2 hours after being notified of the requirement or refuses testing, it will be treated as a positive test and the student will be dismissed from the program.

Post-Incident Testing:

1. Any student involved in an on-campus or clinical site incident which injures the student, another student or a patient under circumstances that suggest possible use or influence of drugs and/or alcohol in the incident will be asked to submit to a drug test and alcohol test.

Readmission:

1. A student who has been dismissed from a program due to a positive drug/alcohol test or refusal of reasonable suspicion testing may or may not be eligible to apply for readmission to the program, depending on the program's established procedures. Contact the program director or chair for specific program information regarding eligibility for readmission.
2. To be considered for readmission after a positive drug/alcohol test the student must:
 - a. Participate in a substance abuse treatment program.
 - b. Sign a HIPAA release form authorizing the substance abuse program manager to release treatment information to the student's respective program's department chair. Have the substance abuse program manager submit a letter to the student's respective program's department chair verifying successful participation in a substance abuse treatment program.
 - c. Submit to an unannounced urine drug/alcohol test at the student's expense prior to readmission. A positive test will result in ineligibility for readmission.



Drug Testing Procedure

You **MUST** bring a valid state issued photo ID.

In the clinic testing area, the collector will have you:

1. Remove outer clothing (e.g. coveralls, jackets, coat, hat)
2. Empty your pockets
3. Wash and dry your hands

Next, you will be directed to the restroom and asked to provide a urine specimen. **YOU MUST:**

4. Provide at least 45 mL (this is the equivalent of 3 tablespoons)
5. Return the specimen to the collector ASAP
6. **DO NOT** flush the toilet
7. **DO NOT** wash your hands

Please be aware that two dilute samples will be considered a positive result. This can result from drinking too much water. Drink enough water to produce a 45 mL sample, but not so much that you have a dilute sample. If the result is dilute, you will need to provide another sample and pay the additional fee.



Consent Form for Drug and Alcohol Testing

I understand that as a requirement to entering a health science program with an associated clinical component at Dixie State University (DSU), I must submit to a urine drug test. The testing facility must provide results of the test to the Program Chair for the department the student is attempting to enter. I understand that if the substance test result is positive, the program chair will follow the guidelines listed in the College of Health Sciences (CHS) Drug and Alcohol Testing Procedure, which may include denial of entrance to the program.

I authorize DSU to conduct all related alcohol and drug tests that are subject to the policy. I further authorize and give full permission to have the University and/or its personnel to send the specimen or specimens so collected to a laboratory for a screening test for the presence of any prohibited substances under the policy, and for the laboratory or other testing facility to release any and all documentation relating to such test to the University and/or to any governmental entity involved in a legal proceeding or investigation connected with the test.

I also authorize the release of information concerning the results of such tests to designated University personnel, its clinical partners, to any assistance program to which I may be referred, and to the appropriate licensing boards, if applicable.

I will hold harmless DSU, its personnel and any testing laboratory the University might use, meaning that I will not sue or hold responsible such parties for any alleged harm to me that might result from such testing, including loss of right to participating in the academic program, ineligibility to test for a certification exam, employment or any other kind of adverse action that might arise as a result of the drug or alcohol test, even if a DSU or laboratory representative makes an error in the administration or analysis of the test or the reporting of the results. I will further hold harmless DSU, its personnel and any testing laboratory the University might use for any alleged harm to me that might result from the release or use of information or documentation relating to the drug and/or alcohol test, as long as the release or use of the information is within the scope of this policy and the procedures as explained in the paragraph above.

I understand refusal to complete the drug and/or alcohol testing process will prohibit me from entering the desired program in the CHS at DSU as stated in the CHS Drug and Alcohol Testing Procedure.

I consent to urine drug and/or alcohol testing for the purpose of admission to a program with a clinical component in the College of Health Sciences at Dixie State University. I understand that this consent form remains in effect during my enrollment in a CHS program with a clinical component at DSU.

Print Name: _____ DixieID: _____

Student Signature: _____ Date: _____

Witnessed by: _____ Date: _____



Arrest Procedure

Prior to enrollment, all College of Health Sciences (CHS) students must submit a background check. Felonies or misdemeanors involving sexual conduct or illegal drugs, preclude clinical rotations in partner Facilities and therefore forfeiture of a position in a CHS program.

Students who are enrolled in the Dixie State University CHS programs must report any arrests or legal convictions including, but not limited to, misdemeanors, felonies, sexual offender convictions or governmental sanctions. The CHS reserves the right to release relevant information regarding a student's criminal history to appropriate clinical agency representatives. Failure to report arrests or legal convictions to the Dean of Health Sciences and department chair within 48 hours of the arrest or conviction will result in dismissal from the program.

Students enrolled in the CHS programs are subject to background checks prior to placement in clinical agencies and/or before enrollment in the program. Certain arrests or convictions that could jeopardize the health and safety of patients and/or agency employees may render students ineligible for placement in a clinical agency. Ineligibility for placement in a clinical agency will result in course failure and dismissal from the health science program.

Students may not report to clinical or be present in clinical agencies until the issue is resolved and a determination has been made by the Dean of Health Sciences regarding the risk to patients and/or clinical agency employees as indicated by the nature and circumstances of the arrest. The Dean of the CHS will review the student's status in the health science program. A possible outcome of the review may be the student's inability to continue in the program. It may be necessary to release the student's disclosure of a legal conviction and/or arrest to an appropriate representative of the clinical agency for the sole purpose of determining eligibility to participate in clinical activities within the agency.

Students in the CHS programs must comply with the legal, moral and legislative standards in accordance with the Utah State Division of Professional Licensing laws and rules, as well as professional and ethical codes of conduct. A student may be denied eligibility for licensure or certification if convicted of a felony and/or certain misdemeanors.



Disclosure of Legal Convictions & Arrests

I understand that I have 48 hours to report any arrest, criminal conviction, or governmental sanction while enrolled in a Dixie State University College of Health Sciences (CHS) program to the appropriate department chair and the dean of CHS.

I understand that I will be unable to participate in clinical activities until the issue is resolved.

I further agree to, and hereby authorize, the release of my disclosure of a legal conviction and/or arrest to an appropriate representative of the clinical agency for the sole purpose of determining eligibility to participate in clinical activities within the agency.

I understand that failure to report any arrests, convictions or governmental sanctions within 48 hours will result in my dismissal from the health science program.

I do hereby swear or affirm that I have read and understand the requirements of this procedure. I will comply with the requirements of this procedure.

Print Name: _____ DixieID: _____

Student Signature: _____ Date: _____

Witnessed by: _____ Date: _____



Tuberculosis Testing Procedure

Upon entrance to DSU health science programs, students are required to have completed a two-step tuberculosis (TB) test or an IGRA blood test.

The two-step TB test is also considered best practice by the CDC. A two-step test usually is obtained by a PPD test followed by a second PPD test within 2-3 weeks. However, the 2nd PPD can be given as late as 12 months after the first. A 2-step TB skin test can be done no sooner than seven days and no later than 12 months. This means, if a student has documentation and test results of a one-time TB skin test done within the past 12 months, they only need another one-time test. Remember, test results must be read within 48-72 hours.

An IGRA is a blood test that can determine if a person has been infected with TB bacteria. Two IGRAs are approved by the U.S. Food and Drug Administration (FDA) and are available in the United States:

1. QuantiFERON®-TB Gold In-Tube test (QFT-GIT)
2. T-SPOT®.TB test (T-Spot)

CDC references:

1. https://www.cdc.gov/tb/publications/factsheets/testing/tb_testing.htm
2. <https://www.cdc.gov/tb/topic/testing/healthcareworkers.htm>

2-Step Tuberculosis Testing

