

College of DuPage Drug Screening Policy

Drug Testing (For all College of DuPage Health Career Programs)

Health Career students with direct patient contact must be drug tested annually prior to clinical experience in every program. This mandatory drug testing must be performed by the Nursing Departments designated drug testing facility. Drug testing is done at the student's expense. Failure to meet the deadline for drug testing may result in failure to continue in the nursing program. Use of alcohol or illegal drugs, or misuse of prescription drugs, are strictly prohibited in the classroom, clinical or laboratory setting. References to the College's policy on rules and conduct are found in the link below: <http://cod.edu/programs/nursing/pdf/conduct.pdf>

Nursing Department Procedure:

Admission

1. All newly admitted students are required to submit to drug screening as a condition of enrollment in the Nursing Program.
2. Students are notified of the drug screening requirement prior to admission to the program.
3. Students must pay for the drug screening at the time of the testing. Private health insurance will not pay for the testing. The lab will provide the student with a receipt upon payment.
4. Student should not take prescription medications to the lab at the time of testing, but will be asked to list prescription medications that they are taking.
5. Results of the screening will be given to the Director of Nursing, Health Science Division Office. If a student provides a sample that is inconclusive, an additional test must be performed on that sample at an additional cost to the student.
6. Only students receiving negative drug screens may remain enrolled in nursing courses.
7. A student who tests positive in an Admission Drug Screening conducted under this Procedure for drugs that are illegal substances, or are non-prescribed substances that require a prescription for lawful use, or are deemed unsafe for the clinical setting will be removed from consideration in the nursing program.
8. If a student challenges the results of the screening, only the original sample will be tested. The student is responsible for the cost of the retest.
9. Students failing to complete the drug screening during the date and time required in the initial notification will withdraw from consideration in the nursing program due to failure to meet the drug screening requirement.

"For Cause" Drug Screening

1. If faculty observes a student behaving in a manner that is consistent with the use or misuse of alcohol, illegal drugs, or drugs which impair judgment, affecting either the classroom, clinical or laboratory setting, the student will be removed from the educational setting and required to submit to an appropriate screening immediately.
2. If the behavior is noted in the clinical setting, the student will be removed from patient care. The student will have to submit to the agency's drug screening and results will be shared with the Director of Nursing immediately.
3. The security department at the clinical agency will be called to contact the community police department. The student will then be detained by security department till the police department arrives and removes the student for suspected public intoxication.

4. If the behavior is noted on campus in either the classroom or laboratory setting the college's police department will be notified and the student will be transported to the contracted agency for drug testing.
5. If the result of the drug screening is negative, the student shall meet with the Director of Nursing within 24 hours of the test results to discuss the circumstances surrounding the impaired behavior. Based on the information provided and further medical evaluation if warranted, the Director of Nursing will make a decision regarding return to the clinical, classroom and laboratory setting.
6. If the drug screen is positive, the Director of Nursing will withdraw the student from all nursing courses. The student will pay the costs associated with the "for cause" drug screening.
7. The results of a positive drug screening will be reported to the Department of Financial and Professional Regulation.
8. If a student refuses a "for cause" testing, the instructor will remove the student from the clinical, classroom or laboratory setting pending an investigation. Nursing Program personnel may, if they deem it appropriate to do so under the circumstances notify the Vice President of Academic affairs alleging that the student has violated "Student Code of Conduct" as provided in the College of DuPage Catalog.
9. A student's failure to comply with any aspect of the "For Cause" Drug Screening Requirement will result in the student's withdrawal from the Nursing Program without option for readmission.

Readmission following a positive drug screening

1. Students who are withdrawn from the nursing program for reasons related to a positive drug screen must submit a letter to the Director of Nursing requesting readmission to the Nursing Program. The letter will be sent electronically to: directorofnursing@cod.edu
2. Applicants must include documentation from a therapist specializing in addiction behaviors indicating status of recovery and/ or documented rehabilitation related to the substances used or abused. Documentation must include a statement by the therapist that the applicant will be able to function effectively and provide safe, therapeutic care for clients in the clinical setting.
3. If readmitted, the student will be subjected to random drug screening and/or to "for cause" drug screening at the student's expense for the duration of his or her studies in the Nursing Program.
4. If the student has positive results on a drug screening after readmission to the Nursing Program, the student will be dismissed from the Nursing Program with no option for readmission to the program.