

Urine Drug Screening Procedure (All CLC Health Programs)

I. Purpose:

To adhere to the requirements of partner clinical agencies that the College of Lake County students who participate in clinical experiences are screened for and will not present an unreasonable risk to the safety of their clients, urine drug screens will be required of all students upon entering the nursing program or other health career programs at the College. Urine drug screens will be conducted through HireRight, at select vendor locations as instructed.

II. Reasons for Testing and Potential Consequences:

All students who have been accepted into the nursing program and other health career programs at the College of Lake County must complete a urine drug screen to participate in clinical experiences. Students who are in health career programs that are one year in length or have clinical experiences that total one year or less will normally be tested prior to the start of the clinical experience. The student shall provide a signed consent form for the drug screen. Drug screens conducted prior to this request will not be accepted and must be repeated. A drug screening is required every twelve months during enrollment in a health career program. In addition to these routine drug screenings, students may be subject at any time during program participation to random drug screening and drug screening for reasonable suspicion of impairment. A drug test may be required if a student's actions, appearance, or speech are reasonably suspected to exhibit impairment by alcohol or drugs, such as by physical symptoms including but not limited to slurred speech, lessened physical coordination or dexterity, dilated/pinpoint pupils, changes in demeanor, and deterioration of performance.

If a drug screen is positive without a physician's documentation of medical necessity or if a student refuses to complete the drug screen, the student may be subject to disciplinary sanctions outlined in the College's Safe and Drug-Free Policy, which may include not being allowed to continue in the nursing or other health career program during the semester in which the violation occurs. The State of Illinois decriminalized the recreational use of cannabis in private places and now regulates cannabis use under the Cannabis Regulation and Tax Act, 410 ILCS 705/1-1, et seq. Nonetheless, even for cases in which the College determines discipline is not warranted, the College's clinical partners still may choose not to allow students who have a positive drug screen test, including for cannabis, to participate in clinical rotations. The College encourages students to abstain from the use of drugs to ensure that a positive drug screen test does not impact their clinical site placement, which could delay their completion of the requirements for clinical experience, and to avoid potential violations of the Safe and Drug-Free Policy.

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III. Procedure:

Prior to:

- The beginning of the semester for nursing students
- Enrollment and/or clinical participation for non-nursing students

The student will receive a letter and/or email indicating the instructions for completing the drug screening. The drug screen will be completed in accordance with the United States Department of Health and Human Services guidelines at a designated location. An outside vendor will conduct the test and analyze the results.

1. Students will be notified ahead of time of the deadline for completing urine drug screen.
2. Each student is required to complete the drug screen according to the notification instructions.
3. The student will sign the urine drug screen Acknowledgement of Understanding and return it to the designated College representative.
4. All non-nursing students will be prompted through the HireRight drug screening registration process to pay the fee for the drug screen.
5. When completing the specimen collection, the student will provide a photo ID upon request and follow the instructions of the vendor's screening representatives.
6. A student who is asked by a faculty member or clinical agency personnel to submit to a random or reasonable suspicion drug/alcohol test may be asked to have the test completed at the clinical agency at the student's expense or will have 24 hours to complete the test at a designated outside vendor's testing site. Attendance at the clinical agency may be suspended pending the results of the random test.
7. The results will be reported to the Nursing Education Department and /or College department responsible for the student's health career program. The student will be notified if the results are positive.
8. As described above and in the College's Safe and Drug-Free Policy, a positive or refused drug screen may warrant discipline by the College. Further, even when the College determines that discipline is not warranted, a clinical partner may choose not to allow students who have a positive drug screen test, including for cannabis, to participate in clinical rotations at their site. This may delay students' completion of the requirements for clinical experience, particularly if no alternative clinical site placements are available.
9. Any student who has been withdrawn from the program for a positive drug screen or for refusing to complete a drug screen will be allowed to return into the program at the beginning of the next semester or next year, upon successfully passing another urine drug screen and subject to available space. If a second urine drug screen is positive without a physician's documentation of medical necessity or the student refuses to complete a second drug screen, the student may be dismissed from the nursing or other health career program without opportunity for reentering.
10. Any student who fails a urine drug screen or refuses to complete a urine drug screen may be referred to counseling for follow-up.
11. If an initial drug screen comes back with a "Negative – Dilute" result, a second test, with a new urine sample, will be required as directed by the Health Career Program Chair. If the second test result is a normal (not dilute) negative, the test is considered complete and satisfies the program requirement of a normal drug screen (valid for a maximum of 12 months). If the second test result shows a "Negative – Dilute" result, a Medical Review Officer will analyze the results and determine the next steps.