UNIVERSITY OF SOUTH ALABAMA
PAT CAPPS COVEY COLLEGE OF
ALLIED HEALTH PROFESSIONS

Covey College of Allied Health Professions
Drug and Alcohol Testing Policy for Students in Programs with Clinical Education Requirements

Clinical programs in the PCCCAHP are required to verify that students have met all requirements of a healthcare site and state level credentialing processes prior to the student beginning clinical education activities in the clinical facility. As such, students in clinical programs in the PCCCAHP are required to provide negative drug test results to their program prior to matriculation into the program, prior to beginning clinical education activities, and at times required by clinical sites. Additionally, students may be asked to submit drug or alcohol test results if, in the sole discretion of the PCCCAHP, behavior warrants or if the student self-reports illegal drug or alcohol use or abuse. This policy specifically pertains to illegal use of drugs at any time during the program, as well as attendance in the academic and clinical settings while under the influence of alcohol.

Some programs and clinical training facilities may require submission of negative drug test results on an annual basis or as requested, in accordance with the facility's policies. Students in these programs are required to provide negative drug and/or alcohol test results as requested by the clinical training facility, and as requested by their program. The financial responsibility of all drug/alcohol testing will be borne by the student.

Positive drug test results at any point during the academic/clinical training program may create difficulty in securing clinical education opportunities during the program of study, potentially delaying or preventing the ability to complete the program. Such results may also be detrimental to future professional licensure, certification, and/or employment.

PRIOR to MATRICULATION

Prior to matriculation into any clinical program in the PCCCAHP, students are required to submit negative drug test results following the process outlined in their specific program policies. Submission of positive drug test results prior to matriculation will result in revocation of the student's admittance into the program, with the opportunity to reapply for the program in the next admissions cycle. All drug tests scheduled and/or taken after the student has accepted their offer of admission to the program must be submitted to the program using the platform(s)/application(s) required by the program.

DURING the PROGRAM

During clinical training experiences, students will be subjected to the same rules and regulations that apply to all employees at the clinical site. The PCCCAHP maintains the following requirements.

- The use, presence in the body, sale, distribution or possession of alcohol, drugs or synthetic drugs or substances is prohibited by students in the clinical setting while working, observing, or participating in clinical education activities at any clinical education site, unless the criteria for over-the counter or prescription medications is met.
- It is a condition of participation in clinical education activities at any clinical site as a student in the PCCCAHP, that students be and remain free of illegal drugs, controlled substance use/abuse, and alcohol while participating in any clinical education/observation experience

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- Students are not permitted to attend classroom, laboratory, and/or clinical education activities, volunteer or assigned, while under the influence of alcohol and/or illegal drugs. Attendance at any clinical activity while under the influence of illegal drugs and/or alcohol will result in immediate dismissal from the program of study.
- Students will be required to submit negative drug test results prior to beginning clinical education activities.
- Students will be required to submit negative drug and/or alcohol test results as needed to meet requirements for placement in the clinical setting.

All drug/alcohol test results (e.g., scheduled and canceled, completed, inconclusive, negative, and positive results) must be submitted to the program, using all platforms and applications required by the program.

Because positive test results may impact the availability of sites for clinical rotations, the student's graduation timeline may be extended if drug tests are scheduled and later canceled or if the student tests positive for illegal drugs while in the program.

In addition to drug/alcohol testing that may be required by the clinical site, additional drug/alcohol testing for any student enrolled in a clinical program can be requested at any time by the department chair in consultation with an administrator in the PCCCAHP under the following circumstances:

1) There is reasonable cause to suspect that the student is impaired, in violation of the University policy to maintain a drug-free environment,
2) The student displays behaviors suggesting the use of drugs and/or alcohol,
    a. Direct observation of drug/alcohol use, physical symptoms and/or manifestations of being under the influence of a drug/alcohol.
    b. Erratic behavior, slurred speech, staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, smell of alcohol or illegal substances, sleeping and/or deterioration of work performance.
    c. Information that a student has caused or contributed to an accident that resulted in injury to him/herself or others.
    d. Conviction by a court of a charge related to drug, alcohol, or controlled substance offenses.
3) A credible, non-anonymous report, in the PCCCAHP's sole discretion, is made regarding specific knowledge of the student's use and/or abuse of illegal substances, selling and/or dealing illegal substances, or abuse of alcohol.
4) The student is involved in a class- or clinic-related accident or incident which could have, in the sole discretion of the PCCCAHP, endangered the health or safety of another person or the student.
5) The student is included in a random testing to ensure compliance by students with this policy.
6) The student self-reports substance use or abuse.

Concerns identified while in the clinical setting

If the request is made by a supervisor in the clinical site, the supervisor should follow the same rules that apply to other employees in that facility, and the student is required to report the supervisor's request for drug and/or alcohol testing and/or suspension of clinical education at the site to their program of study. Students in the clinical setting who are suspected of being

under the influence of or impaired by drugs and/or alcohol will be immediately dismissed from the clinical site. In this situation, the student will not be permitted to drive themselves off the premises, nor to be driven by faculty or staff of the University of South Alabama. The student will be directed to immediately report for drug and/or alcohol testing at an occupational or industrial health clinic. Testing must be completed within 3 hours or within a reasonable timeframe as determined by the department chair of the student's program. Results must be reported to the student's program. If the student is unable or refuses to provide a sample adequate for testing at the testing facility, this will be considered an unsatisfactory/failed drug/alcohol screen and will result in immediate dismissal from the program.

Drug/alcohol testing centers operating during normal business hours:

USA Health Industrial Medicine, 251.660.5910
USA Student Health Center, 251.460.7151
Quest Diagnostics, 866.697.8378
Labcorp, 251.435.8521

After hours drug/alcohol testing centers may include:

Emergency Department, University Hospital
AmeriLabs24, 833.215.7200
Coastal Drug Testing, 800.828.7086
Fastest Labs of Mobile, 251.577.5072

The cost of all drug and/or alcohol testing, as well as the any cost associated with transportation to the testing site, will be borne by the student.

Suspension of academic/clinical activities when drug and/or alcohol testing is required based on behavioral concerns or self-report

A student who is tested because they appear to be impaired or display behavior consistent with impaired functioning, or who voluntarily admits to having a substance use/abuse problem will not be allowed to continue in classes and clinical rotations and will be placed on suspension from the point of notification until drug/alcohol test results are received. Notification of intent to drug test may consist of in-person communication, telephone call, or a letter received via mail or email. Refusal by a student to submit to drug/alcohol testing will result in the student's dismissal from the program in the PCCCAHP.

Positive drug test results:

Attendance in the clinical setting while under the influence of illegal drug(s) and/or alcohol: A student who tested positive for illegal drug and/or alcohol use as a result of attending clinical activities while under the influence of either will be immediately dismissed from their program of study within the PCCCAHP. The student may appeal this dismissal directly with the Dean of the Covey College of Allied Health Professions in accordance with the Covey CAHP Dismissal Appeal Policy.

First confirmed positive - A student testing positive for the use of illegal drug(s) will be suspended from class and clinical activities until he/she provides documentation proving: 1) that the subject drug(s) were currently prescribed in the student's name prior to the administration of the drug test or 2) successful completion of an approved substance use assessment and rehabilitation treatment program. Engaging additional University resources (e.g., the USA behavioral assessment team, USA Counseling and Wellness Center, etc.), may be

required by the program and PCCCAHP administration as necessary. Clinical sites may deny a student with a history of positive drug/alcohol test result(s) the opportunity to obtain clinical experience in their facility. Because positive test results may impact the availability of sites for clinical rotations, the student's graduation timeline may be extended if drug tests are scheduled and later canceled or if the student tests positive for illegal drugs while in the program.

Second confirmed positive - A second confirmed positive test for use of illegal drug(s) will result in permanent dismissal from the program. Students may appeal dismissal to the Dean of the Pat Capps Covey College of Allied Health Professions.

Readmission after Positive Drug Test Results

A student whose admission is withdrawn or who is dismissed from their program in the PCCCAHP due to a positive drug/alcohol test may be considered for readmission if the following conditions are met:

- Completion of an approved substance use assessment and rehabilitation treatment program. Upon completion of the program, the student must submit a letter signed by a healthcare provider at the rehabilitation program or provide verification in a manner acceptable to USA.

- Submission to a drug test prior to readmission. This drug test will be at the student's expense and a positive finding will result in permanent dismissal from the program.

- Submission to random drug tests as requested by the PCCCAHP after readmission to the professional component.

The student will submit their request for readmission, documentation of completion of an approved assessment and rehabilitation treatment program, negative drug test results, and a narrative to the department chair of their respective program. The department chair will inform the Dean's Office of the student's request, and the department chair will then assemble a faculty committee of at least three (3) departmental faculty members to review the submitted documentation. The faculty committee will decide, by a majority vote, whether the student should be readmitted into the program. The department chair will notify the student and the Dean's Office. There is no appeal from this decision.

Since every program admits only a limited number of students, readmission of a student following positive drug test results and subsequent rehabilitation will depend on the existence of an available seat to continue their professional training and a determination that this student is the best candidate for that opening.

Students who are readmitted to the program and have a subsequent confirmed positive drug and/or alcohol test will be dismissed from the program.