

## SUBSTANCE TESTING POLICY & PROCEDURES

Mississippi Gulf Coast Community College (MGCCC) has implemented a Substance Testing Policy for Nursing and Allied Health Programs and any future Nursing and Allied Health Programs as approved, effective July 1, 2006.

### Definition of Terms

- Abuse of Legal Substances: Use of an otherwise legal substance to the extent that the substance causes physical, mental or emotional impairment.
- Chemical Impairment: Inability to function due to drug or alcohol use.
- Follow-up Testing: Substance testing performed at a student's request as a follow-up to a positive substance result.
- Illegal Substances: Drugs which are prohibited by law. Examples include but are not limited to marijuana (aka cannabis, THC), cocaine, LSD, heroin, methamphetamine, PCP, and ecstasy. Illegal substances also include use of controlled substances available with a health care provider's prescription when used without a prescription. Examples include but are not limited to opiates, benzodiazepines, amphetamines, barbiturates, anesthetics and marijuana.
- Legal Substances: Prescription drugs, over-the-counter drugs, and alcohol.
- Periodic Substance Testing: Substance testing that is required of all Nursing and Allied Health students at periodic intervals during enrollment. Hair testing is used to identify substance use within the preceding three months.
- Positive Substance Test: Substance test results that indicate the presence of illegal substances in the body or validate the abuse of legal substances.
- Post-rehabilitation Testing: Substance testing performed after the student has completed rehabilitation and before applying for a program. Post-rehabilitation testing must be performed by the MGCCC approved Substance Testing Company and have a negative result.
- Probable Cause Substance Testing: Substance testing required when a Nursing or Allied Health student exhibits cognitive, emotional, or psychomotor symptoms/behaviors that suggest chemical impairment. Urine, blood, hair or saliva specimens may be required for probable cause substance testing.
- Repeat Substance Testing: A repeat test required by the Nursing Division or Allied Health Programs when the initial test is unable to be completed.
- Substance Testing Company: The substance testing company designated by the Nursing Division and Allied Health Programs and approved by MGCCC to perform the substance testing.
- Substance Testing Site: The specific location where the substance testing specimen is collected.

## **Substance Testing Policy**

### **I. STATEMENT**

Nursing and Allied Health students at Mississippi Gulf Coast Community College (MGCCC) are strictly prohibited from manufacturing, using, possessing, selling, conveying or distributing any illegal drug or controlled substance in any amount in any manner in the college environment or at a college-sponsored/related activity. Additionally, Nursing and Allied Health students are prohibited from using any legal drug in a non-prescribed, irresponsible or illegal manner. Use of any substance to the extent that it impairs mental acuity or physical dexterity is strictly prohibited, especially in the classroom, lab, and clinical settings even if the student has a prescription for the substance. The Nursing and Allied Health Programs have a zero tolerance of illegal substance use/abuse and misuse of legal substances.

### **II. PROCEDURES AND RESPONSIBILITIES**

A. To insure a drug-free workplace and learning environment, Nursing and Allied Health students are required to submit to laboratory examination of either urine, hair, blood or saliva testing prior to program admission, periodically, randomly, and for probable cause. Substance Testing will be performed by an authorized substance testing company designated by the Nursing and Allied Health Programs as approved by MGCCC. A positive substance test result for an illegal substance or an unsubstantiated prescription drug, refusal to undergo substance testing, failure to provide a required specimen, or deliberately interfering with the substance testing procedure results in immediate dismissal from the Nursing or any Allied Health Program.

B. Information concerning a student's substance test is confidential. Positive test results will be released only to authorized individuals with a need to know. For students who hold a current license or certification, the licensing or certifying agency will be notified of any positive test result. Substance test results for Nursing and Allied Health students will be securely maintained under the supervision of the Dean for Nursing and Allied Health.

C. Students with a positive substance test may request a follow-up test performed by the college's designated substance testing company. Request for a follow-up test must be made in writing by the student within 24 hours of receiving notification of the positive test results. Written notification is given to the campus Nursing Department Chairperson for nursing students and to the Allied Health Department Chairperson for Allied Health students. The follow-up test specimen must be collected within three working days of notification of a positive substance test. Students who test positive for prescription drugs must provide acceptable documentation of the prescription within one working day of the day the student is notified of the positive test. Students cannot attend class or clinical/lab until acceptable documentation of the prescription is provided.

D. The student is responsible for the cost of all substance testing.

E. A student who has been dismissed from the Nursing Program or an Allied Health Program one time due to a positive substance test is eligible for consideration to re-enter the program. Please see *Substance Testing Policy and Procedures for Nursing and Allied Health Programs* for information on criteria for consideration to re-enter the program. A second dismissal from the Nursing Program or any Allied Health Program due to a positive substance test will result in permanent dismissal from the program with no opportunity for future admission to any MGCCC Nursing or Allied Health Program or health-related continuing education program.

F. In accordance with the MGCCC Nursing and/or Allied Health Program admission requirements, each prospective student must submit required Health Forms, which include the student's medications, prior to enrollment in the first class.

G. Throughout enrollment in the Nursing Program and/or Allied Health Program, students must report any additional medications that will alter their cognitive, emotional, or psychomotor functioning to their instructor.

H. Periodic Testing is defined as an annual, semester or other defined period of time as determined by the administration whereby, upon notification, all or individual Nursing and Allied Health students will go to the designated substance testing site on the scheduled date and time and provide the required hair, urine, blood, and/or saliva specimen. Students are required to show two picture I.D.s at the testing site for identification. One I.D. must be the student's MGCCC picture ID. The second I.D. must be the student's valid driver's license or valid military picture ID.

I. The procedures for probable cause testing will be followed according to the *Substance Testing Policy and Procedures for Nursing and Allied Health Programs*.

J. Each semester, prior to your official acceptance, progression, or readmission into your program of choice, you are required to submit to a substance testing examination. The testing will be performed by an authorized substance testing company designated by the Nursing and Allied Health Programs as approved by MGCCC. Directives such as site, date, time and cost will be provided following your official acceptance/progression or program readmission. Detailed information on these procedures may be found in the respective program's handbook.