

Heartland Community College
Nursing Program
STUDENT DRUG SCREENING

Policy:

To ensure public safety, meet requirements of our clinical education partners, and verify that our students will eventually be able to practice legally as licensed professionals, all students accepted to the Nursing Program will be required to undergo a drug screening prior to entry and may be required to submit to random drug screenings at any time. Admission into the Nursing Program is dependent on completion of a negative drug screening. Once admitted, students are responsible for notifying the Nursing Program Coordinator of any changes that may result in a positive drug screening.

The drug screening must take place within a sixty-day window prior to the beginning of a student's coursework in the Nursing Program and will be conducted by a vendor selected by Heartland Community College. Students who tamper in any way with the testing process will not be allowed to enter the program. All costs are the responsibility of the student.

Procedure:

1. Students accepted into the Nursing Program as well as current students in the program will be notified verbally and in writing of the need to complete a drug screening.
2. Students will be issued written instructions on how to complete the drug screening including the acceptable time frame. Students may not use previously-conducted drug screenings on file at other agencies to satisfy this requirement.
3. Students who fail to cooperate appropriately with regard to the process (i.e., refuse to release information, omit or provide false or misleading information, or fail to complete the drug screening within the specified timeframe) will not be allowed to enter or may be dismissed from the program.
4. HCC will choose the drug screening vendor, and results will be made available to the HCC Instructional Chair of Allied Health and or Dean of Health and Human Services (HHS).

Dealing with Positive Results

5. If a report indicates any positive drug screening results, the vendor will typically contact the student to investigate.
6. Once the vendor has completed its investigation, results will be sent to the Chair of Allied Health who will then notify the Dean of HHS and Program Coordinator.
7. The Dean of HHS will contact the prospective student informing him/her of the findings and request a written explanation.
8. If the student feels the report findings to be mistaken, the Dean of HHS will verify the vendor has completed an investigation into the individual's case to determine the accuracy of the information.

9. If the results of the drug screen remain positive after further investigation and/or the student responds that a positive drug screening is accurate, the student will not be allowed to enter the program. If any subsequent drug screening returns positive results after admission to the program, the student will be dismissed from the program.
10. The Dean of HHS will notify the student in writing within 3 business days of receiving conclusive positive results that he/she will be immediately dismissed from the program.
11. The student may appeal the dismissal decision by following the Student Appeals Procedure as outlined in the Heartland Community College Catalog and Student Handbook.
12. The drug screening report and any written correspondence will be retained in a secure file in the HHS divisional office.