

Heartland Community College
Nursing Program
STUDENT DRUG SCREENING

Policy:

To ensure public safety, meet the 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 before entry and may be required to submit to random drug screenings at any time. Admission into the Nursing Program is dependent on the completion of a negative drug screening. Once admitted, students are responsible for notifying the Nursing Program Director of any changes that may result in a positive drug screening.

The drug screening must take place within a sixty-day window before 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 fully cooperate with 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 the program or may be dismissed from the program.
4. HCC will choose the drug screening vendor, and results will be made available to the Director of Nursing and/or the Dean of Health Sciences.

Dealing with Inconclusive Results

5. If a student's drug test is 'dilute' or 'inconclusive' the student will be notified by the testing service or its designee, or by the Director of Nursing.
6. An additional drug test must be performed within seven days of student notification, at additional cost to the student.
7. Failure to have the additional test performed within seven days of student notification of a 'dilute' or 'inconclusive' drug test will be considered a positive result.

Dealing with Positive Results

8. If a report indicates any positive drug screening results, the vendor will typically contact the student to investigate.
9. Once the vendor has completed its investigation, results will be sent to the Director of Nursing.

10. The Director of Nursing will contact the prospective student informing them of the findings and request a written explanation.
11. If the student feels the report findings to be mistaken, the Director of Nursing will verify the vendor has completed an investigation into the student's case to determine the accuracy of the information.
12. If there is no valid explanation for the positive result and/or the student responds that a positive drug screening is accurate, the student will not be allowed to enter the nursing program.
13. If any subsequent drug screening returns positive results after admission to the program, the student will be dismissed from the program.
14. The Director of Nursing will notify the student in writing within 3 business days of receiving conclusive positive results that they will be immediately dismissed from the program.
15. The student may appeal the dismissal decision by following the Student Appeals Procedure as outlined in the Heartland Community College Catalog and Student Handbook.
16. The drug screening report and any written correspondence will be retained in a secure file in the HS divisional office.

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