

Arnold & Marie Schwartz College of Pharmacy and Health Sciences
Long Island University

Policy/Procedure on Drug Screening For Doctor of Pharmacy Students

Introduction and Rationale

The Arnold & Marie Schwartz College of Pharmacy and Health Sciences at Long Island University has developed a policy on Drug Screening Checks. The rationale for required drug screening checks is multifaceted and includes:

- the safety and well being of patients – student pharmacists and pharmacists are responsible for the safety and welfare of patients; have access to private information; and prescription medications (including controlled substances)
- accreditation standards – many clinical sites are required by accrediting agencies such as JCAHO to undertake drug screening on individuals who provide services within the facility especially those who are directly involved in patient care and providing treatment
- educational issues – pharmacy practice experiences are a required component of the pharmacy curriculum. Students who can not participate in these experiences due to identified non-medical use of controlled drugs or illegal substances may be unable to fulfill the requirements of the Doctor of Pharmacy Program
- contractual obligations – the College is obligated to meet the requirements contained in the affiliation agreements between the various practice sites and the College

Policy

All students accepted in the Arnold & Marie Schwartz College of Pharmacy and Health Sciences will be required to consent to and complete with satisfactory results a drug screening check. The College of Pharmacy will only accept and retain students in the professional phase of the Doctor of Pharmacy program who undergo and pass such testing.

Applicants to the College

Applicants must submit to and satisfactorily complete a drug screening check prior to admission; an offer of admission will not be final until the completion of the drug screening check(s) with results is deemed favorable. Admission may be denied or rescinded based on a review of the drug screening check; the student should resolve any issues related to unfavorable drug screening results prior to a commitment of resources by the student and the College. The student must sign the consent form, indicating that he or she understands the policies and procedures involved and agrees to participate. Any individual who refuses to sign the consent form will not be allowed to enroll in the College.

Current Students

Individual clinical affiliate sites may require students to complete drug screening checks, prior to a placement at that site or may request drug screening during a student's practice experience. The screening may be performed by a company designated by the College or by the individual site. A positive drug screening result may exclude you from beginning and/or completing your practice experience.

Students who do not submit or refuse to submit to a drug screening check or do not pass the drug screening check review may be asked to leave the practice site and can be dismissed from the program.

Procedures Initial Drug Screening

The Arnold & Marie Schwartz College of Pharmacy and Health Sciences requires and will contract for the performance of drug screening checks for all incoming students.

The College of Pharmacy will designate the approved company to issue reports directly to the College of Pharmacy. Results from a company other than that designated will not be accepted. Students and/or applicants must contact the designated company and comply with its instructions in authorizing and obtaining a drug screening check. Students and/or applicants are responsible for payment of any fees charged by the designated company to provide the drug screening check service. Fees are subject to change at the discretion of the designated company.

Students and/or applicants have the right to review the information reported by the designated company for accuracy and completeness and to request that the designated company verify that the drug screening information provided is correct. Prior to making a final determination that will adversely affect the applicant or student, the College of Pharmacy will inform them of their rights and the procedures regarding how to challenge the accuracy of the report.

Types Of Tests To Be Performed

Specifically, the Non-DOT 7 Drug Panel screening will be conducted. The Non-DOT 7 Drug Panel screening includes testing for: Marijuana, Cocaine, PCP, Amphetamines, Opiates, Barbiturates and Benzodiazepines. (See contractor's website for a detailed explanation of the drug screening process).

Specimen Collection

Details of the specimen collection technique are available from the company's website.

Reporting of Results

The results of the drug screening check will be provided to the individual student and/or applicant and the College of Pharmacy. If substance usage activity is reported on a drug screening check, students will be given the opportunity to respond and/or comment on any report stating that they have tested positive for substance usage.

Reporting initial drug screening results

The drug screening check report will be submitted directly from the company to the Office of Student and Professional Affairs for its review. If the report contains evidence of drug use, a representative from the Office of Student and Professional Affairs will contact the student. The student may be asked submit

additional information relating to the finding. The Office of Student and Professional Affairs will review all information available to it and determine if the students should repeat the screening test. Should the student be unable to supply legitimate documentation (e.g. physician's statement verifying the need for prescribed medications) or have unfavorable results on the repeated screening test, the student may not be permitted to participate in a pharmacy practice experience and can be dismissed from the program. The Office of Student and Professional Affairs will conduct its review as soon as possible after the disclosure or discovery of the information.

If the Office of Student and Professional Affairs determines that dismissal from the program is warranted, a student may appeal that decision in accordance with the university's grievance procedure for academic matters found in the College of Pharmacy Bulletin and on the Long Island University website at http://www.brooklyn.liu.edu/course/pharmacy_bulletin_06.pdf.

Procedure

Drug screening performed by a clinical affiliate

Students enrolled in the Arnold and Marie Schwartz College of Pharmacy and Health Sciences are required to participate in both introductory and advanced pharmacy practice experiences, known respectively as IPPEs and APPEs conducted in clinical affiliate sites. Some clinical affiliate sites require students to complete drug screening prior to or during placement at a clinical affiliate site.

You are required to conform to the screening policy set forth by the individual clinical affiliate which can include the types of test performed, the specimen collection technique, reporting of results, retake rules, and sanctions for positive results.

A positive drug test result may exclude you from clinical placement or completing an IPPE or APPE which you have already begun and may make it impossible for you to complete the clinical competencies required for graduation from the program. Students who have a positive result on a drug screening required by a clinical affiliate face additional sanctions by the College.

Drug Screening Review Standards

In reviewing the drug screening check reports including the initial screening done by the College of Pharmacy and any subsequent screens conducted by the clinical affiliate, and any information submitted, the College of Pharmacy may consider the following factors in making its determinations: the nature of the abused substance, whether the abuse was an isolated or repeated incident, the length of time that has passed since the abuse, past substance abuse history, evidence of successful rehabilitation, and the accuracy of the information provided by the applicant or student in the application materials, disclosure forms or other materials. The College of Pharmacy will bear in mind both the safety interests of the patient and the workplace, as well as the educational interest of the student. In reviewing drug screening checks and supplementary information, advice may be obtained from university counsel, or other appropriate advisors.

The College of Pharmacy will use the Standards of Professional and Ethical Behavior of the Doctor of Pharmacy program, the Long Island University Student Code of Conduct and other University and Collegiate policies to inform its decision. If a student failed to inform the College about past substance

abuse activity on their application, they will also be reviewed for unprofessional conduct / unethical behavior. Substance abuse that occurs while a student is in attendance at the College of Pharmacy may result in disciplinary action, including dismissal, and will be addressed through the College and University's academic or disciplinary policies.

The Drug Screening Check Review Committee will review disputed drug screening checks. After review of all relevant and supporting information, the Committee will provide a formal, written recommendation to the Dean of Academic and Student Affairs. The content of the recommendation will include information on the substance abused, the process undertaken by the Committee, the basis upon which the Committee came to a recommendation and the recommendation itself.

Recommendations from the Drug Screening Check Review Committee may be any of the following:

- allow the student to proceed in the academic program without restriction;
- allow the student to proceed in the academic program with specified terms and conditions (i.e., mandated meetings with rehabilitation counselor, random testing, suspension from experiential education courses, etc.); or
- suspension from or discontinue the student's academic program.

Refusal to submit to any of the conditions outlines by the Drug Screening Check Review Committee will be grounds for immediate termination of enrollment. Where outside services are mandated, for example rehabilitation counseling or further drug testing, the student will be responsible for paying any associated expenses to the vendor. Where random testing is prohibited or restricted by applicable state or local statute or regulation, or other legally-binding agreement, the University will conform to all applicable laws, regulations, and agreements notwithstanding the provisions of this policy.

Challenged Results

Student Initiated Response

All disputes pertaining to the drug screening check findings must be communicated in writing directly to the contracted company that conducted the check. In addition, the student/applicant must inform the College of Pharmacy by sending a copy of the complaint statement to the Office of Student and Professional Affairs.

Re-verification will be made if the company determines that reasonable grounds exist. If parts of the report are deleted or changed because of re-verification, the College of Pharmacy and the student will receive a corrected report.

College Initiated Response

The College of Pharmacy will notify the student if there is a need to review the results of the drug screening check. Notification from the College of Pharmacy that an applicant is denied enrollment will be done via letter from the Office of Admissions. Notification from the College of Pharmacy that a currently enrolled student is denied participation in a pharmacy practice experience due to drug screening check findings will be done via certified letter from the Office of Student and Professional Affairs explaining why the student cannot continue in the program.

The College will provide assistance in obtaining help for the individual if requested. The College will not be responsible for the costs of any counseling or subsequent treatment.

Confidentiality and Recordkeeping

A. Drug screening check reports and other submitted information are confidential and may only be reviewed by university officials and affiliated clinical facilities in accordance with the Family Educational Records and Privacy Act (FERPA). Drug screening check reports and other submitted information of students will be maintained in the Office of Student and Professional Affairs in accordance with the university's record retention policy for student records. Drug screening check reports and other submitted information of applicants denied admission into the program will be maintained in accordance with the university's record retention policy.

School Disclaimer

The Long Island University Arnold & Marie Schwartz College of Pharmacy Drug Screening Check process does not guarantee the safety of students, patients, faculty, or staff. In addition, an acceptable drug screening check, as defined by the school, state, or experiential site; does not guarantee the student will be eligible to complete the program or obtain a license to practice pharmacy upon graduation.

Fair Credit Reporting Act

If an employer hires an outside individual or firm to conduct a drug screening check, the employer is subject to the Fair Credit Reporting Act (FCRA). Although FCRA does not explicitly include educational institutions, the applicability to colleges and schools of pharmacy may depend on legal interpretation and circumstances. A link to an individual's rights under the federal Fair Credit Report Act (FCRA) 15 U.S.C. § 1681 et seq. A copy of the FCRA is available online at <http://www.ftc.gov/bcp/online/pubs/credit/fcrasummary.pdf>

Participation and Consent Form

Arnold and Marie Schwartz College of Pharmacy
and Health Sciences

Long Island University

Drug Screening Program

I have read and understand the Arnold and Marie Schwartz College of Pharmacy and Health Sciences ("The College") policy regarding the initial drug screening for admission and subsequent participation in educational activities at designated sites, and I agree to participate in the drug screening program in exchange for the opportunity to participate. I understand that the College will have an authorized lab screen for the presence of illegally-used substances or drugs. I also understand that I will be responsible for disclosing any over-the-counter or prescription medications taken prior to the screening. I understand that my signature below authorizes the College to obtain the results of my urinalysis prior to me entering the program and beginning the designated off-campus activities. I understand that should the presence of any illegally-used substance be detected and confirmed, I will not be allowed to participate in the off-campus educational experiences which means as a student, I will not be able to continue in the educational program. I also understand that should I refuse to be tested in accordance with the above policy or if I interfere with the test, I will be deemed to have failed the drug screening.

I also consent to the release of the test results to a designated College official, and agree to hold the College harmless from any such releases provided for by this policy. Finally, I also understand that currently available drug tests are not 100% reliable, and that false-positives may result. I agree to hold the College harmless for any such result.

Signed: _____

Printed Name: _____

Dated: _____