

Central New Mexico Community College (CNM)
School of Health, Wellness and Public Safety (HWPS)

Student Drug Screening Policy

1. Purpose and Rationale

Central New Mexico Community College and health care facilities used for student instruction are committed to zero tolerance of the use of illegal drugs and the abuse of legal drugs. Most health care facilities, as part of their contractual clinical agreements with the School of Health, Wellness, and Public Safety (HWPS), require that students complete a drug screen prior to beginning their educational experiences in the facility. Students with a positive drug screen may be removed from the course, clinical or Program after determination from the Program Director or HWPS Leadership Team. (4.A) All students are subject to the HWPS Policy for Suspected Impairment

2. Definitions

For purposes of this policy, the following definitions shall apply:

- A. Drug screen** – A drug screen is a forensic urine drug screen conducted by a licensed drug screening facility designated by CNM. The facility will collect the urine sample and conduct the drug screen following standard protocol. The screen will detect the presence/non-presence of specified drugs or their analogs at standard industry levels indicating a positive (present)/negative (not present) screen.
- B. Illegal drugs** – Illegal drugs include those controlled substances (certain drugs or substances that are subject to, or have a potential for, abuse or physiological dependence) under federal or state law that are not authorized for sale, possession or use/abuse (in confirmed, detectable levels), and legal drugs which are obtained or distributed illegally. Manufacture, use/abuse, possession, sale, purchase or transfer of illegal drugs is prohibited. The CNM Student Code of Conduct further elaborates this policy.
- C. Legal drugs** – Legal drugs are prescription drugs and controlled substances that are required by law to be prescribed by a physician or licensed health care provider for a specific individual. Legal Drugs also include over-the-counter medications (OTC).The drug is considered legal if the person has a current written prescription from their health care provider and verified by the Medical Review Officer designated by HWPS. The School of Health, Wellness and Public Safety prohibits the use/abuse of such drugs to the extent that behavior or judgment is adversely affected.

D. **Impairment** – A chemically impaired person is one who is under the influence of a substance that interferes with mood, perception or consciousness resulting in physical and/or behavioral characteristics which affect the individual's ability to meet standards of performance, behavior and/or safety in clinical, practical or laboratory course settings.

3. Drug Screening Process

Students will submit to a drug screen at a facility designated by CNM upon admission to the program/course and provide written consent for the results to be released to the HWPS Dean or designee. Student's drugs screening process must take place prior to being cleared for clinicals and is usually due within the first 2 weeks of classes. Additional information may be provided by the program director / clinical coordinator upon admission/enrollment in a program/course.

Appendix A: urine screen per HWPS policy. Per industry standards, students may be retested/drug screened during their HWPS course of study.

4. Positive Drug Screening Results

A. A student who tests positive for illegal drugs will receive a written notice of a disqualifying drug screen (positive drug screen) and may be immediately be removed course, clinical or Program after determination from the Program Director or HWPS Leadership Team.

B. Urine drug screen results that are cancelled or out-of-temperature range will be considered positive until repeated. The repeat drug screen must be conducted within 3 business days upon receipt of results from the Office of Verification and Compliance. Students with cancelled or out-of-temperature range urine may remain in the course if there is no evidence of impairment until results of the retest are confirmed.

C. A student who tests positive and is removed from the course may reenroll in the course the following academic cycle the course is offered. If the course is part of a program with coordinated entry, reapplication/readmission into the program may be necessary.

D. A student who tests positive for legal drugs will be allowed to remain within the course contingent upon submission of documentation from a provider that the drug was prescribed for them legally and there is no evidence of impairment. This determination is made by the Medical Review Officer with the contracted facility providing the drug screening. (see Impairment Policy in HWPS Handbook. <https://www.cnm.edu/programs-of-study/health-wellness-public-safety/documents/suspected-impairment.pdf>)

E. A student who tests positive for legal drugs but cannot provide documentation from a provider that the drug was prescribed for them legally, may be removed from course, clinical or Program after determination from the Program Director or HWPS Leadership Team. This determination is made by the Medical Review Officer with the contracted facility providing the drug screening. Students may not participate in the clinical component of their course until such determination is received from the Medical Review Officer to HWPS.

5. Negative drug screen Results

A. Students with a negative drug screen are given a clearance. The clearance is in effect for the duration of continuous enrollment in the course of study. Any lapse of continuous enrollment in the current course of study will result in the student repeating their drug screen.

6. Disqualifying Drug Screen Results/ Program Re-entry

A. A student with a disqualifying drug screen will not be eligible to enroll during that term in any other allied health or nursing program that requires a drug screen. For those programs using a coordinated entry process, students will need to follow program protocol for requesting entry at a later time and the screening may need to be repeated as directed by the program director/clinical coordinator. Students enrolling in other allied health or nursing courses that do not use a coordinated entry process will need to re-enroll another term, according to program/course policies, and will have a repeat drug screen as required by the program policy.

B. When a student requests re-entry they will need to follow program policy regarding a new drug screen.

C. When a student changes to a different program within HWPS for which a screening is required, the screening will be repeated.

7. Maintenance of Records and Confidentiality

A. HWPS shall maintain relevant documentation for all students required to undergo a drug screening in accordance with the college's records retention policy.

B. All information related to the drug screening process shall be kept confidential except when there is a legitimate academic need-to-know in accordance with the Family Educational Rights and Privacy Act of 1974 (FERPA, P.L. 93-380, 512)

8. Panel Test Information

The panel includes the following drugs and cut-off levels:

Amphetamine: 500 ng/mL

Barbituates: 200 ng/mL

Benzodiazapine: 200 ng/mL

Cocaine: 150 ng/mL

Methadone: 300 ng/mL

Propoxyphene: 300 ng/mL

THC: 50 ng/mL

Oxycodone: 100 ng/mL

Opiate: 300 ng/mL

PH levels should be between 4.0-9.0 and Creatine levels >19.9