

Urine Drug Screen Policy

Contractual agreements with the clinical facilities that provide portions of the educational training experience require students admitted into the Ogden-Weber Technical College (OTEC) Practical Nursing Program to submit to, and pass, a random urine drug screen test. This requirement is intended to protect the safety of the clients and staff of those facilities.

The urine drug screen will test for amphetamines, barbiturates, benzodiazepines, cocaine, fentanyl analog, marijuana, meperidine & PH/oxidants, methadone, methaqualone, opiates, phencyclidine, propoxyphene, urine creatinine, MDMA and 6-acetylmorphine. Some sites may require more expansive drug screen; the panel will be adjusted as required by the clinical site.

The PNP will provide instructions for testing and payment at orientation and at the time of request for the random drug screen. Payment for drug screening is the responsibility of the student. Drug screens must be conducted by the designated approved service provider; drug screens from personal providers will not be accepted.

Results of the drug screen are confidential. The Program Manager will review them. However, the results may also be shared with the clinical sites hosting the student, upon the clinical site's request. If the results indicate the presence of any of the metabolites listed above, or if the results indicate a dilute sample, the drug screen will be considered "positive". Students with positive drug screens will be privately counseled regarding their next course of action.

A positive drug screen does not necessarily indicate a failed drug screen. The following steps will be taken to determine if there is an acceptable medical explanation for the positive result:

- If a result indicates a "dilute" sample, the student must submit to a second drug screen at the student's expense. If the repeat drug screen yields a second "dilute" test result, it will be reviewed by a Medical Review Officer (MRO) and the student will be required to submit a signed medical statement from their health care provider that indicates the student has a medical condition causing dilute urine.
- If a result indicates the presence of any of the metabolites in the panel, the MRO will contact the student to request information to determine whether there is a legitimate medical explanation for the positive result. Submission of a current copy of the legitimate prescription for the controlled substance (including medical marijuana) identified in the urine drug screen will be required.

The urine drug screen will be considered "failed" if:

1. The student does not complete the drug screen by the requested date.
2. The drug screen results note the presence of metabolites of any of the substances listed in the drug screen panel and the MRO does not find a legitimate cause for the positive result.
3. The drug screen results note dilute samples twice and the Medical Review Officer fails to find a legitimate medical reason for the dilute urine samples.

A failed drug screen may cause a student to be ineligible for clinical placement and completion of required hours, a failed drug screen can result in permanent dismissal from the PNP.

Due to discrepancies between State and Federal Laws, a test that detects marijuana may be considered a failed drug screen by the MRO, even if the student provides a medical marijuana card to show legitimate cause. In this situation, the drug screen will be considered a "positive" but not a "failed" drug screen and students will not be dismissed from the PNP.

OTECH reserves the right to ask any student enrolled in the PNP to submit to additional urine drug screens at any time during the duration of the program. The student may be required to submit to a drug/alcohol test at an approved laboratory at the College's expense. The student may be dismissed from participating in program activities pending an investigation and may be subject to disciplinary action up to and including dismissal from the PNP.

In keeping with the program's due process policies, if a student disagrees with the accuracy of the information obtained, they may request a meeting with the Program Manager and/or Program Counselor to discuss their concerns.