

**Policy Number:** 02-01-003

**Policy Title:** STUDENT DRUG AND ALCOHOL TESTING

**Effective Date:** October 19, 2017

Page 1 of 3

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1. **Policy**

To promote the health and safety of all students and patients in their care, OHSU has established a drug testing program consisting of pre-matriculation testing, pre-clinical experience testing and “for cause” testing for any student suspected of being under the influence of lawful and/or unlawful drugs or alcohol during their course of study.

2. **Definitions**

**Unlawful Drug:** Any drug that is illegal under federal, state or local law.

3. **Pre-Matriculation Testing**

All students accepted into educational programs with a clinical component shall be offered conditional admission pending the results of a pre-matriculation drug test. Failure of a pre-matriculation drug test may result in denial of admission into the academic program. Individual school policy shall dictate the timing of such tests, ensuring at a minimum, students are tested before their initial clinical experience.

4. **Clinical & Safety Sensitive Placement Testing**

Students participating in clinical or safety sensitive activities shall be made aware that drug testing may be required dependent upon individual placements. Students that are unable to pass testing for individual clinical placements or safety sensitive activities are subject to the requirements of section 5.B(2).

5. **“For Cause” Drug and Alcohol Testing**

Any student may be required to submit to a drug or alcohol test if there is reasonable suspicion that the student is under the influence of drugs or alcohol while engaged in their course of study. “For cause” testing includes alcohol and/or drug tests.

A. **Behavior and Physical Conditions Giving Rise to Reasonable Suspicion**

Behavioral and physical signs giving rise to reasonable suspicion sufficient for testing may include but are not be limited to:

- (1) Observable phenomena, such as direct observation of drug use or possession and/or the physical signs and symptoms of being under the influence of a drug or alcohol;

- (2) Abnormal conduct or erratic behavior;
- (3) A serious accident or number of minor accidents during any experience in which the student participates;
- (4) Evidence of student involvement with drug tampering or evidence that the student tampered with a previous drug test;
- (5) Abnormal physical conditions including but not limited to bloodshot eyes, slurred speech, lethargy or drowsiness, lack of coordination and odor of alcohol on breath.

**B. Requirements**

- (1) Any student exhibiting behavioral or physical signs as defined above in section 5.A, may be required to have a drug or alcohol test. If a student's behavior and/or physical condition causes reasonable suspicion of substance abuse, the student to be tested shall be relieved of any clinical or safety sensitive duties and will be required to comply with the requirements for "for cause" testing set forth in the student's school drug and alcohol testing protocol. The behavior and/or physical condition shall be documented and placed in the student's record maintained by the academic program.
- (2) Students unable to successfully pass a drug and/or alcohol test pursuant to this policy shall be subject to OHSU Policy 02-30-050, Student Suspension, Dismissal and Appeal, in addition to applicable disciplinary procedures of the school or program that may result in, but is not limited to dismissal from the academic program. A failed test, or refusal to take a test may result in dismissal from the academic program in accordance with school or college policies, OHSU Policy 02-30-010 (Conduct Relating to Students-Proscribed Conduct) or other actions, including referral to an appropriate treatment program.

**6. Confidentiality**

Drug and alcohol test results will be considered confidential as required by federal and state law. Drug and alcohol testing reports and any submitted health information of students shall be maintained at OHSU in accordance with the OHSU record retention policies for student records.

**7. Responsibilities**

- A. The Dean of each school or college is responsible for implementing the requirements of this policy.

- B. School officials must report any violation(s) by a student of alcohol or drug laws and/or OHSU Alcohol and Drug Guide prevention requirements, which result in either an arrest or a disciplinary action, to Public Safety and the Vice President for Research Operations & Student Affairs, thereby ensuring institutional compliance with applicable laws and regulations.
  
- C. Students are responsible for adhering to the requirements of the OHSU Conduct of Conduct. Violations may result in disciplinary action.

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**Related Regulations:**

Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act 20 U.S.C. §1092(f), and applicable regulations

**Related Policies and Procedures:**

[Policies 02-20-005 through 02-20-040, Student Records](#); [Policy 02-30-010, Conduct Relating to Students – Proscribed Conduct](#); [Policy 02-30-050, Student Suspension, Dismissal and Appeal](#); [OHSU Code of Conduct](#); [OHSU Alcohol and Drug Guide: A Resource for Employees and Students](#)

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**Responsible Office:** Office of the Provost, [academicpolicy@ohsu.edu](mailto:academicpolicy@ohsu.edu)