

**SCHOOL OF RADIOLOGIC TECHNOLOGY**  
2002 W. Loop 289, Suite 120 • Lubbock, Texas 79407 • (806) 725-8965

**DRUG TESTING POLICY AND PROCEDURE**  
**STATEMENT FOR APPLICATIONS**

**POLICY**

A drug screen test (urine) will be required on all applications/students selected for employment/training as a part of the pre-employment physical assessment performed in the Employee Health Department. The test will be administered prior to the first day of employment/training.

If a test result indicates the presence of an illegal or prohibited drug or substance which exceeds the cut-off level, the Applicant selected for employment or training will be disqualified for further hiring/training consideration.

**PROCEDURE**

- \* All otherwise qualified applicants/students selected for employment/training will be tested for drug use prior to the first day of employment/training. Such testing will include the analysis of urine, or any other medically accepted testing procedure.
- \* This application which includes a Drug Testing Consent form must be signed prior to the time of any such drug testing, authorizing Covenant Health to conduct such testing and to rely upon the results.
- \* Refusal to consent to and participate in such drug testing will automatically disqualify the applicant/student selected for employment/training from further consideration.
- \* Applicants/Students testing positive for the presence of drugs in their bodies will automatically be disqualified from further consideration for at least two years after confirmatory testing.
- \* Covenant Health will conduct confirmatory testing of initial positive test results.
- \* All information from an employee's/student's drug and alcohol test is confidential and only those with a need to know are to be informed of test results. Test results may also be communicated at any judicial or administrative proceeding. The result of a positive test shall not be released to the Personnel Department until the results have been confirmed.

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**DRUG TESTING CONSENT FORM**

I understand that Covenant Health requires drug testing as a part of its selection and hiring process and is required of all applicants selected for employment or acceptance into Covenant Health School/Training Programs. I also understand that such drug testing will consist of the collection of urine or any other medically recognized test designed to detect traceable amounts of drugs in the body. I further understand that if such testing indicates the presence of illegal drugs in my body in detectable amounts, I will be disqualified from further hiring/training consideration. I understand that refusal to consent to and participate in such drug testing will automatically disqualify me from further hiring/training consideration. I hereby give my consent to Covenant Health to administer any or all drug testing procedures to me, and to use the results of such testing in further determining my employability with the hospital or acceptance into a Covenant Health School/Training Program.

I further understand that as an employee/student of Covenant Health, I will be subject to Random, Reasonable Cause and/or Post-accident drug/alcohol testing at any time during my employment or enrollment. Refusal to consent to and participate in such drug/alcohol testing will automatically subject me to termination of employment or immediate dismissal from a Covenant Health School/Training Program. I understand that this is not a contract for employment and that even if employed, I will remain terminable-at-will and free to resign at any time I wish.

Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

**DRUG/ALCOHOL TESTING POLICY**

**PURPOSE**

I recognize that certain chemical substances are being consumed throughout the nation as part of the contemporary way of life. Many of these substances are considered contraband in and of themselves, which means that it is a violation of the law to possess or distribute them. In developing this policy, Covenant Health recognizes the need for its employees to comply fully with the law at all times in their conduct of hospital business. It is also recognized that alcohol and drug abuse ranks as one of the major health problems in the world. Covenant Health is especially concerned with those situations where the use of drugs or alcohol interferes with the health and safety of its employees/students, its patients and the public, adversely affects job performance, or is considered to be detrimental to Covenant Health operations.

**POLICY STATEMENT**

**PRE-EMPLOYMENT SCREENING**

Covenant Health will maintain pre-employment screening practices designed to prevent hiring individuals who use illegal drugs\* or individuals whose use of legal drugs\* indicates a potential for impaired or unsafe job performance.

- \* "Illegal drugs" means: any drug
  - a. Which is not legally obtainable; or
  - b. Which is legally obtainable but has not been legally acquired

The term includes prescription drugs not being used for prescribed purposes. It also includes marijuana.

- \* "Legal drugs" include:
  - a. Unauthorized prescription drugs and over-the-counter medications which may prevent employees from performing their normal job duties at a safe and acceptable level of performance.
  - b. Unauthorized alcoholic beverages