



Drug and Alcohol Screening Policy

Category:	4-Professionalism and Integrity
Curriculum Phase:	All Phases
Author/Authoring Body:	Vice Dean, Medical Education's Ad Hoc Policy Advisory Committee
Responsible Unit:	Curricular and Student Affairs
Policy Contact:	Student Affairs Dean Office
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Summary

The policy ensures that students in the College of Medicine – Tucson (COM-T) maintain a safe, drug-free environment by prohibiting the use of illicit substances and requiring compliance with drug and alcohol testing protocols.

Related LCME Standard

Element 3.5 Learning Environment/Professionalism

A medical school ensures that the learning environment of its medical education program is conducive to the ongoing development of explicit and appropriate professional behaviors in its medical students, faculty, and staff at all locations. The medical school and its clinical affiliates share the responsibility for periodic evaluation of the learning environment in order to identify positive and negative influences on the maintenance of professional standards, develop and conduct appropriate strategies to enhance positive and mitigate negative influences, and identify and promptly correct violations of professional standards.

Applicability & Scope

This policy applies to all medical students enrolled or dually enrolled in the MD program at the College of Medicine – Tucson (COM-T), from matriculation through convocation.

Definitions

myClinicalExchange (mCE) – An electronic platform used by Banner Health to manage all regulatory, compliance, and health and safety requirements, including immunizations and drug and alcohol screening.

Policy Statement

I. Policy Framework and Compliance Expectations

- A. COM-T students must function free from the influence of illicit or illegal substances. The use of controlled substances (unless prescribed by a clinician), marijuana, or illegal substances is prohibited.
- B. This policy delineates drug testing requirements and disciplinary sanctions that COM-T may impose on students who are suspected or accused of being under the influence of alcohol or other prohibited substances.
- C. All students must comply with all federal, state, and local laws, rules, and regulations concerning drug and alcohol use, including rules, policies, and procedures of the Arizona Board of Regents, the University of Arizona, and individual clinical placement sites at which a student is assigned. See [ABOR Student Code of Conduct](#).

II. Routine Alcohol and Drug Screening

A. Timing

- 1) Upon matriculation to the COM-T and prior to the beginning of clinical activities at affiliate sites that require additional drug screening, students are required to submit the results of a urine drug screening (UDS), per Banner policy.

B. Cost

- 1) Students are responsible for the costs of any routine screening.

C. Testing Location(s)

- 1) Students must select a site to complete a UDS, such as J2 Laboratories.

D. Results

- 1) Students must upload their results into MCE.
- 2) Positive Results:
 - a) COM-T will review any positive results and follow up with the student to determine if the positive result is due to a clinician-prescribed medication.
 - b) Students who test positive on a routine screening will be referred to the Associate Dean of Student Affairs.
 - c) See [Section IV](#) for disciplinary actions for positive results.

III. "For Cause" Alcohol and Drug Testing

- A. To ensure compliance with institutional policies and to promote a safe and healthy work environment, the COM-T may require students to submit to drug and/or alcohol testing "for cause" based upon reasonable suspicion of substance abuse.
- B. An individual who reasonably suspects that a student is engaging in substance abuse must contact the Associate Dean of Student Affairs. The reporting individual must document the specific facts and behaviors supporting the reasonable suspicion.
- C. Reasonable suspicion of inappropriate alcohol or drug use may be based upon, but is not limited to, the following criteria:
 - 1) Direct observation of drug or alcohol use or possession and/or demonstration of physical symptoms of the influence of drugs or alcohol; or
 - 2) Abnormal or erratic behavior consistent with alcohol or drug abuse; or

- 3) Arrest or conviction for a drug or alcohol related offense; or
 - 4) Identification of a criminal investigation into drug use, possession, or trafficking; or
 - 5) Evidence that a student has tampered with a previous drug or alcohol test; or
 - 6) Possession of drug paraphernalia.
- D. The Associate Dean, Student Affairs will review the circumstances and determine whether the criteria for reasonable suspicion is met. If criteria for reasonable suspicion is met, the [“For Cause” Testing Procedure](#) is followed.
- E. Pending testing, and in consultation with the course or clerkship director overseeing the student in the curriculum, the Associate Dean for Curricular Affairs will assign the student to virtual learning or require the student to pause progress in the MD program.

IV. Disciplinary Actions

- A. Any student who has a positive result on an alcohol or drug test may be subject to disciplinary action, up to and including referral to Student Progress Committee (SPC) for dismissal.

V. Refusal to Consent to Testing

- A. Any student who refuses to consent to an alcohol or drug test or fails to provide an adequate specimen, as documented on the drug test result, will be referred to the SPC for dismissal.

Procedures

I. “For Cause” Testing

A. Timing

- 1) When the determination to test “for cause” has been made, the student will be given instructions on where to obtain a drug test to collect urine samples for drugs and/or alcohol. The sample must be provided at the testing location within 24 hours of written notification that “for cause” testing is required.

B. Cost

- 1) The COM-T will cover testing costs.

C. Results

- 1) The student will upload the drug test results to mCE.
- 2) The Associate Dean, Student Affairs, and the Associate Dean, Curricular Affairs, will review the drug test results and discuss any positive results to determine the appropriate course of action.

Related Information

Policies and Resources

- [UA Safe and Drug Free Campus](#)
- [ABOR Policy 5-308: Student Code of Conduct](#)
- [COM-T Policy 1-103: Dismissal Policy](#)

Revision History

2025/3/3: The Vice Dean for Medical Education approved the policy.