

Policy

It is the policy of the Shasta College Health Sciences Division to adhere to all policies of the clinical facilities with which the College affiliates for student clinical learning experiences. Current clinical facilities require drug testing and criminal background screening of all students. Students must complete a criminal background check and negative drug screen before enrollment in the Health Science Division clinical programs. Failure to complete the background or drug screening in accordance with the policy detailed below will result in denial of enrollment in the program.

The College will designate the company to do the drug testing and criminal background screening. The College will not accept drug and criminal background screening results from any company other than the one designated by the College.

Students are responsible for all costs associated with the drug screening. Students are also responsible for all costs associated with criminal background checks unless exempt by statute. Exemptions will be communicated by the Dean of Health Sciences in specific program clinical requirement guidelines prior to screening.

Students must further agree that all results will be released to the Health Sciences Division Dean and the Dean's Designee.

Criminal Background Checks

Standards for criminal background screening are those required by state or federal law and commonly required of hospital employees. Criminal background checks must review the applicant's criminal history seven (7) years back from the date of enrollment. The check must include all cities and counties of known residence for the 7-year period. If students are completing life scan and Department of Justice (DOJ) screenings, all criminal history must be reported and is subject to review.

Existence of convictions will not necessarily disqualify an applicant from enrollment. However, failure to fully disclose the existence of convictions may be considered falsification of a record and will result in offer of enrollment being rescinded; and is grounds for immediate termination upon discovery at any time during enrollment. Furthermore, students who fail to fully disclose the existence of convictions will not be eligible to reapply. (The term conviction for these purposes includes probated sentences and deferred adjudications).

Exclusions from Clinical Placement

In accordance with the clinical agencies used by Shasta College, a student will be excluded from participating in clinical rotations and therefore unable to enroll in Shasta College Health Sciences programs for the following background check results.

Convictions including probated sentences and deferred adjudications for:

- Any felony within the past 7 years and any capitol felony at any time.
- Any misdemeanor conviction within the past 3 years
- Driving Under the Influence of drugs or alcohol (in accordance with above timeframes for felony or misdemeanor)
- Medicare fraud
- Crimes against persons
- Crimes against property
- Any crime resulting in the requirement to register as a sex offender
- Crimes involving drugs

A student denied enrollment due to criminal history not meeting clinical affiliates placement standards must make a new application to the program and repeat screening when able to meet the established pre-enrollment screening requirements.

A student denied enrollment due to criminal history restrictions set by state statute or state agency certification/licensure ineligibility may not reapply to the program.

Any student having any concerns about the criminal background check is encouraged to contact the Dean of the Health Sciences Division for a confidential discussion of this issue prior to completing the request for a background check.

Drug Screening

The Health Sciences Division maintains a “**no tolerance**” policy regarding substance abuse. Prior to enrollment, students must complete a urine drug test. Either a positive test result or failure to complete the drug test will result in the offer of enrollment being withdrawn. A student denied enrollment due to a positive drug test or failure to complete the drug test must make a new application to the Shasta College Health Sciences clinical program and begin the enrollment process again in accordance to established procedure. The student will not be granted any special consideration in priority and is eligible to re-apply only once.

(Note: the California Supreme Court has ruled that prescriptions for marijuana do not exempt users from workplace rules, and they may be fired for a drug test that is positive for marijuana. Accordingly, any student who tests positive will not be enrolled as defined in this policy).

Background Check/Drug Screening Results

The results of the student’s background check and drug screening will be emailed to the Shasta College Health Sciences Division Dean or the dean's designee. These results are confidential and will be kept in confidential files separate from the student's academic file. The Health Sciences Division Dean will inform the student if findings exclude them from enrollment.

Background Check and Drug Screening Process

As stated above, Shasta College will designate the company to do the drug testing and criminal background screening and will not accept drug and criminal background screening results from any other company. At an informational meeting, an individual conference, or through the mail (postal or electronic); the student will be given a packet containing detailed instructions for completing the background check and drug screening test. Students who deviate from these instructions will not be enrolled.

Any student who has any concerns about the drug screening or criminal background check is encouraged to contact the Dean of the Health Sciences Division for confidential advising prior to completing either procedure.