

## MMLS Policy: Student background check and drug testing

For acceptance in the MMLS professional program, students must successfully undergo a criminal background check and substance of abuse/ drug screening test. This is a prerequisite of students prior to starting training. The existence of a discrepancy or positive drug result does not automatically disqualify an individual from admission.

These screening tests are performed in order to appraise a student's ability to complete the clinical training and eventually obtain employment as a medical laboratory scientist. Any student whose screening reveals a not acceptable result may be denied placement in a hospital for training. Subsequently, the inability to place a student in a clinical site is cause for dismissal from the program. Areas of concern include any positive drug screen, any felony, crimes against individuals (assault, battery, sexual assault, and other related crimes), crimes involving theft, crimes involving drugs, and misdemeanors that could compromise the care and safety of patients.

The background check and drug screen results will be reviewed by the MMLS program director and/ or associate director. In the case of a discrepancy found in the background check or a positive test on the drug screen the program director will meet with the student to discuss the results. Further review by MMLS faculty will determine eligibility for the program based on the nature of the finding.

This information will be kept in the student's permanent file and only provided to the clinical site if required by an affiliation agreement.

Montana State University has partnered with Castle Branch to manage the background checks. Students are responsible for initiating the background check and assume all costs. You will be required to create an account, provide identification information and supporting documentation and payment. Currently the background check costs \$55.00 dollars. Background checks conducted by other standard approved agencies may also be considered with prior approval by the MMLS program.

Results of the background check will be made available to you as well as the program. These results may be given to the clinical site to fulfill their background check requirement.

### **The following background checks will be conducted:**

- Montana Statewide Criminal Search
- Unlimited Counties- Outside Montana- Previous 7 years – Maiden & Alias included
- Residency History
- Social Security Alert
- National Record Indicator with sex offender index- Maiden & Alias included
- Nationwide Healthcare Fraud & Abuse
  - FACIS® Level II
  - OIG- Office of Inspector General List of Excluded Individuals
  - GSA- General Services Admin. Excluded Parties Listing
  - OFAC Office of Foreign Assets Control SDN Search

The MMLS program supports the belief that illegal drug use is dangerous to the student, their classmates, instructors, hospital personnel, and the patients.

Students are required to have a five panel drug test (often called a pre-employment or workplace drug screen) which includes the following

- Amphetamines – amphetamine, methamphetamine, MDMA (ecstasy), MDA, and MDEA
- Opioids – morphine, codeine, 6-acetylmorphine (heroin metabolite), hydrocodone, hydromorphone, oxycodone, oxymorphone and dihydrocodeine
- Marijuana metabolite
- Cocaine metabolite
- Phencyclidine (PCP)

This testing can be obtained from the provider of your choice, including the MSU Student Health Service. The acceptance letter you receive from the MMLS should provide the information required for your health provider to conduct the testing. If not please contact the program.

Testing is done on a random urine sample collected in accordance with established laboratory policy.

A copy of your consent for testing and the results must be returned by the provider to:

MMLS Professional Program  
Alison Mizner  
MSU, 109 Lewis Hall  
Bozeman MT 59717

\*Additional information when having the drug screen completed at the MSU student health service:

This is important for maintaining a good relationship with the SHS and assuring they will continue to work with our students.

Please get the test done before the end of the semester

This is a urine test and the urine must be concentrated to be acceptable.

The fee is \$15.00

DO NOT stop at the front desk- go directly to the lab

YOU must do your testing before 3:00 in the afternoon and NOT between 12:00-1:00

Thank you for your cooperation.