

**Policy Number:**

1.5.002

**Title:**

*Drug and Alcohol Testing Policy*

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## **PURPOSE**

Thaddeus Stevens College of Technology (“College”) is committed to providing an environment that promotes the well-being and safety of its employees, students and campus visitors. In furtherance of that goal, the College will perform drug and alcohol testing under the circumstances set forth below.

## **SCOPE**

All College students are subject to this policy.

## **DEFINITIONS**

**Designated Information Representative (DIR):** An individual at the College will be identified as the DIR. This person will maintain confidential records of student test results and record a student’s passing a drug test as “completed drug testing” in the applicant’s profile.

## **POLICY DETAIL**

### **I. Testing**

#### **A. Post-accident**

After an accident with either significant property damage or personal injury, parties involved in the accident or injury may be tested as soon as the collection site is available.

#### **B. For-cause**

Any student may be requested to undergo drug and/or alcohol testing if:

1. The student appears to be in an unfit condition at the College,
2. The student exhibits physical signs of alcohol and/or illegal drug use (e.g., red or glassy eyes, stumbling or difficulty walking, slurring speech, an odor of alcohol or drugs) while on campus or involved in a College activity,
3. The student is involved in an accident while engaged in a College activity,
4. The student violates the College’s Alcohol and Controlled Substances policy. This includes testing for return to the College.

## **C. Follow Up**

Following a determination that a student needs assistance resolving problems associated with alcohol misuse and/or the illegal use of drug, the student might be subject to unannounced follow-up drug and/or alcohol testing as directed by a treatment professional. The number and frequency of such follow-testing shall be as directed by the treatment professional. The student might be required to undergo follow-up testing for alcohol and drugs if the treatment professional determines that to be necessary. Follow-up testing shall remain in place for as long as determined necessary by the College.

## **E. Random Tests**

Due to the nature of certain programs, students involved with these safety-sensitive programs may be required to submit to random drug and alcohol tests if and when determined appropriate by the College in its discretion.

## **II. PROCEDURES**

The Drug and Alcohol Testing Program will be administered by the DIR.

The drug and alcohol screening will be conducted to detect only the following drug groups using industry thresholds as established by the Federal Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA) to establish a positive result. Screened substances may include the following:

1. Amphetamine/Methamphetamines (e.g., Speed, Crystal)
2. Barbiturates (e.g., Adderall, Amobarbital, Butabarbital, Pentobarbital, Phenobarbital, Seconbarbital, and Vyvanze,)
3. Benzodiazepines (e.g., Ativan, Klonopin, Librium, Oxazepam, Serax, Valium, Dalmane, Xanax)
4. Cocaine
5. Ethanol (alcohol)
6. Hallucinogens (e.g. LSD)
7. Methadone
8. Methaqualone
9. MDMA - Ecstasy
10. Opiates (e.g. Codeine, Fentanyl, Heroin, Hydrocodone, Oxycodone, Opium, Morphine)
11. Phencyclidine (PCP)
12. Propoxyphene
13. Steroids
14. THC (Marijuana)

### **A. Specimen Collection**

The Quest Diagnostic Lab personnel will be responsible for obtaining the breath, saliva, and/or urine specimen from the individual being tested in compliance with applicable law.

Students to be randomly tested will be notified at a time determined by the College. They will present themselves within four hours after being notified that they are to be tested. Refusals or failures to complete the test as required, or tampering with the test, will be referred to the Vice President of Student Services, Director of Residence Life, or Assistant Director of Residence Life for investigation and appropriate discipline up to and including suspension and/or termination.

A refusal to submit to testing includes, but is not limited to, when a student:

- Fails to appear for any test within a reasonable time, to be determined by the College, after being directed to do so by the College;
- Fails to remain at the collection site until testing is complete;
- Fails to provide a urine specimen when required for a drug test, or a saliva or breath specimen for an alcohol test;
- Refuses to permit directly observed or monitored collection during a drug test;
- Fails to provide a sufficient amount of urine, saliva or breath when directed, and it has been determined through a required medical evaluation, that there was no adequate medical explanation for the failure;
- Fails or declines to take a second test as directed;
- Fails to undergo a medical examination or evaluation, as directed as part of the verification process;
- Fails to cooperate with any part of the testing process; or
- Is reported as having a verified adulterated or substituted test result.

The standard for alcohol testing via collection of a blood sample or BAT (breath alcohol test) will be the converted equivalent of a blood alcohol level of 0.02 percent. An alcohol testing level of 0.02 percent or above will be treated as a “positive” result. Students whose specimens fail testing may request a confirmation test on the original specimen collected from a separate, unrelated certified laboratory and shall be at the student’s expense if said test confirms the original, positive test results.

The College reserves the right to have its collection site agent conduct a direct observation or monitoring of the urine specimen collection.

The ingestion of poppy seeds, which are contained in a variety of food products, may result in a positive drug test result for opiates. If the drug-testing laboratory determines that the level of deterred opiates is scientifically consistent with foods usage, there will be no discipline imposed by the College.

## **B. Records**

All drug testing information relating to individual students is strictly confidential. All records related to the testing will be maintained by DIR.

## **C. Discipline**

Any student who is reasonably believed to have violated this Policy is subject to discipline up to and including expulsion/termination.

To determine the appropriate sanctions for violation of this Policy, the following information associated with a violation will be considered, among others:

- The location of the violation;
- The amount of drugs/paraphernalia found;
- Whether other policy violations are involved.

For a complete list of possible student sanctions, refer to the “Sanctions” section of the Student Code of Conduct.

If students are ordered to submit to a post-accident, random, or reasonable suspicion test, they may be removed from campus until the verified test result is received. If the verified result is positive, the student is subject to discipline as described herein.

#### **D. Voluntary Assistant/Treatment**

The College encourages its students who are chemically dependent to voluntarily obtain assistance/treatment for substance abuse problems before they cause problems on campus. A student’s decision to voluntarily to voluntarily seek assistance for such problems will not be used as the basis for disciplinary action. Students may not avoid imposition of discipline by requesting such treatment or a leave of absence after being selected for testing or by violating the College’s Policy.

#### **E. Referral to Law Enforcement**

In addition to imposing discipline, the College reserves the right to refer information about criminal activities and transfer any suspected illegal drugs or drug paraphernalia to appropriate law enforcement.

#### **References**

[Alcohol and Controlled Substances Policy](#)

<i>Audience</i>	<i>Students</i>
<i>Effective Date</i>	<i>7/18/2025</i>
<i>Date Revised</i>	
<i>Date Reviewed</i>	
<i>Owner</i>	<i>Vice President of Student Services</i>