

**??? COUNTY HOSPITAL DISTRICT**

**Policy No. II – 7.1**  
**Effective Date: Jan. 2003**  
**Reviewed:**  
**Department: Human Resources**

**PERSONNEL POLICY**

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**PRE-EMPLOYMENT DRUG TESTING**

??? General Hospital performs vital public health services to its patients/residents, visitors and patrons, and the communities it serves. To ensure that this service is delivered safely and efficiently, the Hospital is dedicated to providing and maintaining a drug-free environment. As a healthcare provider, we are committed to the well being of those we serve and employ.

All applicants who have been offered employment shall undergo urine drug testing prior to employment. All employees returning from an absence of one year or more are considered applicants for purposes of this policy. Failure to pass the test will disqualify the applicant.

Any job applicant who refuses to submit to drug testing, refuses to sign the consent form, fails to appear for testing, tampers with the test, or fails to pass the pre-employment drug test will be ineligible for hire for at least one year.

The Hospital will use an independent, NIDA certified laboratory for all testing.

All specimen collection and tests for drugs and alcohol will be performed in accordance with scientifically accepted analytical methods to ensure accuracy of drug test results, quality control over laboratory analysis procedures and the protection of privacy. All specimen collections will be handled by PAML.

Substances to be tested may include any, and all, but will not be limited to the following: alcohol, amphetamines, barbiturates, benzodiazepine, cannabinoids, cocaine, fentanyl, ketamine, maperidine, methadone, methaclualone, opiates, oxycodone, pentazocine, phencyclindine, propoxyphene.

A verified positive drug test result will result in a rescinding of the conditional offer of employment.

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???, Administrator

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Date

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???, Board Chairperson

\_\_\_\_\_  
Date