College of Medicine Student Criminal Background Checks and Drug Screening

Policy:

The majority of teaching hospitals and facilities affiliated with the Charles E. Schmidt College of Medicine ("COM") require a criminal background check and drug testing for all students engaging in clinical experiences within their institutions. Some hospitals and facilities prohibit individuals with adverse or positive findings on their criminal background checks or drug screenings from attending or training in their facilities. Finally, some hospitals and facilities may require on-the-spot drug screens if there is a suspicion of drug use. Students enrolled at the COM must comply with these background check and drug screening requirements or will be ineligible to participate in clerkships and other clinical experiences that are required as part of the COM program. Failure to comply may prevent the students from being able to satisfactorily complete their educational program.

Procedures:

Criminal Background Checks
The COM has partnered with a third party to facilitate medical student criminal background checks. There are several components to the background check: 1) a level 2 background check (a State and Federal criminal background check); 2) a check of unlimited out of state county criminal records, residency history, social security verification, nationwide Sexual Offender Registry, employment verification, U.S. Patriot Act; and 3) a check of the US Department of Health and Human Services Office of Inspector General and U.S. General Services Administration ("HHS/OIG/GSA") lists of excluded individuals from participation in Medicare, Medicaid, Tricare or other Federal health care programs. The criminal background check must be performed before the third and fourth year of medical school and within a specified period of time prior to the onset of the clinical experiences. Costs for the background check are the responsibility of the student.

Results of the background checks are received by the Senior Associate Dean of Student Affairs (or his/her designee) and to the Chief Medical Officer (or other authorized individuals) of the hospital or facility to which the student has been assigned for observation or training. Adverse or positive findings may prevent a student from being granted permission to observe or train at an individual hospital or facility. Decisions regarding a student’s ability to observe or train at an individual hospital or facility will be made by such hospital/facility. Consent to the background check implies consent by the student to have the results of his/her background check shared with these individuals and others at the University, hospital or facility with a legitimate interest in such results.

Drug Tests
The COM has partnered with a third party to facilitate urine drug testing. Such third party will provide students with necessary paperwork to complete testing at specified lab facilities. The COM Office of Student Affairs will notify students when drug testing will commence. Testing then must be completed within 5 days of receiving said notification. Drug testing must be performed before the third and fourth year of medical school and at such times as may be
required by a hospital or facility at which the student may wish to train or observe. Costs for the
drug screening are the responsibility of the student.

Results of any drug test will be reported to the FAU COM Senior Associate Dean for Student
Affairs (or his/her designee). If a drug test result comes back positive, the student, the Senior
Associate Dean for Student affairs (or his/her designee), the Chief Medical Officer or authorized
individual of the hospital or facility to which the student has been assigned for observation or
training will be notified. Adverse or positive findings may prevent a student from being granted
permission to observe or train at an individual hospital or facility. Decisions regarding a
student’s ability to observe or train at an individual hospital or facility will be made by such
hospital/facility. Consent to the drug screening implies consent by the student to have the results
of such screening shared with these individuals and others at the University, hospital or facility
with a legitimate interest in such results.

Adverse or positive findings on the criminal background check or drug screening may constitute
a potential violation by the student of FAU Regulation 4.007 (the Student Code of Conduct) and
may subject the student to expulsion, dismissal, suspension, probation, or other disciplinary
sanctions. The COM Medical Student Promotions and Professional Standards Committee
(“MSPPSC”) may also impose additional sanctions on the student, according to the severity of
the violation. Please review the Student Code of Conduct and COM Medical Student Handbook
for more information on the procedures and potential sanctions imposed. Additionally, because
of the serious responsibilities of the medical profession and the necessity to maintain public trust
in the profession, students face disciplinary action by the COM if they abuse alcohol or drugs,
consume illegal drugs, or possess, distribute or sell alcohol or drugs illegally.