

AHS Professional Behavior, Criminal Background Check, and Drug Testing Policy

Students will be informed of their Division's or Program's professional requirements before they begin a program, either during the admissions process or during orientation. The professional requirements will be provided in writing or on the Division's/Program's website. Students who have questions about their ability to satisfy the Division's or Program's requirements for professional conduct should meet with the Division or Program Director to discuss their concerns.

Specific Division / Program professional requirements and/or Technical / Essential Standards are listed below:

- **Clinical Laboratory Science:**

https://www.med.unc.edu/ahs/clinical/current-students/division-of-clc-policies/clcpolicies_05-01-2018/

- **Clinical Rehabilitation and Mental Health Counseling:**

https://www.med.unc.edu/ahs/crmh/current_students/scope-of-practice/view

- **Occupational Science and Occupational Therapy:**

<http://www.med.unc.edu/ahs/ocsci/Prospective%20students/ms-admissions/professionalism-policy/view>

<https://www.med.unc.edu/ahs/ocsci/Prospective%20students/phd-Program-Description/phd-handbook>

- **Physician Assistant Studies:**

<https://www.med.unc.edu/ahs/unc-pa/technical-standards>

- **Physical Therapy:**

<http://www.med.unc.edu/ahs/physical/programs/technical-standards-and-essential-functions>

- **Radiologic Science:**

<http://www.med.unc.edu/ahs/radisci/ed-programs/medical-imaging/policies-and-procedures>

<http://www.med.unc.edu/ahs/radisci/ed-programs/radiography/policies-procedures>

<http://www.med.unc.edu/ahs/radisci/ed-programs/ra/policies-procedures>

- **Speech and Hearing Sciences:**

<http://www.med.unc.edu/ahs/sphs/programs/ms-slp/ms-slp-technical-standards/view>

<http://www.med.unc.edu/ahs/sphs/programs/aud/technical-standards/view>

<http://www.med.unc.edu/ahs/sphs/files/dshs-technical-standards>

Students who have questions about their ability to meet the professional requirements and/or Technical / Essential Standards due to disabilities or medical conditions should contact the UNC Accessibility Resources & Service for evaluation of accommodations, resources and services. <https://ars.unc.edu/>

Behaviors that appear to be a violation of the Honor Code will be referred to the Honor System. Behaviors that appear to constitute prohibited harassment or discrimination based upon a protected status (e.g., race, religion, sexual orientation, disability) will be referred to the Equal Opportunity and Compliance (EOC) Office (<http://eoc.unc.edu/>). Additional information regarding the University's Honor Code is available online at

<https://studentconduct.unc.edu/sites/studentconduct.unc.edu/files/documents/Instrument.pdf>.

Additional information regarding the University's Policy on Prohibited Discrimination, Harassment, and Related Misconduct, including a full list of the protected statuses to which the policy applies, is available online at <http://eoc.unc.edu/our-policies/ppdhrm/>.

If a student demonstrates a violation of the applicable Technical / Essential Standards or professional requirements of their respective Division, Program, or Department that is not addressed by the Honor

System or the EOC Office, the student will receive written documentation of the behavioral concerns from the Division, Program, or Department. If remediation is possible, the student will be placed on probation and given a professional improvement plan. The plan will include a timeline for completion of the remediation plan.

If remediation is not possible, or if the student does not successfully complete the remediation plan, the Division or Program faculty will meet to consider dismissing the student from the program. A student who is in good academic standing may be dismissed based on the student's professional behavior. The dismissal decision may be reviewed by the entire faculty or by a faculty committee. The Division or Program faculty or the faculty committee, with the advice of University Counsel, may also meet to consider dismissing a student based on the results of the Honor System or EOC Office investigation. The student may request a meeting with the faculty or faculty committee to present pertinent information. The student may bring a support person who is not an attorney to the meeting with the Appeals Committee. If the Division/Program faculty or faculty committee decides that a student should be dismissed from the program based on violations of the applicable Technical/Essential Standards or professional requirements of the student's respective Division, Program, or Department, the student will be notified by email and/or in writing.

Appeal of a Dismissal Decision Based on Professional Behavior

If a student wishes to appeal the dismissal decision based on professional behavior, the student may appeal to the Chair of the Department of Allied Health Sciences. The appeal must be submitted in writing within 20 calendar days of the date the student received the dismissal letter from the Division Director. The appeal must consist of a written, signed statement by the student, stating the specific grounds and all the supporting facts upon which the student bases the appeal. The Chair of the Department of Allied Health Sciences will refer the appeal to the AHS Appeals Committee. The Appeals Committee will review the written appeal and may seek additional information as needed. The student may request a meeting with the Appeals Committee. The student may bring a support person who is not an attorney to the meeting with the Appeals Committee. The AHS Appeals Committee will make a recommendation to the AHS Chair. The AHS Chair will make the final decision and inform the student in writing. Any further right of appeal will be established by University policies or procedures.

The University's Policy on Prohibited Discrimination, Harassment and Related Misconduct

The University of North Carolina at Chapel Hill prohibits discrimination or harassment on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status. The University's Policy is available online at: <https://eoc.unc.edu/our-policies/policy-statement-on-non-discrimination/>

Students who want additional information regarding the University's process for investigating allegations of discrimination or harassment should contact the Equal Opportunity and Compliance Office for assistance:

Equal Opportunity and Compliance Office
137 E. Franklin Street, Suite 404, CB #916
Chapel Hill, NC 27599-9160
Telephone: (919) 966-3576
Email: eoc@unc.edu

Any administrator or supervisor, including a department chair, associate dean or other administrator, who receives a student's complaint about prohibited harassment or discrimination must notify the Equal Opportunity and Compliance Office within five (5) calendar days of receiving the complaint. If a student raises a claim of prohibited harassment or discrimination during an appeal, an investigation of the student's claim must be performed under the direction of the Equal Opportunity and Compliance Office. The school or department must await the results of the harassment or discrimination investigation before deciding the student's appeal.

Criminal Background Checks

AHS students who participate in clinical rotations must complete a Criminal Background Check. If a student has a positive Criminal Background Check, the clinical site will be informed by the student or the Division/Program clinical coordinator, and the student will have the opportunity to provide additional information to the clinical site explaining the results. The clinical site and not the Division, Program or Department will determine the student's eligibility for the clinical rotation.

Students who have a positive Criminal Background Check may not be able to complete their clinical rotations and may not be eligible for certification and/or licensure examinations. Students are informed of the requirement for a Criminal Background Check before enrollment.

A positive Criminal Background Check may result in referral to the University's Emergency Evaluation and Action Committee (EEAC). Information regarding the EEAC process is available online at <http://policy.sites.unc.edu/files/2013/04/EEAC.pdf>. Students may also be referred to the Honor System or to the Division's/Program's faculty or faculty committee for compliance with the DAHS Professional Behavioral Policy.

Drug Screening for Clinical Site Placements

A student with a positive drug screening test has the right to dispute the positive results by having the original specimen retested by a different laboratory. The student is responsible for the cost of the dispute process. If the positive result is not disputed or if it is confirmed in the dispute process, the student will be referred to Campus Health Services for evaluation. A drug screen may be positive because the student is taking a legally-prescribed medication. This includes drugs prescribed by a licensed practitioner and over-the-counter drugs that have been legally obtained and are being used in the appropriate amount solely by the individual and for the purpose for which the medication was prescribed or manufactured. Students with documentation from Campus Health Services showing that they are legally taking the drug(s) in question will be medically validated to go to their clinical sites.

If a student with a positive drug screening test is not validated by a Campus Health Services evaluation, the clinical site will be informed of a positive drug screen test. The clinical site, and not the Division, Program or Department, will determine the student's eligibility for the clinical rotation.

A positive drug screen may result in referral to the University's Emergency Evaluation and Action Committee (EEAC). Information regarding the EEAC process is available online at <http://policy.sites.unc.edu/files/2013/04/EEAC.pdf>. Students may also be referred to the Honor System or to the Division's/Program's faculty or faculty committee for compliance with the DAHS Professional Behavioral Policy.

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