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

Students will be informed of their Division 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/students/policies
- **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/ocei/Prospective%20students/ms-admissions/professionalism-policy/view
  https://www.med.unc.edu/ahs/ocei/Prospective%20students/phd-Program-Description/phd-handbook
- **Physician Assistant Studies:**
  https://www.med.unc.edu/ahs/unc-pa/technical-standards
- **Physical Therapy:**
- **Radiologic Science:**
  http://www.med.unc.edu/ahs/radiisc/ed-programs/radiography/policies-procedures
  http://www.med.unc.edu/ahs/radiisc/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

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 re-evaluation of the student’s behavior.
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. The dismissal decision may be reviewed by the entire faculty or by a faculty committee. The Division or Program faculty or the faculty committee 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. 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. If the student wishes to appeal the dismissal decision, he or she must initiate the appeal process within 20 calendar days of the date of receipt of the dismissal decision. The DAHS appeal process is available on the DAHS website.

**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](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.