Student Safety Sensitive "For Cause" Drug Testing	Procedure Number	505
	Effective Date	9-25-26

1.0 PURPOSE

The University of Arkansas Pulaski Technical College ("UA-PTC") is dedicated to promoting a safe, professional, and effective drug-free learning environment.

Students must remain free of illegal substances and nonprescribed drugs at all times.

Use of over-the-counter medication and prescribed medication that may impair physical or cognitive function must be disclosed to faculty. If such medication affects the student's ability to perform safely, the student may be prohibited from participating in the safety-sensitive activity.

This includes medical marijuana. A student cannot possess medical marijuana on campus; cannot be observed to be under the influence on campus or any school function, activity, coursework, clinical experience, or field work; operate a motor vehicle; or engage in safety-sensitive-functions pursuant to federal regulations or safety-sensitive positions as designated by the campus.

With respect to clinical fieldwork or coursework, those facilities are not controlled by the campus, and students who test positive for medical marijuana, even as a qualifying patient, may not be able to complete clinical fieldwork coursework. The campus is not obligated to find additional placement, and a student who cannot complete the clinical or fieldwork may be dismissed from the program.

2.0 REVISION HISTORY

3.0 PERSONS AFFECTED

Students enrolled in programs where substance impairment could impact safety, including but not limited to, the following:

- Advanced Manufacturing Technology
- Automotive Technology
- Aviation Maintenance
- Avionics
- Collision Repair Technology
- Construction Technology
- Cosmetology
- Culinary Arts, Baking & Pastry Arts, and Hospitality Management
- Dental Assisting
- Diesel Technology
- Education & Early Childhood Education
- Emergency Medical Sciences - EMT & Paramedic
- Energy Systems Technology
- Health Information Management Technology
- Heating, Ventilation, Air Conditioning and Refrigeration
- High Voltage Lineman Training
- Nursing – Practical Nursing, Certified Medication Assistant & Certified Nursing Assistant
- Occupational Therapy Assistant
- Professional Skills Training - Career Climb, Electrical, Future Fit, Industrial Maintenance, Kubota Tech, Millwright, Programmable Logic Controller (PLC)

- Respiratory Therapy
- Surgical Technology
- Tractor Trailer Operations (CDL)
- Welding Technology

4.0 DEFINITIONS

Impaired or Under the Influence means the use of alcohol, illegal drugs, or nonprescribed substances, or the misuse of prescribed medications, in a manner that affects the student's ability to safely participate in educational activities.

5.0 POLICY

UA-PTC may require a student to submit to "for cause" drug or alcohol testing at any time there is reasonable cause to suspect that the student is impaired or under the influence of drugs or alcohol, including, but not limited to:

- Impairment of performance (i.e., negative performance patterns) as observed by an instructor
- Abnormal conduct or erratic behavior,
- Speech and Communication Impairment (i.e., slurred or thick-tongued speech, rapid or choppy communication, Incoherent or disorganized verbal expression).
- Cognitive and Motor Impairment (i.e., impaired coordination, hand tremors, slow response time performing familiar skills, decreased coordination or manual dexterity from baseline).
- Somatic Manifestations (i.e., odor of alcohol or marijuana, reddened or bloodshot eyes, pupil size changes or drooping eyelids, complaints of blurred vision or difficulty focusing, Hiccups, nausea, vomiting or excessive thirst).
- Social and Behavioral Changes (angry outbursts, unexplained crying, euphoria, paranoia, hallucinations
- Evidence of drug tampering in the student's practice environment (evidence of drugs or alcohol on or about the student's person or in the general vicinity, eyewitness testimony).
- Arrest or conviction on an alcohol or drug-related offense.

6.0 PROCEDURES

1. The program faculty, director, or dean will immediately remove the student from the educational setting and instruct the student to submit to a body fluid substance test at a laboratory designated by UA-Pulaski Technical College.
   * The student is responsible for the cost of the drug/alcohol test.
   * The student has two hours to report to the designated laboratory from time of request.
   * The student must produce a specimen within the maximum timeframe allowed by the lab, unless an approved alternative method for testing is granted and available at the designated lab.
   * UA-PTC will verify the designated laboratory has the capacity for testing as required.
2. Refusal to submit to testing or failing to submit a specimen within the allowable timeframe will result in immediate administrative dismissal.
3. Release of Test Results: At the time the specimen is collected, the student will be required to sign a release statement authorizing the lab to send results to: Dean, Program Director, and the student.
4. Outcomes of Testing:
   *If the results are negative, the student will be allowed to return to class without penalty. The student will be allowed to make up missed work in accordance with program policies.
   *A positive alcohol/drug screen will result in immediate suspension from the program.
5. All positive drug test results will also be reported to the Dean of Student Life and Wellness for review under the Student Code of Conduct.
6. Readmission: Students who have been removed from any safety-sensitive course, must follow program readmission processes specific to their program of study.

7. Confidentiality: All test results will be handled confidentially and only disclosed to those individuals whose responsibilities require access to the information.
8. The student and program may be required by state or national regulating bodies to disclose information regarding a student's substance abuse history during the process of licensure or certification.

REQUIRED APPROVALS	NAME/SIGNATURE	DATE
Originator(s) Name(s):	Dean of Student Live and Wellness & Provost Offices	9/22/26
Ratified by:	Joint Operations	9/25/26
Recommended by Chancellor (Signature)		9/29/26
UA Policy Alignment:	UA-PTC Student Code of Conduct 550	