



1.3 - Policy on Drug Testing

Purpose

Through this policy Wesley College (“Wesley” or the “College”) seeks to enable appropriate and successful hiring decisions, as well as to ensure the continued safety of all persons at the College.

Applicability

This Policy applies to all Wesley employees in Nursing and Occupational Therapy positions or in accordance with Memorandums of Understanding/Agreement and/or as regulated by Federal and/or State laws with entities that requires such testing, including faculty and staff, as well as other individuals who perform services for Wesley or on the Wesley campus, such as volunteers, contractors, and consultants in such identified programs.

Policy Statement

Successful completion of a drug test is a condition of employment as determined appropriate in accordance with Memorandums of Understanding/Agreements and/or as regulated by Federal or State laws with entities that requires such testing. Thus, all new hires in Nursing and Occupational Therapy positions or positions as otherwise identified, must successfully complete a drug test within five business days from the date of notification of the need to complete a drug test. Similarly, a break in service of one year or longer will require the successful completion of a new drug test prior to start of reemployment. Individuals who seek a promotion or transfer also may be required to submit to a drug test if required under the program guidelines.

Failure to complete a satisfactory drug test, refusal to perform a drug test, or providing incomplete or inaccurate information during a drug test will result in the revocation of a conditional offer of employment and/or termination of employment.

The information received pursuant to a drug test will be reviewed on a case-by-case basis and in accordance with applicable laws.