

## **SECTION 800.06**

### **Pre-employment Drug Testing**

Pre-employment drug testing of candidates selected for certain types of employment is mandated by B.C. 45-20-111, signed into law following the 1995 session of the General Assembly.

Valdosta State University shall require pre-employment drug tests of individuals selected for positions which may directly impact the health, safety and welfare of others. Employment categories that are subject to pre-employment screening include: all certified police officer classifications, positions which require a commercial driver's license and all health related positions providing direct patient care in the Student Health Services Division, e.g., physicians, staff nurses, medical technologist, pharmacists, etc.

New positions created by Valdosta State University will be evaluated to determine the necessity for pre-employment drug screening. Current positions not requiring such screening are subject to re-evaluation and may be added to the list of those effected. All positions requiring pre-employment drug testing must be approved by the Director of Human Resources.

Any candidate selected for a covered position must submit to the pre-employment drug test prior to commencing employment or within ten days after commencing employment. The cost of pre-employment drug test will be borne by the employing department. Failure to report positive test results shall disqualify the candidate from employment for a period of two years from the test offer of administrative date.

Instructions on the drug test procedure will be made available to those departments normally employing individuals who are covered by this policy.