

Criminal Background Checks, Drug Screens, and Clinical Placements

The clinical facilities partnering with CCCMLS require background checks and drug screens of students assigned to clinical coursework at their facilities. According to “The **Joint Commission Standards FAQ Details**” (the “Standards”), staff, students and volunteers who work in the same capacity as staff who provide care, treatment and services are expected to have criminal **background checks** verified when required by law, regulation and/or organization policy.

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Additionally, CCMLS provides and requires that applicants making application for admission read information on background checks, drug screens, and clinical placements as part of the application process.

Background Checks and Drug Screens

In order to be reasonably sure that students will be eligible to participate in clinical courses, CCMLS applicants are required to submit a completed application and associated documents; applicants who have met admission criteria and are offered a position in the next class are “accepted students”. All offers of acceptance into the program are provisional. Students accepted by CCMLS are required to undergo a comprehensive background check, a 10-panel drug screen, and to submit other pre-enrollment information/documents prior to officially being admitted to the program. If the results of the background check, the drug screen, and other information/documents are acceptable, the student will be eligible for enrollment in the CCMLS MLS program and for admission to MSU Denver as long as an acceptable background check and drug screen are maintained throughout the program.

Background checks and drug screens are completed at the student’s expense after acceptance into the program but before CCMLS enrollment. To begin and progress in the MLS program, background checks and drug screens must be completed by the deadlines identified in the CCMLS pre-enrollment packet provided to all accepted students. The drug screen will test for controlled substances, including marijuana and marijuana derivatives. Re-testing is not permitted. *For a list of offense disqualifiers see ‘Enrollment Offense Disqualifiers’ below.* Occasionally, clinical facilities and/or CCMLS requires additional background checks or drug screening later in the program. Students must also bear the expense for any additional screenings required by CCMLS and/or CCMLS’ clinical facilities.

Automatic Enrollment Disqualifiers

An accepted student will automatically be disqualified from enrollment in the CCMLS Medical Laboratory Science program based on the following guidelines:

1. Refusal to grant permission for background check and/or drug screen
2. Listed on the background check, but not limited to,:
 - a. Any felony conviction of homicide (no time limit)
 - b. Crimes of violence, including felony convictions, (assault, sexual offenses, arson, kidnapping, any crime against an at-risk adult or juvenile, etc.) as defined in section 18-1-3-406 C.R.S. in the 10 years immediately preceding the submittal of application)
 - c. Any offense involving unlawful sexual behavior in the 10 years immediately preceding the submittal of application.

- d. Any crime, the underlying basis of which has been found by the court of record to include an act of domestic violence, as defined in section 18-6-800.3 C.R. S. in the 7 years immediately preceding the submittal of application.
- e. Any crime of child abuse, as defined in section 18-6-401 C.R.S. in the 7 years immediately preceding the submittal of application.
- f. Any crime related to the sale, possession, distribution or transfer of narcotics or controlled substances in the 7 years immediately preceding the submittal of application.
- g. Felony deferred adjudications for the sale, possession, distribution, or transfer of narcotics or controlled substances
- h. Any felony theft crimes in the 7 years immediately preceding the submittal of application.
- i. Misdemeanor convictions of felony deferred adjudications involving crimes against persons (physical or sexual abuse)
- j. Misdemeanor convictions related to moral turpitude, including, but not limited to arson, assault & battery, possession of a controlled substance with intent to distribute, forgery, prostitution, public lewdness/exposure, theft under \$1,500.00, computer crimes of fraud. etc. in the 7 years immediately preceding the submittal of application.
- k. Any offense of sexual assault on a client by a psychotherapist, as defined in section 18-3-405.5 C.R.S. in the seven years immediately preceding the submittal of application.
- l. Registered sex offenders (No time limit)
- m. Any offense in another state, the elements of which are substantially similar to the elements of any of the above offenses.
- n. OIG, GSA, and Medicaid Sanctions (considered on a case-by-case basis)
- o. Terrorist Suspect List
- p. Pending charges with warrants for arrest for violent crime or in cases of felony acts.
- q. Any reason that might lead a student to endanger themselves, faculty, staff, students, patients or property

Possible Enrollment Disqualifiers

These situations may disqualify an accepted student from enrollment:

1. A positive drug screen:
 - a. If the drug was declared at the time of screening, is prescribed by a U.S. licensed physician, is within therapeutic levels, and is deemed to not be detrimental to the student's performance in the academic/clinical setting or safety of patients, the drug may be identified, and the drug screen determined to be acceptable.
 - b. If the drug was not declared at the time of screening, is prescribed by a U.S. licensed physician, is within therapeutic levels, and is deemed to not be detrimental to the student's performance in the academic/clinical setting or safety of patients, the student's eligibility for enrollment will be determined by authorized individuals.
 - c. Any other positive results on the drug screen.
2. Suspension from another academic institution
3. Criminal history other than those listed as 'Automatic Disqualification from Enrollment'
4. Other crimes of violence
5. Traffic or other violations involving drugs or alcohol
6. More than 1 DUI or DWI in the 7 years immediately preceding the submittal of application.
7. Any misdemeanor theft crimes in the 5 years immediately preceding the submittal of application

Items related to pre-enrollment that are automatic or possible disqualifiers will be investigated on a case by case basis. If the investigation reveals information that could be relevant to eligibility for enrollment, the authorized individual at CCMLS and/or MSU Denver may request additional information from the accepted student.

If any accepted student feels the criminal background check is inaccurate, they may appeal the decision and request a review. It is the accepted student's burden to produce substantial evidence that proves the crimes charged are incorrect.

Clinical Placements and Subsequent Employment

CCMLS is committed to providing accepted students enrolled in the MLS program the opportunity to progress to program completion resulting in eligibility to sit for national certification as an MLS through the American Society for Clinical Pathology and the opportunity to seek employment in the career field.

Completion of an acceptable pre-enrollment MSU-CCMLS background check and drug screen does not guarantee placement at CCMLS clinical facilities or completion of the program. Clinical facilities may have additional requirements/policies other than those listed by CCMLS regarding background checks and drug screens, including but not limited to:

- completion of facility specific background checks and drug screens prior to entering an MLS clinical rotation. In these cases, satisfactory completion of the background check and drug screen will be determined by the clinical facility.
- providing a copy of the background check and drug screen completed during the CCMLS pre-enrollment to one or more CCMLS clinical facilities, including the upload of and transfer of a copy of the background check and/or drug screen into an electronic database such as MyClinicalExchange.
- possible denial of a student placement in a CCMLS clinical facility based on facility-specific disqualifying offenses found in the background check and drug screen.

When a clinical facility denies clinical placement, CCMLS will make every reasonable effort to place a student in another clinical facility; however, because alternate clinical placement sites are limited, the MLS program cannot guarantee alternative clinical placements in situations where the student is denied placement by a facility. Successful reassignment to an alternate clinical site may delay graduation.

Through its pre-enrollment screening processes, CCMLS makes every reasonable effort to provide the opportunity for enrolled students to meet clinical eligibility requirements and to progress to completion in the professional program. Clinical placement is a required component for completion of the CCMLS MLS program. Students who do not meet the qualifications for clinical placement will not progress to program completion, will not be eligible to sit for the MLS national certification exam, and will not be eligible to seek employment in the career field as a certified MLS.

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