

Chancellor's Memorandum  
CM-38 – Substance Abuse and Drug Free Workplace Policy

**To:** Vice Chancellors, Deans, Administrative Staff, Department Heads.

**From:** LSU Health Sciences Center New Orleans Chancellor

Effective Date: November 1, 1999

Revised: October 9, 2019

Note: This revision supersedes CM-38 dated 3/13/2018 and 6/17/2009 and replaces CM-23 Drug Free Workplace and Workforce.

**I. Policy Statement**

The unauthorized use of, possession of, or being under the influence of alcohol and the illegal use, abuse, possession, manufacture, dispensation, distribution of, or being under the influence of controlled or illegal drugs is prohibited while at work, on call, on duty, at school, or engaged in Louisiana State University Health Sciences Center New Orleans campus (LSUHSC-NO) business on or off LSUHSC-NO premises.

LSUHSC-NO shall provide for post job offer drug testing and an on-going alcohol and drug testing program for reasonable suspicion/for cause, post-accident, periodic monitoring or aftercare, and random testing. LSUHSC-NO shall also provide a Campus Assistance Program (CAP) for referral and assessment of alcohol and/or drug problems.

LSUHSC-NO is committed to providing a drug free workplace and seeks to make all members of its workforce aware of the dangers of drug abuse in the workplace as well as the availability of drug counseling, rehabilitation and assistance through all appropriate means.

**II. Scope**

This policy applies to all faculty, staff, residents, students, post-job offer candidates, and non-employees (henceforth referred to as individuals) whether paid, unpaid, or gratis.

**III. Purpose**

Alcohol abuse and the illegal use or abuse of other drugs is associated with numerous health, safety, and social problems. The performance of faculty, staff, residents, students and other LSUHSC-NO affiliated individuals may be adversely affected by engaging in substance abuse.

This policy, including the prohibitions and provisions herein, shall be used to promote and safeguard the workplace/school environment from the consequences of alcohol and drug use by:

- Providing a safe, productive, and healthy environment that is consistent with providing the highest quality services to patients and the most effective learning environment for students.
- Creating and maintaining a drug-free workplace pursuant to the Federal Drug-Free Workplace Act of 1988, the Drug Free Schools and Communities Act Amendment of 1989, and the Louisiana Drug Testing Act of 1990.

- Providing a safe and healthy environment for our patients, employees, students, visitors, vendors, suppliers, contractors, and members of our community.

#### IV. Definitions

Drug Free Workplace - A site for the performance of work at which Employees are prohibited from engaging in the unlawful manufacture, dispensation, possession, or use of a controlled substance in accordance with the requirements of the federal Drug Free Workplace Act of 1988.

Controlled or Illegal Drug - Includes narcotics, hallucinogens, depressants, stimulants, look-alike drugs, or other substances which can affect or hamper the senses, emotions, reflexes, judgment, or other physical or mental activities. Included are controlled medications or substances not prescribed for current personal treatment by a licensed health practitioner in a medical setting to address a specific physical, emotional, or mental condition as well as a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

Conviction - A finding of guilt (including a plea of nolo contendere) or imposition of sentences, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

Criminal Drug Statute - means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance.

Employees - Includes all individuals who receive W-2 forms from LSUHSC-NO.

Job/School Related Accident - Any individual behavior (action or inaction) which resulted in, but is not limited to, an accident, injury, or illness requiring an incident report. The accident may result in:

- Lost work/school time by an individual
- Death or serious injury or illness to a patient, Employee, student, visitor, or co-worker
- An accident involving a vehicle, equipment, or property
- An injury requiring medical treatment
- Release of hazardous waste

Legally Prescribed Medication - Includes drugs prescribed by a licensed practitioner and over-the-counter drugs, which 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.

LSUHSC-NO Property - Includes all buildings, dorms, grounds, parking lots, vehicles, equipment, and supplies whether they are owned, leased, or managed by LSUHSC-NO.

Medical Review Officer (MRO) - A licensed physician responsible for:

- Receiving laboratory results generated by LSUHSC-NO's drug testing program
- Interpreting and evaluating an individual's positive test result together with their medical history and any other relevant biomedical information

Non-Employees - Are individuals who do not receive a W-2 form from LSUHSC-NO, including but not limited to, all independent contract and subcontract workers, volunteers, laborers, or independent agents who conduct business on behalf of or provide services for LSUHSC-NO.

Positive Alcohol Test – An alcohol concentration of 0.020 g/100ml or greater. An alcohol concentration between 0.020 and 0.039 g/100ml shall result in the individual being temporarily removed from work/school until their breath alcohol concentration is less than 0.020 g/100ml. An alcohol concentration of 0.040 g/100ml or greater shall result in disciplinary sanctions imposed by University Management. A person with an alcohol concentration

of 0.040 g/100ml or greater is considered to be "under the influence" of alcohol. Breath, urine or blood shall be tested for alcohol as necessary.

Positive Drug Test - defined as testing positive for a specific drug at a specific ng/ml level. A drug test shall be performed on urine, blood, or hair as necessary.

Reasonable Suspicion/For Cause – Any individual may be tested who is suspected of being under the influence of alcohol and/or drugs where the suspicion is based on, but not limited to, any of the following:

- Observable behavior or physical symptoms
- A pattern of abnormal or erratic behavior
- Arrest or conviction of a drug-related offense
- Being identified as the subject of a criminal investigation regarding drugs
- Reliable information from independent sources
- Evidence of drug tampering or misappropriation
- Post-accident Reasonable suspicion that a substance abuse problem exists including, but is not limited to:
  - The appearance of impairment or intoxication on the job or at school
  - Unusual or aberrant behavior
  - The existence of collaborative documentation
  - Patterns of absenteeism or tardiness

Safety and Security Sensitive Positions - Positions for which there is a high likelihood or possibility of causing serious injury or harm to self, other Employees, students, those served by the LSUHSC-NO, and the general public. Positions for which the consequences of failure to perform duties in a safe and proper manner are likely to result in serious injury or harm and those positions which involve the custody of data which are of such a nature that it effects or may affect the security of the position, department, or unit to which the position is assigned are also included. The LSUHSC Drug Testing Office maintains a complete list of the positions designated as safety and security sensitive.

SAMHSA Laboratory - A laboratory certified for forensic urine (and/or blood and hair) drug testing by the Substance Abuse and Mental Health Services Administration (SAMHSA).

Students – Includes all individuals who are actively enrolled in one or more academic courses at LSUHSC-NO.

Under the Influence - Testing positive for alcohol at a 0.040 g/100ml or greater alcohol concentration and/or testing positive for drugs.

University Management - The administrative authority for all individuals, except students, shall rest with the Dean of the respective school, the Vice Chancellor of the administrative division (e.g. Academic Affairs, Administration and Finance, Clinical Affairs or Community and Multicultural Affairs, etc.), Human Resource Management or, the Chancellor, in the case of the Chancellor's office, where the individual is employed. Administrative authority for students shall rest with the Dean of the school where the student is enrolled or her/his designee (e.g. the Associate Dean of Students).

Unsafe/Impaired Symptoms may include, but are not limited to:

- Drowsiness or sleepiness
- Alcohol or drug odors on the breath
- Slurred or incoherent speech
- Confusion
- Unusually aggressive behavior
- Unexplained mood changes
- Lack of manual dexterity
- Lack of coordination

- Unexplained work/school related accidents or injuries
- Excessive sloppiness
- Illegible or errant charting
- Leaving work areas for extended periods or unexplained reasons

While at Work/School - Includes all times when an individual is on LSUHSC-NO property, while on-call, or on duty, supposed to be working, operating LSUHSC-NO's vehicles, or on official LSUHSC-NO business either on-site or off-site. This does not include events sponsored by LSUHSC-NO at which alcohol may be served except as otherwise provided in this policy.

## V. General Guidelines

Pursuant to the Purposes stated above, the LSUHSC-NO Substance Abuse and Drug Free Workplace Policy includes:

### A. Self-Referral for Treatment

LSUHSC-NO encourages individuals to seek treatment. An individual may obtain assistance on their own or may obtain assistance through CAP. Self-referral is when the individual seeks help on their own without urging by Administration and prior to being confronted about performance or behavior issues. An individual who notifies LSUHSC-NO that they have admitted themselves to a licensed treatment facility for the purpose of rehabilitation from the effects of or a dependency on alcohol or drugs may be permitted to use leave in accordance with LSUHSC-NO policies and to take sick/vacation time. Any specific medical benefits under the individual's insurance policy may also apply.

### B. Administrative Referral

Supervisors shall refer an individual who exhibits behavior that indicates they are under the influence of alcohol and/or drugs in accordance with the steps outlined in Section VII. A: Alcohol and Drug Testing. Should an individual indicate that they might have a problem while a supervisor is counseling/confronting the individual for work/school related deficiencies, injury, or risk behavior, the individual shall be administratively referred for testing with all of the conditional requirements of such a referral.

### C. Post-Job Offer Candidates

Following a full-time employment offer (post-job offer) and prior to becoming an active Employee, the successful candidate shall be required to undergo post-job offer testing for the presence of drugs. The candidate must test free of drugs as a condition of hiring.

Part-time Employees shall be required to undergo post-job offer testing for the presence of drugs at the option of LSUHSC-NO.

Any Employee who has multiple periods of appointment within a one-year time period shall be required to undergo drug testing before the first period of appointment. At the option of LSUHSC-NO, the Employee may be required to undergo drug testing at the beginning of each new appointment.

Drug testing shall also be required of an Employee prior to promotion or transfer to a safety sensitive position or to a higher safety sensitive or security sensitive position.

### D. LSUHSC-NO Faculty, Staff, Residents, and Students

In accordance with federal and state regulations, faculty, staff, residents, and students are subject to alcohol and drug testing within the parameters set forth by this policy. Exhibit I lists the substances that may be tested for during alcohol and drug testing.

Faculty, staff, residents, and students shall be subject to undergo alcohol and drug testing for:

- Reasonable suspicion/for cause
- Periodic monitoring or aftercare
- Post-accident (job/school related)

Faculty, staff, residents, and students may be, under appropriate circumstances as determined by University Management, subject to undergo random alcohol and drug testing.

- Post accident (job/school related)
- Random

#### E. Laboratory Testing

All drug testing performed under this policy shall be performed by a SAMHSA certified laboratory and pursuant to SAMHSA guidelines and to LSA R.S. 49:1001, et seq.

Positive alcohol tests shall be confirmed at the time of initial alcohol testing with a second confirmation test of the individual. An individual may challenge drug test results at his/her own expense within 72 hours of notification of a positive drug test result as outlined in Section VII. B: Challenging a Positive Alcohol or Drug Test.

#### F. Non-Employees

LSUHSC-NO reserves the following rights:

- To require organizations that provide personnel to LSUHSC-NO to ensure that the individuals referred do not abuse and are not under the influence of alcohol, illegal substances, or controlled substances.
- To require alcohol and drug testing for any non-employees of LSUHSC-NO for reasonable suspicion/for cause that alcohol or drugs are being used during the course and scope of their employment/enrollment or for post-accident (job/school related).
- To remove any non-employee from work/school when there is reasonable suspicion of them being under the influence of alcohol or drugs or they are post-accident.

#### G. Reporting Drug Violations

Incidents involving a violation of law regarding controlled substances (illegal drugs) in the workplace are to be reported to University Management, the LSUHSC University Police Department and if the Individual is an Employee, the Department of Human Resource Management/Labor Relations section. The LSUHSC-NO University Police Department shall contact the appropriate city authorities if necessary. University Management shall determine what administrative action, if any, is appropriate under the university's guidelines and refer the individual to the LSUHSC-NO Campus Assistance Program for referral to any needed assessment and treatment.

Action by LSUHSC-NO upon conviction of any Employee(s) or Student(s) for violation of the law as provided herein shall be taken in accordance with Section VI of this Memorandum.

The Federal Drug Free Workplace Act of 1988 contains specific requirements relating to University Employees who are engaged in the performance of a federal grant or contract as follows:

Each such Employee must receive a copy of the University policy providing a drug free workplace, which shall be provided through the official promulgation of this Policy Statement and such other means as may be appropriate, and each such employee:

1. Agree as a condition of employment to abide by the terms of the Substance Abuse and Drug Free Workplace Policy.
2. Must notify the LSUHSC-NO Office of Human Resource Management of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.
3. For employees, the Department Head must notify the Department of Human Resource Management, the Campus Assistance Program and, if any portion of the Employee's time and effort is charged to a federal grant or contract, the Office of Sponsored Projects;
4. For students, the student must notify their program director, University Management and the Campus Assistance Program within 5 days of such conviction.

If the employee or student is engaged in the performance of a federal grant or contract, the University shall:

1. Notify the granting agency; within 10 days after receiving notice of conviction as above, or otherwise receiving notice of such conviction, the Director of Human Resources Management must notify the Sponsored Projects so that they may comply with the federal requirements for notifying the federal funding agency within 10 days.
2. Within 30 days after receiving such notice, the Director, in the case of an employee, or the Dean of the school in which the individual is enrolled or her/his designee, in the case of a student, may impose a sanction, up to and including termination of employment, or require satisfactory participation in a drug abuse or drug rehabilitation program approved by the appropriate agency. The Employee shall be responsible for the cost of treatment. Participation in a treatment program shall comply with LSUHSC-NO administration policies and procedures.
3. Make a good faith effort to continue to maintain a drug free workplace through implementation of the requirements of this Act.

All evidence shall be submitted to city, state, or professional licensing boards and other agencies, if appropriate and/or as required.

## VI. Disciplinary Sanctions

The disciplinary sanctions that may be imposed on individuals who violate this policy are the following:

- Oral warning
- Written reprimand
- Suspension
- Termination
- Referral for prosecution

Individuals may be referred to CAP for further evaluation and counseling and/or mandatory participation in a substance use or rehabilitation program at the individual's expense. Individuals on probation who violate this policy shall be terminated/suspended. Cause for disciplinary sanctions include:

- Refusal to submit to an alcohol or drug test
- Tampering with the testing process
- Testing positive on an alcohol or drug test
- Noncompliance with this policy

Refusal to submit to an alcohol or drug test or tampering with the testing process shall result in automatic termination/suspension of the individual.

A prospective employee undergoing post-job offer drug testing and who declines to consent to testing or who receives a confirmed positive drug test result shall have the conditional offer of employment withdrawn and shall be subject to disqualification from employment consideration for a period of one year from the date of the drug test.

Following an alcohol or drug test due to reasonable suspicion/for cause or post-accident, an individual shall be immediately suspended with pay (if applicable) pending the test results. If the results are negative, the individual shall be returned to work/school. If the results are positive, corrective action up to and including termination/suspension shall be initiated. A subsequent positive alcohol/drug test result or refusal to test shall be grounds for termination/suspension of individuals who are undergoing periodic monitoring or aftercare testing.

An alcohol concentration between (g/ml) 0.020 and 0.039 shall result in the individual being temporarily removed from work/school until their breath alcohol concentration is less than 0.020. No disciplinary sanctions shall be imposed except temporary removal from work/school except as otherwise determined by University Management for the safety of the individual and / or others. An alcohol concentration of 0.040 or greater shall result in disciplinary sanctions imposed by University Management.

The administrator(s) of organizations that provide personnel (non-employees) to LSUHSC-NO shall be notified of any non-employee who is tested for alcohol and/or drugs and the results of those tests. Non-employees who test positive for alcohol or drugs shall not be allowed to return to work until approval is received from University Management.

The terms of this policy shall be administered in compliance with and due process shall be afforded consistent with applicable local/state/federal laws relevant to LSUHSC-NO policies and State Civil Service rules. Where the individual is an Employee, Human Resources Management/ Labor Relations Section shall be consulted prior to imposing any disciplinary sanctions. Where the individual is a Non-Employee or Student, University Counsel shall be consulted prior to taking any action.

## VII. Procedures

### A. Alcohol and Drug Testing

#### Post-Job Offer Drug Testing

For prospective employees referred for a post-job offer drug test, the job offer shall be contingent upon having a negative drug test. Before any test results are reported to University Management, a Medical Review Officer (MRO) shall verify the drug test results. The employee shall not be permitted to begin employment until the MRO has verified the drug test results. The MRO shall notify a prospective employee of a confirmed positive drug test and shall offer the individual the opportunity to challenge the drug test at his or her own expense.

#### Reasonable Suspicion/For Cause Testing

LSUHSC-NO requires any individual who observes an LSUHSC-NO affiliated individual whose behavior appears impaired or unsafe due to the possible use/abuse of alcohol or drugs to report the observations to their supervisor immediately. Supervisors who observe or receive any information about an individual's impairment or unsafe conditions from alcohol or drugs shall make an Administrative Referral in accordance with Section VI of CM-37 LSUHSC-NO Campus Fitness for Duty Policy.

#### Post-Accident Testing

LSUHSC-NO may require an individual who is involved in an accident (job/school related) while at work/school to immediately submit to alcohol and drug testing. An individual may be tested when one or more of the following conditions occur and there is individualized suspicion that the individual may be under the influence of alcohol or drugs:

- Death or serious bodily injury
- Loss of or damage to LSUHSC-NO property or equipment
- An injury requiring medical treatment (testing may occur while receiving medical treatment)
- Release of hazardous waste

Supervisors who observe or receive any information about an individual's impairment or unsafe conditions from alcohol or drugs or who have an individual involved in an accident for which testing is appropriate must:

- Document the incident on an Administrative Referral form (Exhibit II)
- Notify University Management
- Interview the individual
- Make a formal administrative referral to the Campus Assistance Program / Drug Testing Program by calling (504) 568-8888

The supervisor shall then escort the individual to the Campus Assistance / Drug Testing Office. If the individual's injuries necessitate immediate treatment, drug testing must be completed as soon as practicable. An individual who is referred for alcohol or drug testing shall be sent home and suspended with pay (if applicable) pending the test results. An individual who appears to be impaired shall be offered assistance and discouraged from driving. If an individual refuses assistance, the LSUHSC-NO Police shall be notified to escort the individual off LSUHSC-NO premises. Refusal to submit to a requested alcohol/drug test shall result in notification of University Management.

Should an individual refuse to be tested, the supervisor in charge shall suspend the individual without pay (if applicable) and ensure the individual leaves the area. The supervisor should contact LSUHSC-NO Police if necessary. The supervisor should have a witness, if possible, to observe the individual's behavior or physical condition. The individual should be told that their refusal to submit to the alcohol/drug test is a terminable offense.

#### Periodic Monitoring or Aftercare Testing

LSUHSC-NO requires individuals who have tested positive for alcohol or drugs or been diagnosed with an alcohol or drug abuse/dependency problem and who sign a Continuation of Employment/Enrollment Contract to submit to regular or irregular, unannounced or announced alcohol and drug test(s) in accordance with CM-37 LSUHSC New Orleans Campus Fitness for Duty policy.

#### Random Testing

Any individual whose principal responsibility is to operate public vehicles, maintain public vehicles, or supervise any public employee who drives or maintains public vehicles shall be subject to a program of random alcohol and drug testing. Also, individuals who hold safety or security sensitive jobs may be subject to random alcohol and drug testing

Individuals shall have an equal chance of being chosen, regardless of whether they have been previously tested. Once an individual is notified they have been chosen for random testing, they must report to the Drug Testing Office within two (2) hours of notification. Failure to report within two (2) hours of notification is cause for termination.



## Confirmation of Alcohol and Drug Tests

Positive alcohol tests shall be confirmed with a second alcohol confirmation test at the time of initial testing by the Breath Alcohol Technician (BAT). A positive alcohol test shall result in immediate notification (at time of testing) of University Management. Before any drug test results are reported to University Management, the MRO shall verify the drug test results. The MRO shall notify the individual of a confirmed positive drug test and shall offer the individual the opportunity to challenge the drug test at their own expense. All positive alcohol and drug tests shall be forwarded to University Management.

### **B. Challenging a Positive Alcohol or Drug Test**

Alcohol testing includes the taking of breath or blood samples to test for alcohol concentration (g/ml). If the alcohol concentration (BAC) is 0.020 or greater, a second confirmation test shall be performed at that time. A confirmed alcohol concentration of 0.020 or greater shall be considered a positive test. Confirmed alcohol concentrations between 0.020 and 0.039 shall result in the individual being temporarily suspended from work/school without pay to ensure safety until their alcohol concentration is less than 0.020. A confirmed alcohol concentration of 0.040 or greater shall result in disciplinary sanctions being imposed by University Management.

If any individual wishes to challenge the drug test results, they must do so within 72 hours of notification of a positive test result. An individual with a confirmed positive drug test may contest the results in the following manner:

- An individual must provide a written medical explanation for any legitimate use of any drug and submit it for review by the MRO. An individual who is taking legally prescribed medication for a documented illness, injury, or ailment shall be considered for continued employment/enrollment only upon receiving clearance from the MRO and complying with the LSUHSC-NO Fitness for Employment/Enrollment Policy.
- If the individual believes a drug test is in error or wishes to challenge the drug test results, it is the responsibility of the individual to notify the MRO and University Management or their designee. The individual must have the same sample retested at their own expense at a laboratory that is SAMHSA certified. The second test must be of equal or greater sensitivity for the drug in question as was the initial test.

## **VIII. Confidentiality**

Except as otherwise provided by this policy or in an executed release form, any information related to participation in CAP or any of its services shall be kept confidential. Information, however, may be released to the individual's immediate supervisor, Human Resources Management, University Management, the administrator(s) responsible for supervising the individual, the administrator(s) of organizations that provide personnel to LSUHSC-NO, the individual's professional impaired committee (if applicable), and appropriate agencies (when required).

All alcohol and drug testing, treatment, and referral under this policy shall be done in strict confidence. Information regarding results, such as the alcohol concentration or the identification of a drug, shall be provided only to the Medical Review Officer (MRO), the individual's immediate supervisor, Human Resources Management, University Management, the administrator(s) responsible for supervising the individual, the administrator(s) of organizations that provide personnel to LSUHSC-NO, the individual's professional impaired committee (if applicable), and appropriate agencies (when required). All alcohol and drug test results shall be maintained in separate files and handled in accordance with Confidentiality of Substance Use Disorders Patient Records regulations 42 CFR Part 2.

## **IX. Condition of Employment and Enrollment**

Initial and continued employment /enrollment is contingent upon a willingness to comply with this policy.

#### X. Dissemination of Policy

LSUHSC-NO Substance Abuse and Drug Free Workplace Policy shall be disseminated to individuals at the time of employment/enrollment and shall be included in the LSUHSC-NO faculty, student and resident handbooks.

#### XI. Education

Substance abuse training shall be offered once each year to educate employees, students, residents, faculty and staff on substance abuse, the LSUHSC-NO Substance Abuse and Drug Free Workplace policy, and the availability of treatment resources.

Training shall be offered to assist supervisors in identifying and addressing illegal drug use by employees (which shall be provided through the LSUHSC-NO Campus Assistance Program).

#### XII. Resources

The LSU Health Sciences Center – New Orleans [Campus Assistance Program](#) offers free information and referral services, brief counseling and case management services to employees, students, residents, faculty and staff who may be suffering from alcoholism, substance abuse or addiction to controlled substances. Services available are described below:

**Information and Referral:** A CAP counselor shall provide the client information on professional agencies and individuals in the community who are qualified to assist them resolve their alcohol, substance abuse or drug problem.

**Assessment/Problem Clarification:** A CAP counselor shall help clients identify their clinical needs and shall make recommendation in order to help resolve the problem.

**Short Term Counseling:** Short-term counseling will be available to help people with substance abuse problems.

**Patient Advocacy:** A CAP counselor will advocate for patients in obtaining needed services. CAP will maintain a list of potential service providers.

**Supervisory and Drug Screen Referrals:** The counselor operating under the guidelines governing confidentiality shall provide a clinical assessment and referral for the client and provide to LSUHSC-NO only information regarding the client's level of cooperation and participation in the CAP services and recommended referral only after a release of information has been obtained from the patient.

The Campus Assistance Program shall maintain and distribute to the faculty, staff, students and residents by appropriate means, a current list of community resources available to faculty, staff, residents and students that can either provide substance abuse treatment or can assist an individual in finding treatment for their substance problem. Click [here](#) for a current list of substance use community resources.

#### XIII. Review

The Office of Human Resources Management, Office of Compliance Programs and CAP shall review this policy no less frequently than every two years.

#### **Exhibit I**

Louisiana State University Health Sciences Center New Orleans Campus  
Drugs searched for during alcohol and/or drug testing may include (but are not limited to):

- Alcohol
- Amphetamines
- Barbiturates
- Benzodiazepines
- Cocaine
- Opiates (including various synthetic opiates)
- Phencyclidine
- Marijuana

Confirmed alcohol testing will be done with an evidential breath testing device or by blood.

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## **Exhibit II (Links)**

[Louisiana State University Health Sciences Center New Orleans Campus Administrative Referral form](#)

[Agreement to Submit to Alcohol and Drug and Authorization for Release of Test Results form](#)

[Drug Testing Notification Form](#)

[LSUHSC NO Post Job Offer Drug Testing Instructions for Job Candidates & House Officers](#)

[Questions Regarding LSUHSC NO Drug Testing Program](#)

[LSUHSC NO Supervisor's Instructions for Drug Testing and Fitness for Duty](#)

[LSUHSC Employee, Faculty, Resident, and Student Instructions for Drug Testing and Fitness for Duty Referral](#)

[LSUHSC Drug Prevention Program and Policy](#)