

Intermountain Healthcare Drug Screen, Criminal Background Check and Immunization REQUIREMENTS for STUDENTS

Students involved in training at an Intermountain Healthcare facility, must submit to and successfully pass a urine drug screen, a criminal background check, and complete specified immunizations. Documentation of these tests and immunizations are maintained by the student's school/institution. Verification of completion, with acceptable results, must be provided by the school/institution to Intermountain Healthcare upon request.

Urine Drug Screen

Certified Laboratories / MRO:

School/institution should contract with qualified laboratories capable of certifying a SAM-5 drug screen by providing MRO (Medical Review Officer) assessment for any positive results.

SAM-5 Drug Test:

Testing a urine sample for the presence of substances that include the following. All positive drug screens should be reviewed by an MRO.

- Marijuana Metabolite
- Opiates
- Amphetamines
- Cocaine Metabolites
- Phencyclidine (PCP)

Failed Test:

- a. The presence of illegal drugs without MRO justification.
- b. The presence of prescription drugs and/or metabolites for which the tested individual does not have a current prescription.
Note: For all medication other than controlled substances, a "current prescription" is defined as 12 months prior to the sample collection date.
- c. Diluted, tampered, or questionable urine sample.

Criminal Background Check

Intermountain requires a thorough criminal background check of seven years for all names associated with the student. The background check will include:

- Misdemeanor and felony convictions for multi-county, multi state.
- National sex offender search.

The school/institution will determine whether a student passes a criminal background check based on the following relevant considerations:

- The time, nature and number of convictions;
- How the conviction bears upon the duties of the training experience; and
- Successful efforts toward rehabilitation.

Note: If the conviction is of a sexual or violent nature, or involves drugs, the student would not be eligible for a training experience at Intermountain Healthcare.

Immunizations

These immunization requirements may be revised as mandated by the Centers for Disease Control and Prevention ("CDC") or Intermountain Healthcare. Such revised requirements shall become binding upon and adhered to by the parties on and after the effective date as designated by the CDC or Intermountain Healthcare.

The school/institution must have verification or documentation of the following items for each student:

1. Tuberculosis screening requirements. One of the following is required:
 - (a) 2-step TST (two separate Tuberculin Skin Tests, aka PPD tests) is placed no sooner than seven (7) days apart and no longer than twelve (12) months apart. The last TST should be completed at the time the student begins their rotation at an Intermountain Healthcare facility.
 - (b) One (1) QuantiFERON Gold blood test with negative result.
 - (c) One (1) T-SPOT blood test with negative result.

If previously positive to any TB test, the student must complete a symptom questionnaire and have a chest x-ray read by a radiologist with a normal result. If chest x-ray is abnormal, the student needs to be cleared by their physician or local health department before beginning their rotation at an Intermountain Healthcare facility.
2. Measles (Rubeola), Mumps and Rubella requirement. One of the following is required:
 - (a) Proof of two (2) MMR vaccinations.
 - (b) Proof of immunity to Measles (Rubeola), Mumps, Rubella through a blood test.
3. Tdap requirement:
 - (a) Proof of one (1) Tdap vaccination after age ten.
4. Varicella (Chicken Pox) requirement. One of the following is required:
 - (a) Proof of two (2) Varicella vaccinations.
 - (b) Proof of immunity to Varicella through a blood test.
5. Flu Vaccination requirement:
 - (a) Proof of current, annual influenza vaccination.
6. Hepatitis B. The Hepatitis B series should be offered to anyone who is at risk for an occupational exposure, which is defined as someone with a reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of their duties. One of the following should be performed:
 - (a) Documentation of three (3) Hepatitis B vaccinations and blood test with "Reactive" result.
 - (b) Documentation of three (3) Hepatitis B vaccinations given more than 8 weeks prior to start date with no documented blood test results (no blood test is required, but a baseline titer should be run immediately if the person has a significant exposure to blood or body fluids).
 - (c) Blood test with "Reactive" result.
 - (d) Documentation of six (6) Hepatitis B Vaccinations with blood test result of "Not Reactive" (this person is considered a "Non-Responder").