Below are details of the new standard requirements and exemptions:

- **Urine Drug Screen** must be tested with zero-tolerance results obtained prior to starting. All aspects of the drug screen can be coordinated through UPHS – Portage Human Resources at (906)483-1569. This process must be initiated at least three weeks prior to anticipated start date. Refusal to test is considered a positive result. Should another agency be utilized for this service, the following panels and tolerances must be used.

<table>
<thead>
<tr>
<th>Drug Class</th>
<th>Routine Testing (ng/mL)</th>
<th>Zero-Tolerance Drug Testing® (ng/mL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amphetamines</td>
<td>500/250</td>
<td>500/250</td>
</tr>
<tr>
<td>Barbiturates</td>
<td>300/200</td>
<td>200/100</td>
</tr>
<tr>
<td>Benzodiazepines</td>
<td>300/200</td>
<td></td>
</tr>
<tr>
<td>Cocaine/Crack</td>
<td>150/100</td>
<td>100/50</td>
</tr>
<tr>
<td>Marijuana</td>
<td>50/15</td>
<td>20/5</td>
</tr>
<tr>
<td>Opiates (Narcotics)</td>
<td>2,000/2,000</td>
<td>100/100</td>
</tr>
<tr>
<td>Phencyclidine (PCP)</td>
<td>25/25</td>
<td>20/10</td>
</tr>
</tbody>
</table>

- **Background Check** must be completed prior to starting on campus. All aspects of the background check can be coordinated through an appropriate provider, such as [www.backgroundchecks.com](http://www.backgroundchecks.com). The following items must be completed:

1. Social Security Trace
2. Criminal Records Search – County Criminal and/or Statewide Criminal Record Search(es) – 7 years of resident address history or up to 5 criminal searches
3. National Wants and Warrants Submission – attached is the exclusionary list which would prevent allowance at Portage Health during the prescribed time periods (Attachment)
4. US Criminal Records Indicator *(includes a simultaneous search of 50 state sex offender registries and over 200 criminal records)*
5. FACIS – Level I
   a. OIG List of Excluded Individuals/Entities
   b. GSA List of Parties Excluded from Federal Programs
   c. US Treasury, Office of Foreign Assets Control (OFAC), List of Specially Designated Nationals (SDN)
   d. Applicable State Exclusion List
6. All licensed caregivers will, in addition, require the following beyond the previously stated:
   a. FACIS Level II-B (in addition to Level I)
      i. Professional Disciplinary Action Search
      ii. Certification and Designation Check
      iii. Education Verification (highest level obtained)
      iv. Professional License/Registration/Certification verification through primary source
      v. Motor Vehicle Report – based on responsibility if driving is required as a condition of the experience
7. Those whose clinical rotation is in the area of Long Term Care or Home Health and Hospice will be required to complete the Fingerprint-based Long-Term Care Workforce Background Check.

- Evidence of receipt of flu vaccination or declination thereof
• Documented Immune History and TB Test History
  o TB Skin test within the last 12 months and annually thereafter
  o Measles/Mumps/Rubella and Varicella titers or record of two doses
  o Hepatitis B titer and if necessary vaccination or proof of declination
  o Pertussis record of single dose since age 18

Standard Exemptions include those on campus for a period of 8 hours or less in the capacity of an observer/shadower are not required to complete the above standards. The Human Resources Department must still facilitate this observational experience.

Costs incurred relating to health history, urine drug screen and background checks are the responsibility of the respective student/instructor or educational institution.