

## **Drug Screening & Medical Marijuana Card Holder Information**

### **Drug Screening Information**

Penn State Health (PSH) provides a safe, drug-free work environment following the Drug-Free Workplace Act of 1988. To accomplish this objective, PSH conducts pre-employment drug screening as a condition of employment. Any applicant who refuses to comply with the drug screening process or who tests positive for a non-prescribed drug will not be hired. Drug screening is performed by our contracted partner, Sterling.

- ***You must complete your drug screen within the timeframe noted in the Drug Testing confirmation email from Sterling.***
- Drug screen results take time to process and results must be reviewed by Human Resources before your start date. A negative pre-employment drug screen result is a requirement of employment. Other results will be reviewed on a case-by-case basis.
- Please be aware that once you complete your drug screen, you may be contacted by the Medical Review Officer for additional information. Please do not delay in responding to this inquiry. Delays in your response could result in a delay in your start date or revocation of your offer of employment.
- Arrive at the designated collection site well-hydrated to facilitate the collection of an adequate specimen. However, over-hydrating can lead to a diluted specimen. If a diluted specimen is found, a second test will be required.

### **Medical Marijuana Card Holders**

If you are a Medical Marijuana Card holder, please provide the following to your preboarding coordinator:

- Pictures of the front and back of your Pennsylvania Medical Marijuana Card
- Signed Medical Marijuana Employment Verification form [[click here](#)]
  - To be filled out by a Healthcare Professional
- Signed Medical Marijuana Declaration form [[click here](#)]
  - To be filled out by you

To avoid delays in your start date, please provide these documents to your preboarding coordinator as soon as possible so they can be reviewed for approval. A member of our Employee Relations team will be in touch with you once your forms have been submitted.