



FITNESS FOR PARTICIPATION POLICY AND PROCESS

PURPOSE

To establish a standard for fitness for participation in and performance of the functions of a UIC College of Dentistry (COD) student and to clarify the University's right to require psychological/psychiatric or medical evaluations and tests.

APPLICABILITY

All COD students.

POLICY

Every student enrolled in the UIC College of Dentistry (COD) is expected to participate as and perform the functions of a COD student in a fit and safe manner, consistent with the academic and professional expectations and standards of the program. Students must be able to perform and participate in academic and clinical activities in a safe, secure, competent and effective manner. Students who are not fit for these activities may present a safety hazard to themselves, to other students/employees, to patients, to the University community and to others.

In appropriate circumstances, a COD student may be required to be examined by a physician or nurse at the University Health Services or a designated healthcare provider in order to determine the student's fitness to participate in and perform academic and clinical activities. UIC reserves the right to require students to undergo psychological/psychiatric evaluation and treatment, as well as tests for illegal drugs or alcohol. Students who refuse to comply with recommended evaluations may be subject to disciplinary or academic action, up to and including dismissal.

PROCEDURES

The COD Office of Student Affairs and Diversity Affairs (OSDA) will notify the student of the need for a medical/psychological evaluation to determine fitness as set forth above. The Student will be referred to UHS or to Emergency Services Department if UHS is closed. OSDA will provide an escort for the student, where appropriate, to UHS, the designated site provider or Emergency Services for the required evaluation.

The student will be temporarily removed from academic and clinical activities until such time as he/she is authorized by UHS or a healthcare provider designated to return to the program. A student's refusal to submit to the required exam(s) will result in a referral of that student for further academic or disciplinary action.

Once the student participates in the fitness exam, UHS or a healthcare provider designated will assess the student's fitness to return to the COD program based on the specific reason the student is deemed unfit to participate. UHS or a healthcare provider designated will communicate that assessment to the student and to OSDA. If the student disagrees with the University's assessment of fitness for participation in the program based on the specific reason the student is deemed unfit to participate, the student may have an evaluation performed by a qualified healthcare provider of the student's choosing at the student's cost. If the healthcare provider selected by the student deems the student fit for participation based on the specific reason the student is deemed unfit to participate, the University may request an independent evaluation performed by a qualified healthcare provider not affiliated with the University. The University shall pay the cost of the independent evaluation. The opinion of the qualified healthcare provider who performs the independent evaluation of whether the student is fit to participate based on the specific reason that gave rise to the evaluation shall be final. Students who are deemed unfit to return to the program for an extended period of time may be required to repeat some or all of the academic/clinical requirements necessary for graduation. If the assessment performed by UHS or a healthcare provider designated for the relevant reveals a disability for which the student seeks accommodation, the OSDA will refer the matter to the UIC Disability Resource Center to initiate the interactive process.