

# Midway College Department of Athletics

## Drug And Alcohol Education And Testing Program For Student-Athletes

2009–2010 Academic Year

### I. INTRODUCTION

The NAIA is dedicated to promoting and preserving the integrity of athletics for the benefit and welfare of student-athletes. Consistent with that goal, the NAIA is concerned about and resolved to support definitive actions designed to assist student-athletes striving to cope with escalating substance abuse problems in our society. This substance abuse centers on drugs, alcohol, tobacco, and smokeless tobacco. While maintaining institutional autonomy and individual institutional control, the NAIA is committed to establishing and monitoring requirements which will have a positive impact upon the substance abuse problem as it relates to athletics and, more specifically, to student-athletes.

### II. PHILOSOPHY & POSITION STATEMENT

The overall goal of the Midway College Drug and Alcohol Education and Testing Program (program) is to promote a year-round drug free environment in the Midway College (MC) athletic program. Within the overall goal are the following objectives:

- To promote and protect the health, safety, and welfare of the student-athlete
  - To inform and educate the student-athlete, and others associated with athletic teams about drugs and alcohol, and the effects of their use/abuse
  - To address, identify, and treat student-athlete problems and concerns surrounding drug use, alcohol consumption, and their abuses
  - To protect the institution's integrity and promote the role of MC student-athletes as positive role models for youth in the college and surrounding communities
  - To seek maintenance of "fair play" in intercollegiate athletics by MC athletes
  - In appropriate cases, to remove students who are found to have violated the requirements of the program
- A. The first priority of Midway's program is the student-athlete's health, safety, and welfare. The approach is from a medical perspective with an emphasis on prevention, diagnosis, treatment and rehabilitation of all student-athletes participating in the intercollegiate athletic program at MC. The program focuses on four concerns to ensure the health of the student-athlete.
- B. One focus is on substances commonly believed to be "performance enhancing" drugs, so that the student-athlete will not feel compelled to take these health endangering substances in order to feel competitive. The second focus is on the use of "street" drugs because of the potential for addiction, which could impair the physical and mental well being of the student-athlete. In addition, there is evidence to indicate that their use may impair performance and reaction time, possibly resulting in injury to the student-athlete or others during athletic activity. A related area of focus is the proper use of prescription drugs because of potential legal consequences, the potential for addiction, and the potential for permanent or temporary adverse physical or mental reactions. The third focus is on the consumption of alcohol. Responsible alcohol consumption in keeping with both MC campus and athletics policies will be a focal point. The fourth focus is an academic year program that will assist in abstinence through drug testing, education, and counseling.
- C. Education and counseling are the essential cornerstones of the program and are directed toward alerting student-athletes and coaches to the potential harm of substance abuse. Education and counseling are supplemented with a drug and alcohol testing component since studies have shown that education alone is not a sufficient deterrent to drug use. The MC

protocol for drug testing is designed to be fair, to achieve reliability of testing results and to protect the privacy rights of the student-athlete. Test results are confidential and become a part of the student-athlete's Athletics Treatment Clinic (AT Clinic) medical record. Test results will not be released to anyone except in accordance with this program or as otherwise required by law.

- D. This program and its administration are subject to modification by the Athletic Department and the MC administrative staff. However, any modification will only be implemented by action of the Athletics Director (AD) upon the approval by the Provost of the College and will not be applied retroactively.
- E. Any amendments or modifications shall apply to and be effective for all student-athletes upon notice and acknowledgment by such student-athletes of the program as so amended or modified.
- F. This program resides under the guidance of the Head Athletic Trainer (Head AT) and the AD, or other designees as further specified. Although this is a student-athlete based program, student-athlete support personnel such as team managers and mascots are to be included.

### **III. EDUCATIONAL COMPONENT**

There are two facets to the educational program: (A) explanation of MC Athletics drug education and testing program to student-athletes and others, and (B) dissemination of information to student-athletes and those associated with athletic teams regarding drugs and alcohol, their use and abuse and how such use and/or abuse may affect the student-athlete, her team, and her teammates.

Explanation of the program to the student-athletes:

#### **A. Education about the program**

When a prospective student-athlete is awarded an athletic grant-in-aid, a copy of the MC student-athlete handbook will be given to them. The MC Drug and Alcohol Education and Testing Program will be included in the handbook. Prior to signing any potential grant-in-aid, the prospective student-athlete will acknowledge receipt and understanding of the program and will voluntarily consent to participate in the program (if the prospective student-athlete is under eighteen (18) years of age at the time of signing, the parent or guardian will also acknowledge the receipt, understanding and consent for the prospective student-athlete to participate in the program).

1. Annual education will take place during the Fall semester Athletics Department team orientation meeting for student-athletes in order to outline and review Midway's Drug and Alcohol Education and Testing Program, its purposes, implementation and sanctions.
2. Student-athletes will have access to the program via the MC Athletics web site and will be individually responsible for reviewing it prior to the annual Athletics Department team orientation meeting. During a student-athlete's first year as a MC team member, they will be asked to sign a form acknowledging receipt and understanding of the program and provide voluntary consent to participate in the program (if the student-athlete is under eighteen (18) years of age at the time of signing, the parent or guardian will be faxed a copy of the program and will acknowledge by return fax the receipt, understanding and consent for the student-athlete to participate in the program). . Each student-athlete will be required to sign and submit a drug and alcohol testing consent form to the AT every academic year prior to participation in any sport practice or competitions.
3. Any student-athlete who does not wish to sign the Drug & Alcohol Testing consent form may choose not to do so and will forego participation in intercollegiate athletics. Student-athletes are free to refuse to consent to drug and alcohol testing under this program. However, student-athletes who decline participation in the program, which is designed to protect the health and welfare of the student-athlete, will not be permitted to participate in intercollegiate athletics for MC and will result in loss of athletic financial aid.
4. A student-athlete who fails to submit to drug testing as provided in this program, after initially consenting to such testing, shall be considered to have made a decision not to participate in the program and will be immediately removed from all athletic activity. Such a decision will result in loss of all athletics-related financial aid.

## **B. Education of Student-Athletes and Others about Drugs and Alcohol**

1. Educational programs are designed with the following goals:
  - a) To educate, inform and teach those associated with intercollegiate athletics how to recognize the warning signs and side effects of specific drugs.
  - b) To educate the student-athlete and other appropriate personnel about the associated problems of drug and alcohol abuse and how such use may adversely affect the student-athlete, her team, and her teammates.
  - c) To encourage discussion about the use of drugs and consumption of alcohol.
  - d) To inform student-athletes that treatment and rehabilitation programs are available to them through referral treatment centers.
2. Each team and coaching staff will meet annually and at such other times as deemed necessary by the Head AT, AD, or other MC administration for educational sessions which will focus on, but not be limited to, information regarding the dangers of using performance-enhancing substances, illegal substances and alcohol.
  - a) Attendance of the student-athletes and their coaches at scheduled educational sessions is **mandatory**. Absence will be permitted only with the approval of the respective Head Coach and the AD. All absences will result in the student-athlete being required to attend a make-up session.
  - b) All coaches are expected to attend a drug education training session each year.
  - c) Appropriate Athletics Department personnel will be expected to participate in departmental drug education training sessions and/or NAIA drug and alcohol education clinics or seminars in order to be informed of current information.

### **C. Effectiveness Review**

The educational component will be reviewed and evaluated annually for effectiveness through an oversight committee composed of the Bluegrass Community Hospital's (BGCH) Office of Business Health testing coordinator(s), BGCH medical review officer, Head AT, AD, Assistant AD, and the coaching staff.

### **D. Policy access**

Student-athletes will have access to the program via the MC Athletics web site and will be individually responsible for reviewing it prior to signing a letter of intent or prior to participation for those not contracted before enrolled.

## **IV. STANDARD OF BEHAVIOR EXPECTATIONS**

### **A. Champions of Character**

Student-athletes at MC are expected to adhere to the standards of personal behavior outlined in the NAIA Champions of Character program. The NAIA developed the Champions of Character program in response to the growing problem of deteriorating standards of integrity in sports and society. At a time when all of sport has experienced increasingly abhorrent behavior by athletes, coaches, fans and parents, NAIA Champions of Character raises the standards for positive personal development in athletics and academics. The core values of this program are: respect, responsibility, integrity, servant leadership, and sportsmanship.

### **B. Tobacco and alcohol use**

The use of alcohol, tobacco, or tobacco products is not permitted by participants, managers, coaches, athletic trainers, game administrators, or officials in the playing areas during all NAIA sanctioned competition and practices for such competition. The MC coaching staff, event games committee, administrator, or host site coordinator (as applicable) shall enforce this policy through the following steps:

- 1) On the first offense, the individual(s) shall receive an official warning.
- 2) A second offense will cause expulsion from the game, tournament, or event.

## **IV. SUBSTANCE ABUSE COUNSELING**

### **A. Recommended counseling**

The purpose of any recommended substance use/abuse counseling is to provide assistance, direction, and resources for student-athletes who need additional support as

a result of non-negative (positive) tests, physician referral, or self-addressed needs. This component seeks to provide appropriate follow-up evaluation, counseling, and rehabilitation of student-athletes testing positive while addressing their psychological, social, and medical well-being.

**B. Counseling referrals**

Counseling will be provided by trained specialists identified by the Head AT, Versailles Family Medicine staff, Links Orthopedics staff, Bluegrass Community Hospital staff, and/or MC Student Affairs. Referrals will originate with the Head AT or MC Student Affairs and be implemented through one of the MC team physicians, who shall be involved in developing an appropriate treatment plan. Counseling will be confidential.

## **V. DRUG AND ALCOHOL TESTING**

### **Drug testing policy**

Tests will be conducted for mood-altering and performance enhancing substances. Drug testing is mandatory for all student-athletes and other team members or MC athletics representatives (ex: managers, mascots). As a condition for any student to be a member of an intercollegiate athletic team, the student-athlete must agree to participate annually in the Athletics Department program. Such monitoring is considered an extension of the ongoing physical examination of the student-athlete and is in the best interests of the student-athlete and MC. All positive results are cumulative for the duration of the student-athlete's career at MC. Any student-athlete found guilty of selling or providing an illegal drug or illegally providing other drugs or alcohol to another person is subject to termination from the team and cancellation of all athletic-related financial aid.

Bluegrass Community Hospital's (BGCH) Office of Business Health (BH) will administer all drug testing procedures and will be responsible for maintaining records on all student-athlete drug testing procedures including positive results.

### **Alcohol testing policy**

In developing a policy regarding the consumption of alcohol by student-athletes, it is recognized that the social and competitive environment of the student-athlete has an influence on how the student-athlete perceives the role of alcohol. This policy should be viewed in the context that lawful responsible consumption or abstinence is expected from the student-athlete and that consumption and/or possession of alcohol by minors in the State of Kentucky is illegal.

MC is designated as a dry campus. Student-athletes found in violation of the MC Student Code regarding alcohol by the Student Affairs staff will receive athletic sanctions. Additionally, any member of the athletic staff who suspects a student-athlete to be under the influence of alcohol, may refer the student to the Head AT for alcohol testing. If the student refuses to be tested, she will automatically receive the appropriate sanctions.

### **Tobacco policy and major violation of the MC Student Code**

Student-athletes found in violation of the MC Student Code regarding tobacco, residence life procedures, major violations of residence hall procedures, or other violations of the student code by the Student Affairs staff may receive athletic sanctions. These sanctions will follow those outlined under Sanctions for Alcohol Use at the discretion of the AD and the Director of Student Affairs.

NOTE: Please see MC Student Handbook for information regarding the Drug and Alcohol Policy of Midway College and related topics.

### **A. Types of testing**

1. Random drug testing

Random drug testing of 25% of the student-athlete population will take place a minimum of once per semester. Timing of the testing will vary each semester. This student-athlete list will be randomly generated by computer from each of the NAIA and IHSA team

rosters. All student-athletes are eligible for every test whether in or out of their team's competitive season.

2. Reasonable suspicion drug or alcohol testing  
Student-athletes may be tested individually or as part of a regularly scheduled test. This type of testing will be used for student-athletes who demonstrate symptoms or behaviors which are indicative of substance abuse.
  - a) Should a student-athlete have a drug or alcohol-induced incident that causes or results in undesirable behavior, she will be referred to the Head AT for testing arrangements to be made. The Head AT will then refer the student to the team physician, as deemed necessary.
  - b) Should a student-athlete be suspected of consuming alcohol on campus, the student-athlete will be referred to the Head AT or a Student Affairs designee. A litmus test will be performed. If the test is positive, .02 or greater, the student-athlete will be subject to applicable sanctions.
3. Follow-up drug or alcohol testing  
Student-athletes who test positive will be required to submit to follow-up drug or alcohol testing.
4. NAIA drug testing  
Student-athletes may be tested while participating in a championship event.

#### **B. Random drug testing procedures**

1. Zero advance notification will be the norm for all drug testing. Most drug tests are scheduled to occur over the lunch hour at times when classes are not in session.
2. For random testing, BGCH BH will randomly choose 25% of the student-athlete population for testing. The Head AT and/or the BH Director will call each student-athlete and instruct them to report to the Student Center home locker room as soon as possible and within two (2) hours of the phone call. The list of students will be brought with the collectors.
2. Failure to report for drug testing without speaking to the Head AT within the two hours following testing notification will constitute refusal and will be subject to disciplinary action (see First positive drug test under Sanctions). If a student cannot report for testing within the two hour time frame, she is to call the Head AT for discussion and further instruction.
3. A photo ID is required for admission to the testing site. If the student does not have an ID, an athletic department designee may sign a form to verify student-athlete identity.
5. After signing in, the student-athlete will be required to complete testing consent forms and select a sealed, coded specimen cup. The coded specimen cup will follow accepted chain of custody standards and then remain in the student-athlete's possession until the athlete has produced a usable specimen.
6. The student-athlete will need to remain in visual contact with the collector and/or athletic department designee once she has checked in to the testing site. The time to complete the required paperwork and provide a useable specimen is approximately 15 minutes. The student-athlete does have up to three hours to submit a useable specimen, however, she may not leave the testing area until a specimen is produced. Inability to produce a useable specimen within three hours will be considered as a failed test and the student-athlete will be subject to applicable Sanctions.

#### **C. Post drug test collection procedures**

1. The BH collector(s) will check the roster of scheduled student-athletes and submit the names of student-athletes who did not report to the testing site or to the Head AT.
2. The BH chain of custody will be followed concerning the sealed and coded specimens collected. Samples are transported to the clinical laboratory for analysis.
3. Samples are turned over to laboratory personnel only after passing security and are signed for, preserving the chain of custody.
4. The samples are analyzed with the medical review officer after being notified of all results.
5. Following verification of a positive test, the student-athlete will be notified of the outcome by the medical review officer. Only positive test results will be reported by BGCH BH to the Head AT and the AD.

6. Once notified of a positive result, the student-athlete is permitted 72 hours to explain the positive result to the medical review officer at BGCH. If the student satisfactorily explains the presence of prescribed drugs in her system to the medical review officer, this will not be considered a reportable result. If the positive result is not satisfactorily explained, a meeting with the student, Head AT, and AD will be arranged in as expedient a manner as possible.

**D. Medical exceptions**

The Athletic Department recognizes that some drugs tested in our drug screening panel are used for legitimate medical purposes. Accordingly, MC does allow for exception if there is a documented medical history demonstrating need for regular use of the drug as well as documentation of the prescription information. Medical exceptions will be reviewed on an individual basis but will not be granted unless previously mentioned supporting documentation is received by the medical review officer. Once a student-athlete tests positive for a drug on the drugs of abuse panel, guidelines may be implemented regarding future use of a drug requiring advance notification and supporting contemporaneous documentation to the BGCH drug testing coordinator.

**VI. SANCTIONS FOR POSITIVE DRUG TESTS**

**A. First positive drug test**

1. The student-athlete will not compete in the equivalent of 1/3 of a season's competitive events. This sanction begins immediately and is carried over to the next season if necessary for compliance to be met.
2. For the remainder of the academic year, the student-athlete will be required to undergo drug testing at BCGH one time each month. This will be done at the student's expense.
3. The student-athlete will be referred to and attend an evaluative counseling session and possible follow-up sessions at the student's expense.
4. A record of the positive result will be kept in the student's AT Clinic file.
5. The student-athlete will be expected to participate with team activities as determined by their coach and the AD.

**B. Second positive drug test**

1. If a second positive test occurs during the same or different academic year, the student-athlete will be kept out of the equivalent of 2/3 of a season's competitive events.
2. For the remainder of the academic year, the student-athlete will be required to undergo drug testing at BGCH one time each month. This will be done at the student's expense.
3. The student-athlete will be referred to and be required to attend a continuous counseling program for the remainder of the academic year at the student's expense.
4. A record of the second positive result will be kept in the student's AT Clinic file.
5. The student-athlete will be expected to participate with team activities as determined by their coach and the AD.

**C. Third positive drug test**

1. If a third positive test occurs, the student-athlete will be removed from the team.
2. The athletic scholarship will be removed on a pro-rated basis.
3. The student-athlete will be referred to and attend a continuous counseling program for the remainder of the academic year at the student's expense.
4. The student will not be permitted to re-join the team.

**VII. SANCTIONS FOR POSITIVE ALCOHOL USE**

**A. First alcohol offense**

1. In addition to the Student Affairs consequences, the student-athlete will be suspended from the next competitive event.
2. The student-athlete will provide five (5) hours of service to the Athletic Department under the supervision of an Athletic Department staff member.
3. The student-athlete may be referred to and be required to attend an evaluative counseling session and possible follow-up sessions at the student's expense.
4. The student-athlete will be expected to participate with team activities as determined by

their coach and the AD.

**B. Second alcohol offense**

1. In addition to the Student Affairs consequences and the first suspension, the student-athlete will be suspended from the next two (2) competitive events or 10% of a season's events, whichever is less.
2. The student-athlete will provide five (5) hours of service to the Athletic Department under the supervision of an Athletic Department staff member.
3. The student-athlete may be referred to and be required to attend an evaluative counseling session and possible follow-up sessions at the student's expense.
4. The student-athlete will be expected to participate with team activities as determined by their coach and the AD.

**C. Third alcohol offense**

1. The student-athlete will not compete in the equivalent of 1/3 of a season's competitive events. This sanction begins immediately and will be carried over to the next season if necessary for compliance to be met.
2. The student-athlete will be referred to and be required to attend an evaluative counseling session and possible follow-up sessions at the student's expense.
3. A record of the positive result will be kept in the student's AT Clinic file.
4. The student-athlete will be expected to participate with team activities as determined by their coach and the AD.

**D. Fourth alcohol offense**

1. The student-athlete will be kept out of the equivalent of 2/3 of a season's competitive events.
2. The student-athlete will be referred to and be required to attend a continuous counseling program for the remainder of the academic year at the student's expense.
3. A record of the second positive result will be kept in the student's AT Clinic file.
4. The student-athlete will be expected to participate with team activities as determined by their coach and the AD.

**E. Fifth alcohol offense**

1. If a fifth offense is confirmed, the student-athlete will be removed from the team.
2. The athletic scholarship will be removed on a pro-rated basis.
3. The student will not be permitted to re-join the team

## **VIII. SAFE HAVEN**

**A. Safe Haven Policies**

1. Student-athletes are encouraged to voluntarily come forward to seek assistance with a drug or alcohol related problem without punitive sanctions. Any eligible student-athlete may refer herself for voluntary evaluation and counseling. Safe Haven is meant as a way for students who need help to get help while supporting their ongoing success as a student and athlete. A student can request Safe Haven at any time during their athletic careers at Midway. However, safe haven can only be requested: once during a student-athlete's career, only prior to being informed she has been selected testing, and only by someone who has no prior drug offenses.
2. While in compliance with Safe Haven policies, a student-athlete will not be included in the list of students eligible for random testing for a period of three months. Students using Safe Haven may be selected for testing by the NAIA during championship events.
3. If a student-athlete fails to comply with their Safe Haven treatment plan, she will be removed from that program opportunity. The student-athlete will be subject to drug or alcohol testing during each institutional random selection for one year from the date of exiting Safe Haven.

**B. Safe Haven Procedures**

1. An athlete can be granted Safe Haven if she voluntarily comes forward to seek assistance with a drug or alcohol related problem any time **before** being informed that she has been selected for testing.
2. In such a case, she will be tested immediately to determine the cause/severity of the problem and referred to evaluative and possibly continuous counseling.

3. The results of this test will not count as a first offense.
4. The person will be removed from random testing pool for three months.
5. Return to play will be dependant upon successful evaluative counseling and follow-up negative drug or alcohol screening(s) (or test that reveals use has not re-occurred). A sanction involving missing events will be determined on a case by case basis by the Head AT and the AD.