

Catawba College Athletic Department
Drug/Banned Substance Awareness, Education, and Screening Policy
(rev.1/9/15)

A. Program Purpose

The purpose of the drug/banned substance education, screening, and counseling program:

1. Help athletes avoid improper involvement with drugs/banned substances per Catawba College and NCAA rules and regulations as well as to educate the student athletes.
2. Detect possible drug/substance abuse through a screening program based on periodic testing designed to reveal the use of drugs/banned substances.
3. Assist in the rehabilitation of persons found to be misusing drugs/substances.
4. Disassociate from our athletic programs any person who is found to be engaged in chronic, improper use of drugs/banned substances, drug trafficking and/or who does not respond to rehabilitation efforts.

B. Prohibited Drugs/Banned Substances

A student, during the period of either their membership on or affiliated with an intercollegiate athletic team, may not use the drugs/banned substances specified in **Appendix A** (NCAA list of banned substances and non-prescribed drugs) found at the end of this document. Any use of these or other non-prescribed substances is expressly prohibited, whether such use occurs before, during, or after the student-athletes competitive season. Any student-athlete who has a medical condition for which the use of a prescribed drug is authorized, a physician must provide a statement of such authorization and a copy of the prescription to the Head Athletic Trainer at Catawba College. This documentation will be kept in their medical file.

C. Educational Activities

The most important part of this program is the ongoing educational effort through which students may become thoroughly informed about the abuse of drugs/banned substances. All Catawba college student-athletes will participate in designated educational seminars. The seminars may involve educational videos and/or various professionals who will educate the members of the Catawba College Athletic Department regarding drug abuse/substance misuse and related problems confronting administrators, coaches, student-athletes, cheerleaders, managers, and athletic training students.

D. Voluntary Admission and Request for Counseling (Safe Harbor)

Any athlete who has not had a prior positive drug test and has not been notified to report for a drug test may come forward at any time and seek help (safe harbor) by contacting the following individuals: their head coach, the head athletic trainer, and the athletic director. In such cases, the athlete will go through the steps listed in **Section F-1** concerning the consequences of impermissible drug/substance use. This 'SAFE HARBOR' policy does not have any effect on NCAA drug testing events and is only in effect for Catawba College in-house drug testing events..

E. Screening Program

By subscribing to this education, screening, and counseling program, a participating student agrees to submit to tests to reveal the use of any drugs/substances listed in **Appendix A**. No such test will be administered without the student first having signed an individual consent form. The basic test to be used for drug/substance screening is a urinalysis. However, other types of tests from time to time may be utilized to determine the presence of drugs/substances listed in **Appendix A**. Except as otherwise provided herein, the standards for determining "non-negative" tests will be those prescribed by the manufacturers of the tests. The testing based on urinalysis will be implemented as follows:

1. When the test will be administered

a. All Catawba College NCAA student-athletes with current eligibility will be subject to periodic, unannounced random testing. Under the direction of the head athletic trainer each student-athlete is assigned number/integer between 1 to approximately 500. A computer program (ex. Random.org) will select random integers and those integers are matched up to the student athlete. Approximately 30-50% of each team's roster of the student-athlete population will be tested. Student- athlete notification of selection shall come from the Head Athletic Trainer and/or an Assistant Athletic Trainer as to the date on which testing will take place. The notification procedure shall occur at any time prior to the scheduled testing. Notification is normally same day as the specimen collection. Such notification shall be accomplished by verbal notification or the delivery of a copy of a signed statement, **Appendix B**, to the student as one who was duly selected, at random, to be tested on the date specified. The notification shall also include the time and location of the test. The student is required to sign and submit to the Certified Athletic Trainer or delegate, the form and acknowledge the time specified for conducting the test. The selection of student athletes for testing may occur at any time during the Fall or Spring semesters. b. Coaches may request the screening of a student or student-athlete when reasonable concern merits such a request.

2. Consequences of failure to participate in or cooperate with testing

- a. If the student or student-athlete declines to execute the required individual consent form, eligibility to participate in intercollegiate athletics will be suspended
- b. If the student or student-athlete fails to appear at the designated time and place for testing, he/she will be suspended from athletic participation for 30 days during their active season. This action will be treated as a "positive" drug test result. The student or student-athlete will be **Eligible** for reinstatement following the completion of urinalysis and service of their 30 day suspension. These procedures will be subject to the actions and sanctions prescribed in **Section H**.
- c. If the student-athlete fails within a reasonable period of time (not to exceed one hour from the time scheduled for collection of the specimen) to produce the required urine specimen, eligibility to participate in intercollegiate athletics will suspended until the subsequent testing day or until the student produces the required specimen, whichever is the lesser period of time. The period of suspension may be extended indefinitely upon failure to produce the required specimen on subsequently rescheduled testing dates. The procedures prescribed in **Section H** apply to any such suspension exceeding one week.
- d. Any student or student-athlete refusing to sign the memoranda regarding notification of random selection shall be suspended from all athletic participation.
- e. Any student athlete that attempts tamper, alter or substitute their urine sample shall be treated as a "positive drug test" and the sanctions shall be applied as noted in Section 2 and/or Section 3.

3. Administration of drug screening program (Subject to change as conditions and needs merit) See Appendix C

- a. The student-athlete will report to the Abernethy Gym athletic training room, Hayes field house training room, or otherwise specified location at the designated time in shorts and a t-shirt with a current photo ID card (Catawba College ID or driver's license). A jacket and sweatpants may be worn if the weather necessitates.
- b. The Certified Athletic Trainer will select a sealed and approved drug screen test kit each with its own lot number, expiration date, and laboratory chain of custody test form.
- c. One kit is prepared for each athlete to be tested.
- d. The athlete's information is entered on the laboratory chain of custody test form.
- e. The student-athlete watches the process to ensure accuracy and integrity of the test.
- f. The Certified Athletic Trainer or certified drug screen staff member takes the student-athlete, laboratory chain of custody test form, and specimen bottle to the collection area.
- g. The specimen collection area must be sealed and only student-athlete will be present at a time. Prior to specimen collection, the student-athlete will be visually inspected to check for hidden or secreted tampering materials. Any and all pockets will be emptied prior to collection of the urine specimen.
- h. The student-athlete will enter the specimen collection room (private restroom) to produce the acceptable level/amount of urine at a specific concentration needed for testing. **Please note that the collection of a urine specimen for drug/banned substance testing is a "witnessed" procedure.** When the urine collection process is complete, the specimen will be checked by the staff member for temperature. The temperature check is done in full view of the athlete. The urine specimen is also checked for Specific Gravity

(concentration) and adulterants via a urine dipstick or other device along with other contaminants. A specimen that is found to be too dilute or contaminated is discarded and a new sample must be produced and collected. The urine specimen is also given a "Quick Check/Screen" to detect substance abuse as per the MedTox protocol.

- i. The urine specimen bottle is sealed per the testing protocol.
- j. As the student-athlete watches, the staff member checks the number of the testing kit against the number on the laboratory chain of custody testing form, places the laboratory chain of custody testing form and the sealed urine specimen bottle in a plastic bag and seals it.
- k. The specimen is signed over to a courier service.
- l. "Non-negative" tests are confirmed by gas chromatography/mass spectrometry by a contracted professional laboratory service to confirm the non-negative "Quick Check/Screen" result.

4. Notification of results

- a. The Head Athletic Trainer will receive the results and correlate the number with the screened student or student-athlete.
- b. Notification of "non-negative" results are communicated as needed to the following:
 1. Athletic Director
 2. Head Athletic Trainer
 3. Head Coach
 4. Parents
 5. Team Physician
 6. Dean of Students

F. Consequences of Impermissible Drug/Banned Substance Use

A student-athlete who recognizes that he/she knowingly has a drug addiction or dependency problem and desires to seek assistance to correct an addiction or dependency problem can do so under "Safe Harbor" as outlined in section F-1. When there has been a reliable determination of improper drug use, through verified "non-negative" test results, the student-athlete will be subject to the following requirements as outlined in sections F-2 and F-3.

1. Voluntary admission and request for counseling (Safe Harbor)

- a. Confidential meeting to evaluate the nature and extent of drug involvement. The student-athlete will be required to meet privately with the Head Athletic Trainer, Athletic Director, Head Coach, and Catawba College counselor to ascertain the facts about the nature, history, and extent of the problem. In eliciting information from the student or student-athlete, responses are to be oral and are not given under oath, and are to be revealed only to college officials, persons authorized by the student or student-athlete, and the parents of the student if he/she is a minor or is a dependent student as defined in section 152 of the Internal Revenue Code of 1954 (viz., essentially one who is financially dependent on the support of his or her parents, which would include most undergraduate students). No other persons or agencies will be given information except in response to a valid subpoena or court order.
- b. Counseling or rehabilitation. The nature and extent of institutional counseling and medical intervention that may be required as a condition to continued athletic eligibility will depend on the nature of the individual's drug/substance involvement. As a minimum, the student-athlete will be required to complete an individual education and counseling seminar program developed by the college counselor. Additionally, the student-athlete can be required to undergo a drug assessment at an off-campus counseling site at their expense. All assessments assigned to the student-athlete must be completed within the assigned designated time period. Failure to complete the assessments as assigned can be treated as a "positive drug" test and therefore the student-athlete then forfeits any varsity athletic activity or participation at Catawba College.
- c. The student-athlete may be subject to routine testing as long as is deemed appropriate by either the Athletic Director or Head Athletic Trainer for the balance of the intercollegiate athletic season. A minimum of 30 days will be permitted to elapse from the date of the initial Safe Harbor request to any required Catawba College drug testing event. The student-athlete will not be permitted to participate in post-season NCAA play or

activities until they retest with a “negative” result. The athlete can be routinely tested for the remainder of his/her athletic eligibility.

2. First “Non-Negative” Test/ Positive Drug Test Result

- a. Notification via a conference call and/or meeting with the Director of Athletics, Head Coach, and Head Athletic Trainer. The student-athlete’s parents will be informed of the known facts concerning drug/banned substance abuse and the conditions to be imposed by the institution in response to those facts.
- b. Following a meeting with the head coach, the student-athlete is informed of a retest maybe performed following the half-life of the drug (usually 30 days) for which they tested “non-negative”. The retest decision will be at the discretion of the Director or Athletics or the Head Athletic Trainer. The date is noted in the meeting and failure to complete the retest may result in permanent disengagement from athletic participation.
- c. The student-athlete will be suspended from participation in intercollegiate activities for 30 consecutive days during the “in-season” portion of his/her respected sport; any suspension may be imposed only in accordance with the procedures specified in Section E. The Athletic Director will set the beginning date of the thirty (30) day suspension at his discretion so as to ensure this suspension impacts upon the student or student-athlete’s participation in his/her respective sport or activity.
- d. The student-athlete’s positive drug test report will be reported to the Dean of Students and the student-athlete maybe required to meet with members of the Student Affairs Counseling Department to further assess and/or provide drug education or counseling services.
- e. Appropriate medical and psychological monitoring and counseling will be supplied to the student or student-athlete for the duration of any period of suspension and thereafter as long as the Athletic Director, college counselor, and Head Athletic Trainer deem appropriate.
- f. During the period of suspension, and at any time following reinstatement, the student may be subject to frequent testing for as long as is deemed appropriate by either the Athletic Director or Head Athletic Trainer. Follow-up testing for non- negative test results will allow adequate time for drug/banned substances to be removed from the system (usually 30 days). If the test results are again “non-negative”, the student-athlete will be treated as a second “non-negative” offender.
- g. The student-athlete’s refusal to take the required actions listed above will be treated as a second “non-negative” offense.

3. Second “Non-Negative” Test or Second Positive Drug Test Result

- a. Notification via a conference call or meeting with the Director of Athletics, Head Coach, and Head Athletics Trainer. The student-athlete’s parents will be informed of the known facts concerning drug/banned substance abuse and the conditions to be imposed by the institution in response to those facts.
- b. Permanent cancellation of eligibility and varsity athletic participation.
- c. The Dean of Students shall also be notified and may at his/her discretion pursuer sanctions along the Catawba College Code of Discipline. Additionally the student-athlete maybe required to meet with members of the Student Affairs Counseling Department to further assess and/or provide drug education or counseling services.
- d. Discontinuance of athletic aid or scholarship aid.
- e. Any such cancellation may be imposed only in accordance with the procedures specified in Section H. Prior to being barred from participation in intercollegiate athletics or activities, and the discontinuance of athletic or scholarship aid, the student or student-athlete shall be given the opportunity to meet with the Athletic Director to be heard on the matter of imposition of the sanction upon them.

ANY NCAA DRUG TEST VIOLATION will be treated as a *POSITIVE DRUG TEST* with any of the above sanctions applied from Section F as deemed necessary by the Director of Athletics for Catawba College.

G. Confidentiality of Information Concerning Drug/Banned Substance Use

Any information concerning a student athlete's alleged or confirmed improper use of drugs/banned substances, solicited or received pursuant to implementation of this program, shall be restricted to institutional personnel responsible for the administration of the program, and to parents of minors or dependent students. No other release of such information will be made without the student-athletes' written consent, unless in response to appropriate judicial process. The institution cannot guarantee that law enforcement or prosecutorial authorities will not gain access to information in the possession of the institution, since a valid subpoena or other enabling court order might be issued to compel disclosure; the institution, however, will not voluntarily disclose such information in the absence of a court order. Please note that any and all failed drug test(s) to include the NCAA Drug Testing Program and the Catawba College Drug Testing Program are required to be made known to any NCAA institution to which a student-athlete transfers to per athletic participation.

H. Violation of the Code of Student Conduct or Team Rules

The Catawba College's Code of Student Handbook states the following:

Suspension - Suspension from the College of any type is, by definition, involuntary.

Social Suspension

"A student suspended under the provisions of this category has committed transgressions of the Student Code of Conduct or the Honor Code serious enough to make the student "ineligible to continue enrollment and/or to re-enroll at the College for a specific period of time." The Dean of Students or his/her designee(s) is responsible for activating this process at any time during the semester."

Head coaches have established rules' concerning the use of drugs/banned substances and alcohol by their team's members. All athletic teams must abide the minimal required rules and regulations as set forth in the Catawba College Alcohol Policy for Athletics. This drug screening and education program is not intended to replace these team rules. A student-athlete may be determined by a head coach or supervising college faculty/staff member to have violated team rules related to the use of drugs/banned substances and alcohol on the basis of evidence acquired outside of the drug screening program. Results of drug screening tests performed under this program can be used in determining or confirming a student- athlete's violation of team rules. Please refer to Section K per alcohol related violations.

**Individual coaches have the right/option to make any action more stringent within the Drug/Banned Substance Awareness, Education and Screening Policy as well as within the Catawba College Alcohol Policy for Athletics.*

I. Improper Provision of Drugs by Institutional Personnel

No official, employee, or agent of Catawba College may supply to any student-athlete any type of drug/banned substance or alcohol that may endanger a student or student-athlete or affect his or her ability or athletic performance, or otherwise encourage or induce any student-athlete to improperly use drugs/banned substances and alcohol, except as specific drugs that may be prescribed by qualified medical personnel for the treatment of individuals. Any person who has information about a possible violation of this policy should report such information promptly to the Director of Athletics and to the Dean of Students who shall have full authority to investigate the allegation and to report the results of any investigation to the President, for appropriate disciplinary proceedings against anyone who is charged with having violated this policy.

J. Appeal to “Non-Negative” Test Results

Upon notification that their drug test was reported non-negative, the student or student-athlete may request that the urine specimen be re-tested to rule out laboratory testing error. This notification of appeal must be done within 24 hours of receipt of the “non-negative” test result. The re-testing of the urine specimen will be conducted at the expense of the student-athlete and paid for in advance of the actual re-testing process. During this time of appeal, the student or student-athlete will not be permitted to participate in intercollegiate varsity athletic activity until results are known of the re-tested urine specimen. In the event that the specimen re-tests as “negative” for drug/banned substance abuse, the student or student-athlete may return to full athletic activity participation. In the event the specimen still re-tests “non-negative” for drug/banned substance abuse, the sanctions and procedures previously discussed in **Section F** shall be instituted.

K. Catawba College Athletic Alcohol Consumption Statement

The following guidelines shall exist:

A. An alcohol involved police offense (i.e.) DWI/DUI, drunk and disorderly etc. during the season, while school is in session or is made known to the athletic director.

ACTION: Treated as a Positive Drug Test Result and sanctions applied as they relate to a Non-Negative First or a Non-Negative Second Drug Test Result under Section F. If follow-up legal actions that occur result in the DUI/DWI charges being dropped, dismissed or the student-athlete is found not guilty of the violation in question; the “Positive Strike” will be removed from the student-athlete’s drug testing sanctions.

B. Drinking on any athletic trip to include vans/buses to or from games.

ACTION: Treated as a POSITIVE Drug Test Result and sanctions applied per **Section F**.

C. Campus Violation.

ACTION: Meeting with coach and/or athletic director and sanctions will be at his/her discretion.

**Individual coaches have the right/option to make any action more stringent within the Drug/Banned Substance Awareness, Education and Screening Policy as well as within the Catawba College Alcohol Policy for Athletics.*

Student-athletes should be aware of the campus policies as written in the Student Handbook. The Dean of Students at his/her discretion can also pursue sanctions per the Catawba College Code of Discipline.

Catawba College Athletic Department Statement of Informed Consent: Drug/Banned Substance Awareness, Education, and Screening Policy

I certify that I have read the statement of Catawba College's Drug/Banned Substance Awareness, Education, and Screening Policy and fully understand the program and agree freely, voluntarily, and knowingly to participate in the program during my entire intercollegiate career at Catawba College.

Specifically, I agree to:

1. Submit a urine sample for drug testing when I am requested to do so in accordance with the Catawba College Athletic Department Drug/Banned Substance Awareness, Education and Screening Policy.
2. Abide by the sanctions imposed
3. Cooperate in the drug education, counseling, and rehabilitation programs required.

I authorize the notification of my parent/parents, legal guardians, or spouse, of any "non- negative" drug/banned substance test results. I further authorize the confidential release of test results to other individuals, including Catawba College officials, as provided in the statement of the program.

Student/Student-Athlete Name (Print):

Student/Student-Athlete Signature:

Date: ____/_____/_____

Parent/Legal Guardian Signature (If a minor):

Date: ____/_____/_____

DRUG TESTING & SCREENING NOTIFICATION

TO: _____ SPORT: _____

FROM: Director of Intercollegiate Athletics

RE: Mandatory Drug Testing

Your name has been selected for drug/banned substance testing/screening. You are to report to the location noted below:

_____ Hayes Field House Athletic Training Room _____ Abernethy Gym Athletic Training Room

Other: _____

You will be required to produce a urine specimen of adequate amount, temperature and concentration. Failure to produce urine will result in immediate suspension from your team until a proper urine sample is submitted. Failure to appear at the designated time/place will constitute a withdrawal of your consent to be tested and will result in an immediate 30 days suspension from intercollegiate athletic activity. This will be treated as a "non-negative" drug/banned substance test result with the appropriate sanctions imposed. Additionally any attempt to tamper, dilute, adulterate, use a substitute urine sample/specimen, and any attempt to mask a sample or alter a urine sample/specimen will be immediately treated as a "non-negative" drug test/banned substance test result with the appropriate sanctions imposed.

Athlete Signature: _____ Date: ____/____/____

Witness Signature: _____ Date: ____/____/____

Appendix C:
Administration of the Drug/Banned Substance Screening Program/Test

- a. The student-athlete will report to the Abernethy Gym athletic training room, Hayes field house training room, or otherwise specified location at the designated time in shorts and a t-shirt with a current photo ID card (Catawba College ID or driver's license). A jacket and sweatpants may be worn if the weather necessitates.
- b. The Certified Athletic Trainer will select a sealed and approved drug screen test kit each with its own lot number, expiration date, and laboratory chain of custody test form.
- c. One kit is prepared for each athlete to be tested.
- d. The athlete's information is entered on the laboratory chain of custody test form.
- e. Student-athlete watches the process to ensure accuracy and integrity of the test.
- f. The Certified Athletic Trainer or certified drug screen staff member takes the student-athlete, laboratory chain of custody test form, and specimen bottle to the collection area.
- g. The specimen collection area must be sealed and only one student or student-athlete will be present at a time. Prior to specimen collection, the student or student-athlete will be visually inspected to check for hidden or secreted tampering materials. Any and all pockets will be emptied prior to collection of the urine specimen.
- h. The student-athlete will enter the specimen collection room (private restroom) to produce the acceptable level/amount of urine at a specific concentration needed for testing. Please note that the collection of a urine specimen for drug/banned substance testing is a "witnessed" procedure. When the urine collection process is complete, the specimen will be checked by the staff member for temperature. The temperature check is done in full view of the athlete. The urine specimen is also checked for Specific Gravity (concentration) via a urine dipstick or other device along with other contaminants. A specimen that is found to be too dilute or contaminated is discarded and a new sample must be produced and collected. The urine specimen is also given a "Quick Check/Screen" to detect substance abuse as per the MedTox protocol.
- i. The urine specimen bottle is sealed per the testing protocol.
- j. As the student-athlete watches, the staff member checks the number of the testing kit against the number on the laboratory chain of custody testing form, places the laboratory chain of custody testing form and the sealed urine specimen bottle in a plastic bag and seals it.
- k. The specimen is signed over to a courier service.
- l. "Non-negative" tests are confirmed by gas chromatography/mass spectrometry by a contracted professional laboratory service to confirm the non-negative "Quick Check/Screen" result.