

## Student Athlete Drug Testing Procedure

### Purpose

The Seminole State College Athletic Department recognizes that the well-being of student-athletes should be a primary focus of institutional and departmental procedures. The Athletic Department realizes that the coaches, administrators and staff have a responsibility to prepare student-athletes to be meaningful contributors to society. With that in mind, SSC Athletics makes every effort to educate and protect our student athletes from the physical and emotional dangers of drug abuse.

### Procedure

To protect the well-being of student athletes and the college, this procedure has been implemented by the SSC Athletic Department. This procedure is designed only for implementation with student athletes. It is intended to supplement the *Alcohol-Free and Drug-Free Campus Policy* outlined in the *Seminole State College Student Handbook*, which mandates the drug and alcohol related behavior of all students. Participation in any illegal activity involving drugs and alcohol, regardless of whether such activities occur on campus or off, is addressed in the *Alcohol-Free and Drug-Free Campus Policy*, as well as state statutes and therefore is not addressed with this procedure.

An overview of this procedure and its consequences will be reviewed by the Director of Athletics with student athletes during *Athletic Orientation*, which occurs at the beginning of each fall semester. All student athletes are required to read and consent to the terms of this procedure. This procedure also mandates that all coaches provide student athletes with constant input regarding the dangers of the use of illegal drugs.

### **I. Administrative Committee for Oversight of Student Athlete Drug Testing**

An administrative committee consisting of the Director of Athletics, the Vice President for Student Affairs and one SSC full time faculty member appointed by the SSC Vice President for Student Affairs will oversee enforcement and administration of this procedure. When requested in writing by student athletes, the committee will conduct appeal hearings regarding violations and enforcement of this procedure.

### **II. Consent to Testing**

This procedure mandates that each student athlete that wishes to participate in intercollegiate athletics is required to sign a statement certifying that he or she has received a copy of this drug testing procedure and consents to its terms (Form MI-b: *Student Athlete Information & Consent*). Students have the right to refuse to consent to drug testing under this procedure. However, students who decline participation in drug testing will not be permitted to participate in intercollegiate athletics.

### III. Prohibited Illicit Drugs

The drugs listed below are the most commonly abused illicit substances. Their use, as well as any other illegal use of a controlled substance by student-athletes is prohibited. The use of any controlled substance by a student athlete must be prescribed by a licensed physician. If necessary, it is the responsibility of the student athlete to provide written verification of legitimately prescribed medication they are using.

- Amphetamine
- Barbiturate
- Benzodiazepine
- Buprenorphine
- Cocaine
- Ecstasy
- Methamphetamine
- Marijuana
- Methadone
- Methaqualone
- Opiates
- Oxycodone
- Phencyclidine
- Propoxyphene
- Anabolic Steroids

### IV. Basis for Selection for Drug Testing

In order to promote the health and safety of student athletes, the Athletic Department shall conduct random drug testing of student athletes throughout each academic school year. Non-random drug testing will also be conducted in cases that involve “reasonable suspicion.”

- A. **Random Testing:** Small groups of randomly selected individual student athletes will be required to submit to drug screening via urinalysis on a regular basis.
- B. **Reasonable Suspicion Testing:** The Director of Athletics or the Vice President for Student Affairs may order drug screening or testing for any student athlete in the case of reasonable suspicion of drug abuse. Reasonable suspicion can be established through the observation of behavioral and physiological characteristics (see list below), reports of violations of drug statutes received by the coaching staff, the Director of Athletics or the Vice President for Student Affairs. Reasonable suspicion may also be established through the possession of drug paraphernalia.

Behavioral Characteristics That May Contribute To Suspicion

- absenteeism; tardiness
- behavioral changes such as mood swings, irritability, decreased productivity
- isolation/withdrawn from teammates
- decreased or fluctuating classroom performance/productivity
- inappropriate physical appearance
- inconsistent communication patterns
- odor/scent of chemicals or unlawful substance

Physiological Characteristics That May Contribute To Suspicion

- flushed face
- red eyes
- abnormal pupil construction or dilation
- unsteady gait
- slurred speech
- declining health

C. **Team Testing:** As a deterrent to the use of illegal drugs and at the request of the head coach, student athletes from an entire team may be tested during a single drug screening administration period. The costs for such tests will be charged to the budget of the requesting coach/team. Requests for team testing should be made in writing to the Director of Athletics.

## V. Drug Testing Procedure

Tests for the use of prohibited illicit drugs will include on-campus collection and screening of urine specimens from selected student athletes. The drug screening technology used will be comprised of between five (5) and fifteen (15) panels that screen for evidence of at least five, but not necessarily all, of the prohibited drugs listed above. Collected urine samples will be screened by qualified on-campus personnel. In the event of positive on-campus drug screening results, the student will be required to report immediately to an off-campus, independent private testing firm of the College's choice for a more thorough confirmation drug test. The confirmation drug test will occur under the supervision of a Medical Review Officer (MRO). The MRO will be licensed physician or medical professional employed by a private off-campus testing firm. The cost of the confirmation drug testing will be billed to the account of the student requiring the test, unless the MRO determines that the positive result was due to prescribed medication or other mitigating factors.

- A. **Selection & Notification:** Two to four student athletes from each athletic team will be randomly chosen for drug testing during each round of testing. Randomly based testing will occur approximately four (4) times each fall semester and four (4) times each spring semester. Reasonable suspicion testing will occur as needed and may occur together with random tests. The Athletic Director's Secretary will keep a *Drug Screening & Testing Log* (Form MI-g) in which the date of the test, the name and sport of the student being tested, and the basis for test, either *random*, *suspicion* or *team* testing, are all recorded along with the eventual result of the test. The Director of Athletics or his designee will directly notify the head coaches of the need for their student athletes to present themselves at a designated time and location for urine specimen collection and screening.
- B. **Specimen Collection Site Specifications:** Specimen collection will take place in a designated secure, on-campus restroom. Specimen collection will take place under the supervision of the Drug Screening Supervisor and three Drug Screening Assistants, none of whom may be members of the Athletic Department staff.
- C. **Specimen Collection and Screening Procedure:** Students, coaches, administrators and drug screening personnel will be required to strictly adhere to the *Specimen Collection and Screening Procedure* (Form MI-h). The precise procedural details of the collection, screening and testing protocol are specified in that form.
- D. **Consequences of First Positive Test Results:** Student athletes that screen positive will be directed to report immediately to a designated licensed off-campus site for a mandatory confirmation drug test. The cost of positive confirmation drug tests will be billed to the account of the student requiring the test. Student athletes that test negative in the confirmation test will be considered to have passed the drug test and will not be subject to the consequences of a positive test and will not be billed for the confirmation test. **Failure to submit to a confirmation test is considered a positive confirmation test.**

Students that screen and test positive for a banned substance a first time will be suspended immediately from all team activities for a period of ten (10) days. Additionally, students with positive test results will also be required to complete, at their own expense, a drug counseling program conducted by a licensed drug counseling practitioner. Such drug counseling must be approved in advance by the Administrative Committee. Prior to returning to team activities, students with positive test results must meet with and provide the Administrative Committee with written documentation of the completed drug counseling program. Upon returning to team activity after the ten day suspension for a first positive result, first time positive students will automatically be selected for follow-up testing during the next round of random on-site tests. Students with a first positive result

are also subject to reasonable suspicion follow-up testing at any time while remaining a student athlete at SSC. Students that fail or refuse follow-up tests will be subject to the consequences of a second positive test (see below).

- E. **Medical Review of Positive Drug Test Results:** All confirmation drug tests with positive results will be reviewed by a Medical Review Officer (MRO). The MRO will be licensed physician employed by the private off-campus testing firm. Students with positive results that are under MRO review will immediately begin experiencing the appropriate consequences for a first or second positive drug test. This action may include conducting a medical interview and review of the student's medical history made available by the tested student athlete. In cases where positive results are under review, the MRO will examine alternate explanations for any positive test results, including legally prescribed or other medications. If it is the decision of the MRO that the positive test result should be overturned, the student can immediately resume all team activities.

All student athletes whose positive test results are under medical review may request in writing to the Director of Athletics a temporary hold on their suspension be granted pending the outcome of the review. In cases where the Director of Athletics grants the hold, the student may continue to participate in all team activities until the review is finalized by the MRO.

- F. **Failure to Appear for Drug Screening and Drug Testing:** Failure to appear when notified for on-campus drug screening will be considered the same as a positive drug screening result and will require the student to report immediately for an off-campus drug test. Failure of a student to appear for an off-campus confirmation test will initiate the consequences describe below for a first or second positive test result, whichever is appropriate.
- G. **Consequences for Second Confirmed Positive Test Result:** A student-athlete who receives a second positive test at any time while a student at the college will become ineligible for disciplinary reasons for all team activities and the activities of other athletic teams for the remainder of the academic year. Student athletes that receive a second positive after the completion of their competitive season will be similarly ineligible for the entirety of the next academic year. A second confirmed positive will also be subject to loss of scholarship at the end of the current term. It should also be noted that the termination of athletic Grant-In-Aid during a given academic year as a consequence of this procedure is consistent with NJCAA rules.

## VI. Confidentiality

All drug screening and testing results will be received by the Director of Athletics. Results of drug screening and testing of student athletes will be kept confidential with the exception of disclosure of the information by the Director of Athletics to members of

the Administrative Committee, the college President and Administrative Council, and members of the coaching staff of the applicable program. When confidentiality is consistent with governmental statutes, test results will not be released to any individual who has not been authorized to receive results.

As a representative of the college athletic programs, the student athlete also falls under the watchful eyes of the media, and suspension from play normally elicits questions from the media. If a player is suspended from participation as a result of this procedure, the official report by the committee and the college will detail that the student athlete "has been suspended for disciplinary reasons." However, the college, coaches or members of the committee assume no liability or responsibility for conclusions drawn by the media or obtained by the media from other sources.