

For Midland College Student Athletes Drug-Testing Program

I. Policy Statement

The use of drugs and alcohol by athletes is a major issue discussed by parents, coaches, educators and the media. Drug and alcohol use seems to be a constant problem in all athletic systems. Current periodicals, student discussion, and observations by faculty and staff indicate that Midland College student athletes (team members, student trainers and cheerleaders) face the same drug and alcohol related challenges as all other athletes. Midland College is implementing a drug testing program (the "Program") to assist student athletes in choosing a healthy lifestyle. Midland College believes in and promotes fair competition in the classroom as well as in all venues of athletic competition. A drug testing program demonstrates Midland College's commitment to fair competition, and the health and well-being of its student athletes.

II. Program Purposes

The primary intent of the Program is the well being of the student athlete. The Program's intention is not to punish, but to educate and to facilitate early detection and treatment for individuals with drug problems, thereby reducing health threats to the student athletes and promoting fairness in competition. Specifically, the Program's purposes include:

- Identifying student athletes in need of early intervention for possible drug/alcohol use or addiction.
- Positively impacting a student athlete's future by helping him or her with his or her problems or potential problems.
- Discouraging the use of drugs/alcohol.
- Promoting good health and excellent academic and athletic performance.
- Providing education about the effects of drug and/or alcohol use and abuse.

- Assisting the coaching staff in monitoring the student athlete's progress on and off the field, court or course.

III. Education

The Athletic Department of Midland College will hold Drug and Alcohol Awareness meetings each semester and, individual teams may also conduct awareness meetings periodically. It is important to keep the deterrence of drug and alcohol use and abuse at the forefront of the student athletes' minds. The Drug and Alcohol Awareness meetings may utilize outside speakers.

IV. Notification and Consent

Student athletes will be informed that they must abide by the Program. Information explaining the Program will be provided to each student athlete and each member of Midland College's Athletic staff at the beginning of each academic year and prior to being provided with a consent form.

Each student athlete is required to sign a consent form stating that he/she has read the Program statement and understands its consequences and has agreed to participate in the Program.

Each student athlete will be informed that failure or refusal to sign the consent will result in the student athlete being banned from participating in Midland College's athletic programs and forfeiture of scholarship.

V. Confidentiality

Midland College will take reasonable measures to protect the identity of any student athlete who either admits to drug or alcohol use or abuse or, through testing, is discovered to be using or abusing drugs or alcohol. All information and records, including test results, will remain confidential and normally be released only to the following persons, other than the student athlete.

- Director of Athletics
- Student Athlete’s Coach
- Student Athlete’s Trainer
- Student Athlete’s Parents or Legal Guardians

VI. Drugs Identified Through Screening

The use and or abuse of drugs and alcohol affect a student athlete’s safety, health, academic performance, personal life, and athletic performance. All substances, as specified by the National Collegiate Athletic Association (“NCAA”) will be screened. The list of drugs for which a student will be tested is based on the guidelines established by the National Collegiate Athletic Association available at www.ncaasports.com (click on NCAA.org, Legislation and Governance, Eligibility and Recruiting, Drug Testing). These include the following street drugs and controlled substances, as well as over-the-counter medications:

Amphetamines	(Stimulants – “Uppers”)
Barbituates	(Depressants – “Downers”)
Benzodiazepines	(Sedatives – Sleeping Medications)
Cannabinoids	(Marijuana and its derivatives)
Cocaine Metabolites	(Cocaine, crack, and derivatives)
Hormones	(Performance Enhancing)
Methadone	(Narcotic – Analgesic)
Methaqualone	(Hypnotic Sedative – “Quaaludes”)
Opiates	(Narcotic – Analgesic)
Phencyclidine (PC)	(Anesthetic/Hallucinogen – “Angel Dust”)
Propoxyphene	(Narcotic – Analgesic)
Steroids	(Performance Enhancing)

This list is not exhaustive and may change as the NCAA updates its list of drugs.

VII. Testing Administrator

The athletic trainer will serve as the Testing Administrator (TA) for the program. An outside source will be contracted for sample collections and drug testing.

VIII. Selection For Screening

A. Random Selection

Twenty percent (20%) of each team (Volleyball, Men's Basketball, Women's Basketball, Softball, Baseball, Golf, Trainers, Cheerleaders) will be randomly selected two times in the fall semester and two times in the spring semester.

The Head Coach of each team will submit an official team roster and current updates to the Athletic Director and Athletic Trainer who will assign a number to each student athlete. When a random test is administered, the testing lab will select numbers and notify the Testing Administrator. At no time will the lab know who is being tested prior to the testing time.

B. Reasonable Suspicion

Any student athlete may be required to submit to a drug test if a member of the athletic staff or any qualified person (advisor, faculty, administrator), having an opportunity to observe the student athlete's behavior, physical conditioning, or performance, concludes that there is a reasonable cause to suspect drug/alcohol use. Before requiring the student athlete to submit to drug testing, the staff member requesting testing will consult with the Directors of Athletics, or the V.P. of Student Services to confirm that reasonable suspicion exists and the appropriate documentation has been supplied.

Reasonable suspicion includes, but is not limited to:

- The staff member observing the student athlete's use of drugs or alcohol.
- A change in the student athlete's behavior.
- Inconsistency of the student athlete's grades or performance.

- The student athlete's failure to attend class.
- The student athlete's violation of laws (i.e., police involvement, fighting, driving under the influence of drugs or alcohol).
- The student athlete's violation of campus or housing regulations.

IX. Voluntary Disclosures

The voluntary disclosure by a student athlete of a drug or alcohol problem to a Head Coach, Athletic Director, Athletic Trainer, or other qualified faculty or staff member will be treated with strict confidence. The student athlete making such disclosure will be tested frequently, but will not face the consequences of a "positive test" as long as the quantity of the drug measured decreases over time. If at any time an increased quantity of the drug is measured, the student athlete will be faced with the consequences applicable to a "positive test". The student athlete will have to attend drug counseling classes throughout the monitoring. The student athlete will be able to use "voluntary disclosure" only one time.

X. Specimen Collection

Midland College will follow the following modified NCAA protocol for collecting a urine sample.

1. The Testing Administrator will notify, in writing, the Head Coach of a particular student athlete for drug screening 48 hours prior to the screening date. Screenings will take place during a designated period of time for the student athletes randomly selected.
2. The Head Coach notifies the randomly-selected student athlete of his or her selection for a drug test no earlier than 24 hours prior to the screening date, and instructs the athlete to arrive at the screening site (athletic building) at the designated time with proper identification and attire. The Head Coach will instruct the student to appear at the screening site prepared to give a urine sample and to attempt to avoid urinating prior to testing to avoid inability to provide a sample.

3. Student athlete chooses Chain of Custody form.
4. Student athlete provides picture ID. In lieu of picture ID, and authorized representative may identify student athlete to collector.
5. Collector fills out chain of custody form. Student athlete chooses a collection kit.
6. Student athlete takes collection cup to bathroom for collection, accompanied by observer. Observer must be a non-student employee from the approved list.
7. Student athlete gives a urine sample under direct observation. A minimum of 45 ml of urine must be collected.
 - a. Observer has athlete lift his/her shirt and turn 360 degrees, to insure that nothing else is brought into collection area.
 - b. Athlete must lower pants to mid thigh and give the sample. Observer MUST be able to watch the flow from the athlete to the collection cup.
8. If the student athlete is unable to provide an adequate specimen upon reporting to the screening site, he/she will not be allowed to depart from the screening area until an adequate specimen is provided. If any urine has been collected, this will be discarded and athlete will start over with a new kit. The proper notation will be made on the chain of custody, noting the time of the attempt and the fact that an insufficient amount was collected. Fluids will be provided for those student athletes who are initially unable to provide an adequate sample. If a student athlete is still unable to provide a sufficient sample three hours after the first attempt, the Testing Administrator will be notified and further action taken. Examples of further action include giving the student athlete more time, or referring the student athlete to a doctor to see if there is a medical condition present preventing the student athlete from supplying a sufficient sample.
9. Student athlete must give the sample to collector for transfer of urine to vials A (30 ml) and B (15 ml) ("split specimen") under observation by the student athlete. In the case of a positive result, student athlete may request, in writing, that the "B" sample be checked at another lab. Student athlete will be responsible for cost of sample "B" testing if it confirms a positive result.
10. Vials are sealed and initialed by student athlete.

11. Student athlete signs Chain of Custody. Student athlete is given copy and released from screening site.
12. Testing Administrator is given "College Copy" of chain of custody.
13. Sample is shipped to lab for analysis.

XI. Refusal To Test

If, at any time, a student athlete refuses to take a drug test, the student athlete is assumed to have tested positive. A refusal also includes a student athlete who refuses to test at one point, and then decides to test later. Any refusal counts as a positive test. This will result in the student athlete being sanctioned relative to the number of positive screens the student athlete has obtained.

Adhering to this policy will discourage the use of masking agents or other forms of "cheating."

Failure to arrive at the collection site at the designated time without justification or to leave the collection site before a specimen is collected will be treated as a positive test.

XII. Cheating

There are various methods a student athlete can use to mask the presence of a drug in his or her system. Following the specimen collection protocol closely will aid in deterring cheating. Also, coaches and officials must clearly communicate that cheating can be detected and will not be tolerated.

XIII. Medical Exceptions

There are some banned substances, stimulants, beta blockers, diuretics and certain classes of hormones that are used for legitimate medical purposes. Exceptions may be granted for those students with a documented medical history and/or a letter from the prescribing physician demonstrating the need for the use of such a drug.

XIV. Notification of Results

The Testing Lab will provide the Testing Administrator verbal and written notification of drug test results. If a test comes back "positive," the Testing Administrator will notify the Athletic Directors and Head Coach who will then contact the student athlete and initiate appropriate consequences immediately. If a negative test result occurs, no result is communicated to the student.

Within 24 hours of receipt of notification, the student athlete may request a re-test of the student athlete's "B sample" at a different lab in order to rule out the possibility of a false positive. The student athlete will absorb the cost of the re-test if it confirms a positive result.

XV. Consequences for First Positive Test

A. Any student athlete who tests positive will be required to schedule and complete a confidential meeting with a designated drug treatment/rehabilitation counselor. It is the student athlete's responsibility to make and keep this appointment when he/she is notified of a positive test. The number of additional meeting will be determined by the counselor following the initial consultation.

B. The Athletic Director will notify the parents or legal guardian of the student athlete's positive test result.

C. The Athletic Director will notify the student athlete of the following suspensions:

Women's Basketball	2 games
Men's Basketball	2 games
Volleyball	2 matches
Softball	4 games
Baseball	4 games
Golf	1 tournament
Trainers	same as for assigned sport
Cheerleaders	2 games

- D. Complete any additional punishment assigned by the Head Coach.
- E. Student athlete must retest at their own expense at a time to be determined by the Testing Administrator. Retesting will continue until a non-positive result is determined.
- F. Failure to comply with all consequences will result in dismissal from the athletic program indefinitely.

Consequences for Second Positive Test

- A. Positive results will be communicated to the Athletic Directors, Head Coach, and the student athlete.
- B. The Athletic Director will notify the parents or legal guardian of the student athlete's second positive test result.
- C. Student athlete may be permanently suspended from the Athletic Program and dismissed from Midland College. The student athlete's awards, records, etc. will be removed from the Midland College record books.

Appeals

A Student may appeal any disciplinary action taken pursuant to this Program in accords with appeal procedure applicable to Discipline Appeals as stated in the Student Handbook.