

Park University Department of Athletics Drug Education and Testing Program

The Park University Department of Athletics has developed a program of drug education and testing aimed at the prevention of drug abuse. The program includes the education, testing, and, if necessary, rehabilitation of those student-athletes who test positive. The following is an outline of the program.

A. Purpose

1. To deter substance abuse among the Park University student-athlete population.
2. To identify and assist student-athletes with substance abuse problems.
3. To ensure the health and safety of all Park University student-athletes as well as the health and safety of all Park University's competitors.
4. To maintain appropriate standards of behavior and ensure the integrity of the student-athlete and Park University.
5. To ensure fair and equitable competition for all student-athletes competing in intercollegiate athletics.

B. Participation

1. As a condition to participate in intercollegiate athletics at Park University, every student-athlete is required to participate in the Drug Education and Testing Program.
2. Annually, all student-athletes will be required to sign an institutional consent form.
3. Refusal to sign the consent form will result in dismissal from further athletic participation. A student-athlete who is dismissed from athletic participation for refusing to sign a drug testing consent form will have his/her athletic related aid cancelled at the earliest possible moment consistent with Park University, conference, and NAIA regulations.

C. Drug Education

1. The Department of Athletics will conduct a mandatory drug education program at the beginning of the each academic semester.

D. Banned Substances and Information

1. Park University Athletics will use the same list of banned substances as the NCAA for the purposes of the Drug Education and Testing program. An updated list can be found on the NCAA website at www.ncaa.org.
2. Further information on banned substances and dietary supplements can be located on the Dietary Supplement Resource Exchange website at www.drugfreesport.com/rec.

E. Methods of Selection

1. Random Selection – Athletes will be selected randomly from all sports to undergo drug testing.
2. Individualized Reasonable Suspicion – A student-athlete may be chosen to undergo drug testing due to reasonable suspicion if identified by one or more of the following athletic staff members; Sports Medicine staff, Coaching Staff, and/or a Team Physician. The identification of an athlete should be based on objective signs of physical and behavioral changes that could be the result of using a banned substance. These objective signs may include but should not be limited to a dramatic drop in grades, decreased class attendance, fluctuation in bodyweight, acts of violence, an incident involving law enforcement or campus security, a positive drug test in the past, and emotional disturbances. A reasonable suspicion allegation must be made in writing to the Drug Program Administrator, who will present the case to a committee made up of the Drug Program Administrator, and Director of Athletics. They will review the allegation, and based on its merits, decide whether the student-athlete will undergo drug testing.
3. NAIA/Conference Qualifier – Park University shall have the right to test any individual athlete or team that has qualified for post season competition.
4. Team Testing – Circumstances may arise that may make it necessary for an entire athletic team to be drug tested. These circumstances may include but are not limited to:
 - a. Pre-participation Athletic Physicals
 - b. Suspected widespread use of banned substances (refer to process for identifying an individual for reasonable suspicion).

F. Notification of Selection for Testing

1. All student-athletes selected for drug testing will be notified by the Drug Program Administrator, the Drug Program Administrator will contact the student athlete by phone, i.e. dorm/house phone, cell phone and/or text message, or home phone. A message will be left for the student-athlete during each call. If the student athlete does not return the call promptly, the coach will be contacted to help locate the student athlete. Upon this notification the student-athlete must immediately appear in person and sign a notification form. The head coach of each student-athletes respective sport will be notified of their selection.
2. Any student-athlete who is found to have attempted to manipulate, substitute, adulterate, or intentionally dilute his or her urine will be in violation of the Park University Drug Education and Testing Program and will be sanctioned appropriately.
3. The student-athlete will be given no more than 24 hours notice regarding selection for drug testing. There is no minimum period of time that student athlete must be provided between notification and testing.

4. If a student athlete does not contact the Drug Program Administrator prior to the drug testing session, **THE DRUG TEST WILL BE CONSIDERED A POSITIVE TEST AND WILL COUNT AS A STRIKE AGAINST THE STUDENT-ATHLETE.** If the student-athlete has an emergency and cannot be present for the drug testing collection, arrangements will be made for them to provide a specimen as soon as possible following proper notification or an alternate subject may be chosen. If proper arrangements cannot be made, the athlete may be subject to testing at a later date.

5. Refusal to sign the Drug Testing Consent Form or failure to appear for institutional drug testing will be treated as a positive test and a violation of the Park University Drug Education and Testing Program and the student-athlete will be sanctioned accordingly.

G. Reporting of Results

1. The Center will notify the Director of Athletics directly of any positive test results by number code. Only at this time will the number code be broken and the student-athlete identified. The Drug Program Administrator, Director of Athletics and the head coach will meet to discuss the results.

H. Sanctions

Park University has chosen to enforce a strict “two strikes” policy in relation to positive drug test results. Violations accrue over the student-athlete’s entire career and remain a matter of record until the end of their career as a student athlete at Park University. Positive test results on any NAIA drug test will also be considered a violation of the Park University Drug Education and Testing Program.

1. First Violation – Upon confirmation of a positive drug test for any substance banned by the NCAA the student-athlete will immediately be subject to a minimum 20 percent suspension from all team activities including practice and regular/post-season competition. In the event the student athlete is an out going senior and there is less than 20 percent of the competitive season remaining, they will be required to complete 40 hours of community service as directed by the Athletic Director. The student-athlete must also satisfactorily complete the criteria for successful Substance Abuse Intervention. An athlete that does not satisfactorily meet the criteria for Substance Abuse Intervention will face an indefinite suspension. A student-athlete who has a confirmed violation of the Park University Drug Education and Testing Program may also be subject to follow-up testing, at their own expense, at any time during the remainder of their athletic career at the university.

2. Second Violation – Upon confirmation of a second positive drug test for any substance banned by the NCAA will result in the immediate cancellation of the

student-athlete's privilege to compete in athletics at Park University. A student athlete who is dismissed from athletic participation for a second violation of the Park University Drug Education and Testing Program will have his/her athletic grant cancelled at the earliest possible moment consistent with Park University, Conference, and NAIA regulations. The student-athlete will be encouraged to continue further counseling and to utilize available institutional resources.

Immediate Termination from Team Membership – Any student-athlete who is convicted of trafficking and/or possession of illegal substances with the intent to distribute will immediately lose the privilege of participating in athletics at Park University upon that conviction. Upon conviction, the student-athlete will also lose any athletic grants/scholarships issued by Park University.

I. Substance Abuse Intervention

1. The student-athlete will be required to attend a consultation session at the Park University Counseling Center or other approved counseling facility. The professional counseling staff will make a recommendation, on a case by case basis, to the athletic department regarding adequate intervention on behalf of the student athlete. The student-athlete will be required by the athletic department to follow the intervention recommendations of the counselor, including possible referrals and the duration of intervention.

2. In the event that the dependency issues are beyond the realm of practice for the Park University Counseling Center staff or other approved counseling facility referral will be made to a chemical dependency treatment center to determine the scope of substance use. The professional counseling staff will act as liaison between the athletic department and the chosen chemical dependency treatment center.

3. If at any point during the substance abuse intervention the student athlete is found to be delinquent in their obligations the privilege to participate in athletics at Park University will be revoked. A student-athlete who is dismissed from athletic participation will have his/her athletic related aid cancelled at the earliest possible moment consistent with Park University regulations.

J. Appeal and Reinstatement

1. In the event a student-athlete chooses to appeal a positive test and the resulting sanctions by the Athletic Department a request must be provided in writing within 3 working days of being notified of a positive test.

2. The written request shall be presented to the Drug Program Administrator and copied to the Director of Athletics and the Faculty Athletics Representative.

3. The merits of the request will be reviewed by the Department of Athletics Appeals Committee. In these instances, the committee is chaired by the Faculty

Athletics Representative and consists of two faculty/staff members external to the Department of Athletics, a male and female student-athlete representative, and the Drug Program Administrator (ex officio).

4. The student-athlete will not be permitted to participate in athletics while the appeals committee is reviewing and investigating the request. The appropriate sanctions shall be enacted upon denial of the appeal. If after hearing the appeal the committee believes circumstances exist to overturn to violation, the student athlete will be fully reinstated to athletic competition. The determination of this committee will be deemed as final.

K. Alcohol and Tobacco Policy

1. Park University Athletics supports and enforces the NAIA ban on tobacco use by student-athletes, coaches, and athletic personnel as per the NAIA Substance Abuse Program, Appendix T.

L. Safe Harbor Program

(Section under review and not in use at this time.)