

Drug and Substance Abuse Testing, Education, and Counseling Policies and Procedures

Revised June 22nd, 2005

The University of Detroit Mercy's Athletic Department strongly believes that the use of illegal substances, the abuse of prescription drugs (use not prescribed by a physician to treat a specific medical condition), and the use of performance-enhancing drugs are detrimental to the physical and mental well-being of its *student-athletes*, no matter when such use should occur during the year. Therefore, the Athletic Department has implemented a mandatory program of drug *and alcohol* testing, education, and counseling/rehabilitation efforts to protect the health and safety of the student-athletes associated with the University of Detroit Mercy.

University Policy

Possession, use, distribution, and/or sale of narcotics, marijuana or prohibitive NCAA Banned Listed Drugs are illegal. The student-athlete's involvement in such illicit use, possession, distribution, or sale of these substances is strictly prohibited. Student-athlete involvement in such matters becomes the University's concern whether it occurs on or off campus and regardless of whether law enforcement authorities become involved. Whenever such student involvement comes to the University's attention, the circumstances may lead to the student-athlete's suspension or expulsion from the University and/or its athletic programs.

Athletic Department

Athletic Department personnel are prohibited from providing performance affecting drugs or encouraging student-athletes to use drugs *with the exception of specific drugs that are prescribed by qualified medical personnel for the treatment of athletic injuries or illnesses*.

Purpose of the Program

The purpose of the University of Detroit Mercy Athletic Department drug *and alcohol* testing, education, and counseling program is to provide information and secure medical advisement for students participating in the intercollegiate athletic program at the University of Detroit Mercy. This program is based on the Athletic Department's policy that illegal, non-medical drug use is detrimental to the student, against the law, and a violation of team rules. The Athletic Department has a responsibility as guardian and tutor of the students entrusted to its care. The central goal of the Athletic Department's substance abuse policy is to prevent improper drug use in athletics and, where detected, to eliminate it, preferably through medical treatment rather than discipline. Specific goals of this comprehensive program are:

1. To educate the individual in the danger of drug use and abuse.
2. To identify through random testing those individuals who may be involved in *any substance* abuse.
3. To recommend and provide confidential treatment for those individuals with drug *or alcohol* related problems.
4. To provide corrective actions through remedial guidelines for those students where drug *or alcohol* use presents a hazard to their physical health and well being.
5. To prevent any *substance abuse* by student-athletes.
6. To provide reasonable safeguards to insure, to the extent possible, that every student-athlete is medically competent to participate in athletic competition.
7. To encourage discussion about any questions that the student-athlete may have about the use and/or abuse of drugs and alcohol.
8. To discourage alcohol abuse and prevent alcohol abuse by student-athletes.

Problems Associated With Drug Use or Alcohol Abuse

The simple fact is that drug use can remain undetected until it is too late. This can lead to personal tragedy, diminished academic and athletic performance, injury to both individuals who use drugs and others who come in contact with them, potentially disastrous financial and career ramifications for these individuals. It can also generate adverse public reaction due to the public visibility and the nature of athletic competition. Student-athletes are expected to maintain high standards of conduct and a sound respect for physical health. From a physiologic and psychological standpoint, drug and/or alcohol abuse is considered a serious problem because it may influence playing ability, increase risks of injury, retard the healing of injuries, and may produce dependence and addiction.

Prohibited Substances

Individuals are prohibited from using, possessing, purchasing, selling and/or participating in the distribution of:

- Illegal drugs, regardless of amount. Illegal drugs include, but are not limited to: marijuana, cocaine, opioids (heroin, methadone), ecstasy, eve, vicodin, and phencyclidine (PCP).
- Anabolic steroids and similar growth- and performance-enhancing substances.
- Amphetamines and substances that may create similar effects.
- All drugs and drug classes that are listed as banned by the NCAA and those under investigation for having adverse or performance enhancing effects. (See NCAA Banned Drug List)
- All known substances to be associated with masking drugs contained in a urine specimen.
- Illegal acquisition, distribution, and/or misuse of any legal prescription or over-the-counter drug are strictly prohibited.
- The Athletic Department may modify its lists of prohibited substances, based upon areas commonly abused which pose a threat to the individual's health, safety, and well being.
- A student who is witnessed in the act of non-medical drug use by an Athletic Department staff member will be subject to the remedial guidelines of this policy.
- Alcohol (The use of which interferes with conditioning, practice and/or performance during the season of competition for the student-athlete)
-Student-athletes not of age is illegal and is subject to the remedial guidelines for Drug and Substance Abuse offenses.
- A student who has a public record (i.e. police report) of non-medical drug use will be subject to the remedial guidelines of this policy.

NCAA Banned-Drugs List 2004-2005 (Bylaw 31.2.3.1 Banned Drugs)

- *Many nutritional and dietary supplements contain NCAA banned substances. In addition, the U.S. Food and Drug (FDA) does not strictly regulate the supplement industry; therefore purity and safety of nutritional and dietary supplements cannot be guaranteed. Impure supplements may lead to a positive NCAA drug test. The use of supplements is at the student-athlete's own risk. Student-athletes should contact their institution's team physician or athletic trainer for further information.*

(a) Stimulants

Amiphenazole	dimethylamphetamine	pentetrazol
Amphetamine	doxapram	phendimetrazine
Bemigrade	<i>ephedrine (ephedra, ma huang)</i>	phenmetrazine
Benzphetamine	ethamivan	phentermine
Bromantan	ethylamphetamine	<i>phenylephrine</i>
<i>Caffeine¹ (Guarana)</i>	fencamfamine	<i>phenylpropranolamine (ppa)</i>
Chlorphentermine	meclofenoxate	picrotoxine
Cocaine	methamphetamine	pipradol
Cropropamide	<i>methylene-dioxymethamphetamine (MDMA ,ecstasy)</i>	prolintane
Crothetamide	methylphenidate	strychnine
Diethylpropion	nikethamide	<i>synephrine (citrus aurantium, zhi shi, bitter orange)</i>
Dimethylamphetamine	pemoline	and related compounds

(b) Anabolic Agents

Anabolic steroids	fluoxymesterone	oxandrolone
Androstenediol	fluoxymesterone	oxymesterone
Androstenedione	gestrionone	tetrahydrogestrionone (THG)
Boldenone	mesterolone	oxymetholone
Colstebol	methandienone	stanozolol
Dehydrochloromethyl-testosterone	nandrolone	<i>Testosterone² and related compounds</i>
Dehydroepiandrosterone (DHEA)	norandrostenediol	<i>other anabolic agents</i>
Dihydrotestosterone (DHT)	norandrostenedione	<i>clenbuterol</i>
dromostanolone	norethandrolone	methenolone

(c) Substances Banned for Specific Sports

Rifle:

<i>Alcohol</i>	<i>pindolol</i>
<i>Atenolol</i>	<i>propranolol</i>
<i>Metoprolol</i>	<i>timolol</i>
<i>Nadolol</i>	<i>and related compounds</i>

(d) Diuretics

Acetazolamide	flumethiazide	polythiazide
Bendroflumethiazide	furosemide	quinethazone
Benzthiazide	hydrochlorothiazide	spironolactone
Bumetanide	hydroflumethiazide	triamterene
Chlorothiazide	methyclothiazide	trichlormethiazide
Chlorthalidone	metolazone	and related compounds
Ethacrynic acid		

(e) Street Drugs

Heroin
Marijuana & THC (tetrahydrocannabinol)³

(f) Peptide Hormones and Analogues

Chorionic gonadotrophin (HCG- human chorionic gonadotrophin)

Corticotrophin (ACTH)

Growth hormone (HGH, somatotrophin)

All the respective releasing factors of the above-mentioned substances also are banned.

Erythropoietin (EPO)

Sermorelin

(g) Definitions of positive depends on the following:

¹ for caffeine- if the concentration in urine exceeds 15 micrograms/ml

² for testosterone- if the administration of testosterone or use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition.

³ for marijuana and THC- if the concentration in the urine of THC metabolite exceeds 15 nanograms/ml.

* The term "related compounds" comprises substances that are included in the class by their pharmacological action and/or chemical structure. No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example.

Supplements

Nutritional supplements are not strictly regulated and may contain substances banned by the NCAA. For questions regarding nutritional supplements, please visit the National Center for Drug Free Sport Resource Exchange Center (REC) Web site (www.drugfreesport.com/rec).

Policy on Prescription Drugs and Over-the-Counter Medication

Student-athletes who are taking drugs pursuant to a prescription are encouraged to so notify the Athletic Trainer. Upon doing so, the student-athlete is also encouraged to provide a written statement from his/her licensed attending physician indicating that said student-athlete is under his/her medical care and receiving the named prescription drug. This information should be provided at the beginning of each school year or upon receiving the prescription, whichever is appropriate.

This information is encouraged because it is possible that some prescription drugs may cause a positive urinalysis and/or blood test result in this testing program or in any NCAA Random Drug Test. Action by the Athletic Department can be based upon positive test results. *Consequently*, it is important that the Athletic Trainer has pertinent information about any prescribed drug before any test is administered.

Student-athletes are also encouraged to report the use of any over-the-counter products such as cold medication, cough syrups, decongestants, etc. to the Athletic Trainer at the beginning of the school year or upon administration of the product, whichever is appropriate. Again, it is possible that the presence of these products in the body can affect the urinalysis or blood test results.

Procedural Guidelines

1. Each year a presentation will be made to educate all students and coaches in the dangers of drug *and/or alcohol* abuse. *At the beginning of the school year*, all student-athletes will be informed of the Athletic Department's substance abuse testing, education, and counseling program. The drug testing procedures will be explained in detail.
2. All student-athletes/cheerleaders will be required to sign a consent form giving the sports medicine/athletic training staff permission to test the student at any time. All student-athletes are required to successfully complete course UAS 107 within one year of enrolling *at UDM*.
3. Students will be notified of drug testing and provided information on the *site and time* of the scheduled test. **Failure to appear for a scheduled drug test will result in his/her indefinite suspension from the intercollegiate athletic program up to a maximum of four weeks. Failure to produce a specimen within an allotted time period of ONE hour will be handled according to the NCAA regulations. These regulations stipulate a positive test result for any student-athlete's failure to submit a valid specimen.**
4. Collection of urine samples will be conducted by certified lab technicians from Concentra Medical Center in which *one member of* the sports medicine staff will escort those student-athletes who are randomly selected to this medical facility. Each individual sample will be coded to provide *patient* confidentiality. Testing will be performed by an accredited independent laboratory. This lab will confirm all positive tests.
5. The Director of Sports Medicine will be notified by Concentra Medical Center of any positive test results. Upon notification, the Athletic Director, head coach, and the Director of Sports Medicine will have a confidential meeting with the student-athlete testing positive. Outside the domain of the randomized drug testing process, the Athletic Director or Senior Women's Administrator will notify the head coach and the Director of Sports Medicine if other violations of the Drug and Substance Abuse Policy occur on or off campus. Appropriate steps will be taken at this time to recommend and provide to the student a proper counseling, treatment and rehabilitation program. The drug rehabilitation and treatment program will be facilitated by Dr. Michael Boyle or Thomas Ghena of Henry Ford Health System or *by the Director of Sports Medicine*. Information will not be released at any time regarding a student participating in a counseling, treatment or rehabilitation program. The results of the test will only be revealed to the individual student testing positive, the Athletic Director, the Director of Sports Medicine, the head coach, an authorized team physician, and athletic director designee/s as appropriate to the situation (drug counselor, administrative assistants, etc). Head coaches are permitted, but not mandated, to inform their respective assistant coaches of any test results. **Any individual receiving information regarding a test result or individual counseling required to preserve confidentiality at all times.**
6. A positive test or violation of the UDM Substance Abuse Policy will subject the student-athlete to possible repeated testing as often as deemed necessary.
7. If the Director of Sports Medicine determines that the student is not complying with the repeat drug testing and/or counseling/education program, the student's name will be referred to the head coach and the athletic director who will determine what further action, if any, shall be appropriate. Any further action taken shall be consistent with NCAA, Horizon League Conference, and the University of Detroit Mercy regulations and/or other legal requirements.

Frequency of Testing

Student-athletes will be randomly tested throughout the school year. However, student-athletes may be tested prior to and after any NCAA Championship event. This testing is required of all competitors and is administered by the NCAA which is separate and apart from this program. The NCAA also performs independent random drug testing of student-athletes during the school year.

Randomization of Drug Testing

Throughout the school year, randomized drug testing will be performed. The Director of Sports Medicine or the Athletic Director will randomize the selection of athletes from 16 sports *and cheerleading*. A current student-athlete roster for each of the selected sports will be utilized and a computer randomization program will select the desired number of student-athletes or percentage of team members to be tested.

Notification of an Impending Test

The athlete will be notified by the sports medicine staff or coaching staff of the impending drug test. The athlete also acknowledges that failure or refusal to appear for the drug test will result in disciplinary action according to Athletic Department's policies.

Drug Test Site

The testing site will be at Concentra Medical Center in which the student-athlete will be escorted by a member of the UDM sports medicine staff to this facility. Proper identification (i.e. driver's license or student ID) may be needed during check-in. The student-athlete will then be identified and turned over to the custody of the drug testing crew.

Drug Testing by Reasonable Cause or Suspicion

Any student participating in the intercollegiate athletic program is subject to drug testing upon request if there is reasonable cause or suspicion to believe that the student may be using illegal *substances* or is improperly using prescriptive drugs, or over-the-counter drugs. "Reasonable suspicion" is defined as cause founded on specific, objective facts which, when taken with rational inferences drawn from those facts, indicate that a medical evaluation and possible testing will produce evidence of improper drug use. Other circumstances which constitute reasonable cause include, but are not limited to, the following: current or past involvement with the criminal justice system for drug-related activities, prior treatment for drug problems, admission of a current or previous drug problem, prior positive test for any drugs, physiological signs of possible impairment from drugs, or a pattern of aberrant behavior. Any coach, athletic administrator, or athletic staff member concerned with a particular student should express this information confidentially *in writing* to the Director of Sports Medicine. Further explanation/discussions may be necessary to point out the need for reasonable cause testing on an individual.

Collection of Specimens for Testing

Collection of urine specimens for testing will be performed by a certified laboratory technician at Concentra Medical Center. The student will provide a urine sample under the direct observation of a Concentra Medical Center employee (of the same sex as the student). The student must remain in the testing area until a valid sample is produced. A valid sample must be produced within **ONE** hour of the time the student-athlete *is asked to produce a valid urine sample*. The collector will then seal and tag the specimen for shipment under the direct observation of the student. The specimens will be appropriately packaged and shipped to the independent laboratory for analysis. All samples, including those which are deemed invalid, will be processed and tested. Any sample which is shown to contain banned substances or adulterants will be considered positive.

Chain of Custody

The Athletic Department subscribes to the drug testing and analysis procedures utilized by Concentra Medical Center testing laboratory. All testing will be accomplished through that facility and will be done in strict accordance with their procedure. The Athletic Director and the Director of Sports Medicine will maintain further specifics on the drug testing and analysis procedures performed by Concentra Medical Center. They will also provide additional information in this regard upon request from the student-athlete.

Drug Testing

Drug testing is performed by Concentra Medical Center using a profiling system. Any combination of these profiles may be administered on a single urine specimen. Three types of profiles may be administered: 1) Street Drugs 2) Anabolic Steroids 3) NCAA Banned Substances.

1. The **Street Drugs** profile detects the following drugs:
 - A. Amphetamine/Methamphetamine: Ecstasy, Eve, Bennies, Dexies, Uppers, Crank, Speed, etc.
 - B. Cannabis: Marijuana, Pot, Grass, Weed, Reefer, Hash, etc.
 - C. Cocaine Metabolite: Coke, Crack, C, Rock, Snow, etc.
 - D. Opiates: Codeine, Vicodin, Horse, Smack, M, Miss Emma, Little D, School Boy, Percodan, etc.
2. The **Anabolic Steroid** profile tests for banned performance enhancing compounds (anabolic-androgenic steroids and related substances) in a manner consistent with the requirements of the International Olympic Committee and the National Collegiate Athletic Association.
3. The **NCAA Banned Substance** profile tests for all banned substances and drug classes listed with the National Collegiate Athletic Association.

Policy Regarding Notification of a Positive Drug Test

Results from the UDM Athletic Department drug test will be sent directly to the Director of Sports Medicine. The Director of Sports Medicine will notify the Athletic Director, the head coach, and the team physician of a positive drug test. *At that point, a time will be agreed upon* to meet with the student testing positive. Upon request, the individual will be given a copy of the test results of the initial test or any subsequent test conducted under this program. Participation is not required of all members of the informed group. At the scheduled meeting, the student will be advised of the positive drug test. Prior to any action being taken, the student will have the opportunity to meet with the Director of Sports Medicine and the team physician privately to discuss any concerns regarding the positive test and possible recourses. An independent pathologist or drug toxicologist will be utilized as a technical resource as needed to clarify any questions pertinent to the test. The student will be advised of the remedial guidelines, based upon whether the positive drug test is a first, second, third, or fourth offense. *If necessary*, counseling and evaluation sessions will be arranged.

Policy Regarding Offences or Violations of the Substance Abuse Policy

Offences or violations of the UDM Substance Abuse Policy will be determined at the discretion of either the Athletic Director or the Senior Women's Administrator. Offences or violations of the substance abuse policy include, but are not limited to, drug or alcohol-related incident reports from the UDM Office of Residence Life, violations of the Athletic Department's Student-Athlete Code of Conduct involving illegal drugs or alcohol, and incident reports and citations from outside legal or governmental agencies or entities that involve illegal drugs or alcohol. Once notification has been made, the student-athlete will have to meet with the Director of Sports Medicine, in which if necessary, counseling and evaluation sessions will be arranged.

Parental Notification of Substance Abuse Offences or Violations

The UDM Athletic Department reserves the right to inform parent(s)/guardian(s) of student-athletes who are in violation of the UDM Substance Abuse Policy. With regards to this issue, the Athletic Director will be the athletic representative to inform the parent(s)/ legal guardian(s).

Results of Drug Testing/Confidentiality

Maintaining confidentiality and protection of the rights of the student is a critical factor in drug testing. All drug test results will be mailed directly to the University of Detroit Mercy's Director of Sports Medicine. The Director of Sports Medicine will notify the Athletic Director, the head coach, and team physician of a positive drug test. The Athletic Director may authorize additional designee/s as appropriate to the situation (drug counselor, administrative assistants, etc). Head coaches are permitted, but not mandated, to inform their respective assistant coaches of any test results. However, *the Athletic Department reserves the right to inform the student's parent(s)/ legal guardian(s) of any and all test results. Any individual receiving information regarding a test result is required to preserve confidentiality at all times.* The University of Detroit Mercy's Athletic Department *Substance Abuse* Policy Procedural and Remedial Guidelines will then be followed, based on whether the positive drug test is a first, second, third, or fourth offense.

Every effort must be made to protect the confidentiality of students under this policy, including those who test positive, undergo reasonable-cause testing, or enter treatment programs. Under no circumstances, will any Athletic Department personnel or any individual associated with the drug testing program be permitted to disclose publicly any information acquired in their capacity, whether or not it relates to identified students, individual teams, or the Athletic Department. In addition, individual results will not be given to any other department within the university unless deemed necessary by the Director of Sports Medicine and the team physician for the education and counseling of the abuse.

Individual results of drug testing performed by the Athletic Department will not be released to any other party unless deemed necessary by the Director of Sports Medicine for the treatment of the individual. Individual result may be obtained through subpoena by a court of law. Group results may be used for statistical analysis or publications.

Substance Abuse Counseling

Upon a positive test or violation, the Team Physician and/or Director of Sports Medicine, in consultation with others who may have evaluated the student, will decide whether the student is unfit to participate in athletics and should be admitted for inpatient treatment (hospitalized) or subjected to a structured program of treatment and monitoring on an outpatient basis (without hospitalization). All drug counseling is confidential and no information will be released, unless the student authorizes the release of such information. Counseling sessions will be arranged with Dr. Michael Boyle or Thomas Ghena of the Henry Ford Health System *or by the Director of Sports Medicine*. Financial arrangements will be made upon evaluation of the student-athletes condition. Any student who misses a scheduled counseling session is required to pay for that session at the current patient charge.

Policy Regarding Self-Reporting of a Substance Abuse Problem

A student who self-reports a drug *or alcohol abuse* problem and who has not had a previous offense will follow remedial guidelines as set forth below:

1. The Director of Sports Medicine and/or Team Physician will meet with the student and arrange counseling and evaluation sessions. *Other individuals from the Athletic Department will be notified upon the student-athlete's request.*
2. The student will be encouraged to notify his/her parents or guardian.
3. The student will be tested as often as deemed necessary, with a minimum of one test a month.
4. The student must attend counseling and evaluation sessions.
5. The student will be allowed to practice and compete once enrolled in a rehab program under the supervision of the Team Physician.
6. The student will not be required to perform forty hours of community service as stated in the guidelines.
7. The student will be granted a thirty (30) day "grace period". Under this provision, the student will not be considered for an offense during this time until after a clean sample is provided or thirty days expires. A 15% increase of drug concentration in the student's sample will be considered a first offense during this time period.
8. Further sanctions will follow based on whether the subsequent positive test is a first, second, third, or fourth offense.

Policy Regarding Self-Reporting of Drug or Substance Abuse Problem (continued)

Self-reporting will be accepted prior to notifying the first subject of the impending test on the given test day. Notification will begin between 8:00AM to 9:00AM. It should be noted that a student who self-reports a violation after notification of an impending drug test will be subject to the drug policy remedial guidelines, based on whether the positive test is a first, second, third, *or fourth* offense.

In the event that a student-athlete does not test positive for a period of one year, his/her record of the self-report will be disregarded and the athlete will be reenrolled in the general randomized testing procedures. However, the student-athlete may be subject to increased frequency of testing. A positive test result following the one year "clean" period will be considered a first offense and will follow the remedial guidelines for drug offenses.

Policy of a Non-NCAA Positive Test

Student-athletes who test positive in conjunction with drug testing administered by other athletics organizations must declare such positive results to the University. "Other athletics organizations" are defined as national and international governing bodies and national and international Olympic committees. Such positive tests will fall under the UDM Substance Abuse Policy and Procedures.

Current Personnel for Disclosure of Confidential Information

Information regarding individual drug testing results will be disclosed to the individuals listed below. Disclosure of information from the substance abuse education counseling will be given to the Director of Sports Medicine and the Authorized Physician only. The Director of Sports Medicine will use this information to determine if further medical attention is needed and if the student-athlete is complying with the remedial guidelines for substance abuse offenses. Once a noncompliance decision has been made the Director of Sports Medicine may elect to disclose information regarding counseling to the individuals below for further disciplinary action.

Director of Sports Medicine	Omar Wang	(313) 993-1740
Athletic Director	Brad Kinsman	(313) 993-1700
Senior Women's Administrator	Keri Gaither	(313) 993-1700
Authorized Team Physician	Michael Workings, MD	(248) 528-2310
Drug Education Counselor	Michael Boyle, MD	(248) 661-6163
Clinic Manager	Thomas Ghena	(248) 661-6136
Counselor	Richard Riggs	(248) 661-6175
<i>Authorized Counselors</i>	<i>Variable per case</i>	
Head Coach	variable per sport	
Assistant Coaches	via Head Coach	

Hearing and Appeals

A. Opportunity for Hearing

Upon being notified of violations and/or positive test results and prior to the imposition of sanctions, if any, the student-athlete has 48 hours in which to notify the Director of Athletics or head coach of his/her desire for a hearing to contest the findings or proposed sanctions. This request must be in writing and received by the Director of Athletics or head coach within the 48-hour period. Any suspension imposed upon the student-athlete will not be stayed by the filing of an appeal.

B. Hearing Procedure

Each hearing will be conducted before a three-person Appeal Committee appointed by the Director of Athletics. Said Committee will be designated upon the implementation of the Program and, in all successive years, by the commencement of the fall semester. Any vacancies on the said Committee occurring before, during, or after the school year shall be filled as soon as possible thereafter. If it is shown that any Committee member participated in the determination or review of the "reasonable basis" conclusion and subsequent medical evaluation or testing, he/she shall be excused from the Committee for that particular hearing. An alternate Committee member shall be designated upon the implementation of the Program, and in all successive years, by the commencement of the fall semester and shall serve in place of the excused Committee member in that particular instance. The hearing will be held within 72 hours after the student-athlete's appeal is filed. An extension of time for the hearing (not to exceed 48 hours) may be granted upon showing of good cause.

Evidence of the student-athlete's substance abuse, including all positive test results, will be presented to the Committee. Reasons why sanctions, if any should be imposed, will be presented as well. The student-athlete may be accompanied by a representative of his/her choice. The student-athlete or representative will be given the opportunity to present reasons why the proposed action should not be taken. The student-athlete has the right to present evidence to support his/her contentions, to call witnesses, and to cross-examine adverse witnesses.

The Appeals Committee will reach a decision within 48 hours of such hearing and will, in writing, notify the student-athlete, The Team Physician, The Director of Sports Medicine, the Athletic Director, and the head coach of its decision. A written record of each decision, including the evidence considered by the Committee, will be maintained by the Athletic Department.

Policy Regarding Student-Athletes Try-outs for Intercollegiate Sports

All students trying out for an intercollegiate sport including walk-ons may be required to perform a drug test at their cost. Any student testing positive will not be allowed to try-out. The student will be advised to seek drug counseling; however, the Athletic Department will not be responsible for such education and counseling.

Policy Regarding Recruitment of Student-Athletes

Coaches involved in recruiting *potential* student-athletes should *inform them of the Athletic Department's drug and substance abuse policy*.

Drug and Substance Abuse Education Policy

The Athletic Department considers education to be an important part of its drug and substance abuse policy. At the beginning of each academic year, each student will be required to attend a drug and substance abuse education seminar. The National Collegiate Athletic Association and the University of Detroit Mercy drug and substance abuse policies and testing guidelines *will also be thoroughly covered at the beginning of the school year*. Each student will receive a written copy of the policy in their student-athlete handbook. Each student will sign consent forms for drug testing for both organizations. A presentation on the medical/legal aspects of *substance* abuse may be conducted at this seminar. All student-athletes are required to successfully course UAS 107 within one year of enrolling at the institution.

However, regular educational in-services should be offered to both students and athletic staff throughout the year. These programs should be offered in the areas of substance abuse prevention, drug education, and drug testing. All Athletic Department personnel, particularly head coaches, should cooperate in making sufficient time available during team meetings for any Athletic Department sponsored visual presentations and lectures. The drug and substance abuse education program will be continuously reviewed and updated to meet the growing needs of the students and to address the ever-changing complexities of substance abuse use associated with athletic competition.

Definitions

Student, student-athlete, and athlete are all synonymous for the purposes of inclusion in the above regulations. Suspension will be defined as the removal of the student from all competition (scheduled matches which includes pre and post-season, inter-squad scrimmages, and public appearances) any additional sanctions will be determined by the coaching staff of the involved sport.

Conclusion

The Athletic Department firmly believes and hopes that the implementation of this program will serve to benefit all who are connected with the intercollegiate athletics here at UDM. Moreover, the Athletic Department believes that through this Program, the integrity of athletic contests both for the participants and spectators will be protected. Ultimately, our goal is to educate our student-athletes about the dangers of drug and alcohol abuse in athletics, academics, and personal life and promote the physical, mental, emotional, and social health of our student-athletes.

References

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Remedial Guidelines for Drug/Substance and Alcohol Abuse Offenses

Remedial Guidelines: First Offense or Violation #*

1. The Director of Sports Medicine will notify the Athletic Director, the head coach, and team physician if there is a student-athlete who is found to test positive for a banned substance in a randomized drug test. The Athletic Director or Senior Women's Administrator will notify the head coach and the Director of Sports Medicine if other violations of the Drug and Substance Abuse Policy occur on or off campus. The athletic director designee/s as appropriate to the situation will be notified.
2. The student-athlete may be tested as often as deemed necessary.
3. The student-athlete *may have to* attend counseling and evaluation sessions.
4. The student-athlete will be suspended for *a minimum of ONE (1)* game which will carry over to the following season if necessary. Any additional suspension time will be determined by the athletic director and/or head coach.

Remedial Guidelines: Second Offense or Violation #*

1. The Director of Sports Medicine will notify the Athletic Director, the head coach, and team physician if there is a student-athlete who is found to test positive for a banned substance in a randomized drug test. The Athletic Director or Senior Women's Administrator will notify the head coach and the Director of Sports Medicine if other violations of the Drug and Substance Abuse Policy occur on or off campus. The athletic director designee/s as appropriate to the situation will be notified.
2. The student-athlete will be tested as often as deemed necessary.
3. The student-athlete must attend counseling and evaluation sessions.
4. The student-athlete will be removed from all activities for *a minimum of ONE* week of the total competitive sport season which will carry over to the following season if necessary. *Any additional suspension time will be determined by the athletic director and/or head coach.*
5. The student-athlete will perform 40 hours of community service work, to be completed within the first two (2) months of the suspension period.**

Remedial Guidelines: Third Offense or Violation #*

1. The Director of Sports Medicine will notify the Athletic Director, the head coach, and team physician if there is a student-athlete who is found to test positive for a banned substance in a randomized drug test. The Athletic Director or Senior Women's Administrator will notify the head coach and the Director of Sports Medicine if other violations of the Drug and Substance Abuse Policy occur on or off campus. The athletic director designee/s as appropriate to the situation will be notified.
2. The student-athlete will be tested as often as deemed necessary.
3. The student-athlete must attend counseling and evaluation sessions.
4. The student-athlete will be removed for 50% of the total competitive sport season which will carry over to the following season if necessary.
5. The student-athlete will perform 80 hours of community service work, to be completed within the first four (4) months of the suspension period.**

Remedial Guidelines: Fourth Offense or Violation #*

1. The Director of Sports Medicine will notify the Athletic Director, the head coach, and team physician if there is a student-athlete who is found to test positive for a banned substance in a randomized drug test. The Athletic Director or Senior Women's Administrator will notify the head coach and the Director of Sports Medicine if other violations of the Drug and Substance Abuse Policy occur on or off campus. The athletic director designee/s as appropriate to the situation will be notified.
2. The student-athlete will be tested as often as deemed necessary.
3. The student-athlete must attend counseling and evaluation sessions.
4. The student-athlete will be removed from all activities for one full year, from calendar date to calendar date.
5. The student-athlete will perform 120 hours of community service work, to be completed within the first six (6) months of the suspension period.**

Remedial Guidelines: Fifth Offense or Violation #*

1. The student-athlete will be dismissed immediately from the Athletic Department and his/her scholarship will be terminated.

Costs of Drug Testing

The costs of all drug testing provided by this program will be handled by the Athletic Department. *Medical referrals to drug counseling and treatment will be coordinated with the student-athlete's primary insurance. The medical privacy with regard to the student-athlete is determined and established by the authorization filed with the parents' or guardians' group health plan. This would control the medical claims information transfer related to any therapy or counseling sessions for the student-athlete. Any bills or medical claims for therapy and counseling sessions not covered by the student-athlete's primary insurance will be covered by the Athletic Department. If the student-athlete is not covered by any family or personal health insurance, the Athletic Department will pay in full* for all counseling and treatment provided by the program. *However, for* counseling or treatment that extends beyond the fifth positive test results will be the sole responsibility of the individual student-athlete. Specifically, the Athletic Department will pay fully or in part for a maximum of 28 days of inpatient treatment and counseling during a student-athlete's career at the university. The Athletic Department will also pay fully or *assist in paying for treatment and counseling* on an outpatient basis. The Athletic Department reserves the right to determine the nature, mode, and extent of the counseling or treatment programs offered based upon consultation with the Athletic Director, the Team Physician, or other appropriate medical authorities, and the head coach.

Discipline and the Appeal Process

Disciplinary action under the *substance abuse* policy is viewed by the Athletic Department as a last but sometimes necessary resort. Any student-athlete who violates the policy is subject to the corrective actions and remedial guidelines of the policy. Any student-athlete disciplined under the drug and substance abuse policy has the right to appeal and a hearing before the athletic director and appeals committee.

Students are reminded that many of the drugs and most of the behavior mentioned in the substance abuse policy are illegal. Association with drug-related activity in a manner detrimental to the integrity of, or public confidence in, the University of Detroit Mercy will result in disciplinary action outlined in the remedial guidelines for drug offense. Moreover, involvement in the criminal justice system for a drug-related offense will be taken into account in disciplinary action imposed by the Athletic Department. Such involvement may also serve as an independent basis for discipline, wholly outside the substance abuse policy outlined above. There can be no assurance that a period of judicially imposed incarceration will obviate a subsequent period of suspension by the Athletic Department.

Confidentiality

Every effort will be made to reasonably protect the confidentiality of students under this policy, including those who test positive, undergo reasonable-cause testing, or enter treatment programs. Under no circumstances, will any Athletic Department personnel or any individual associated with the random drug testing program be permitted to disclose any information acquired in their capacity, whether or not it relates to identified students, individual teams, or the Athletic Department. In addition, individual results will not be given to any other department within the University of Detroit Mercy unless deemed necessary by the Director of Sports Medicine and the Team Physician for the education and counseling of the abuse.

Note that offenses are cumulative during the students tenure at the university.

*** *Offences or violations of the UDM Substance Abuse Policy will be determined at the discretion of either the Athletic Director or the Senior Women's Administrator.***

**** In addition to the sanctions imposed by the Athletic Department, the student is additionally subject to any sanctions imposed by the legal system. Note that community service work hours assigned to an athlete by the University of Detroit Mercy Athletic Department will follow any community service work hours assigned by the legal system for the same offense.**

The athletic director and/or the head coach reserve the right to remove an athlete from a roster at any time.

Reproduced and adapted from the *National Collegiate Athletic Association*, Mercer University Athletic Association Policies and Procedures, and from the University of Detroit Mercy Policies and Procedures