Rider University Department of Athletics

Drug Education and Testing Program

The Rider 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 Rider University Department of Athletics Drug Education and Testing Program was implemented August 1, 1994, and is reviewed annually and revised as needed. The following is an outline of the program.

A. Purpose

1. To deter substance abuse among the Rider University student-athlete population.

2. To identify and assist student-athletes with substance abuse problems.

3. To ensure the health and safety of all Rider University student-athletes as well as the health and safety of all Rider University's competitors.

4. To maintain appropriate standards of behavior and ensure the integrity of the student-athlete and Rider 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 Rider 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 a NCAA drug testing consent form as well as an institutional consent form. The NCAA and institutional drug testing consent form will be administered by Rider University's Associate Director of Athletics for Compliance.

3. Refusal to sign either 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 Rider University, conference, and NCAA regulations.

C. Drug Education

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

2. This program will include a review of the NCAA Testing Procedure videotape as well as the Rider University Drug Education and Testing Program.

D. Banned Substances and Information

1. Rider 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 of these banned substances 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 – The National Center for Drug Free Sport (the Center), an independent Third Party Administrator (TPA) will be responsible for the random selection process. Three times per year one member of every team, and two members from the combined Cross Country and Track and Field rosters, will be chosen by the Center to undergo random 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; the Director of Athletics, 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, Director of Athletics, Associate Director of Athletics for Compliance, and the Faculty Athletics Representative. This committee will review the allegation, and based on its merits, decide whether the student-athlete will undergo drug testing. A student-athlete selected based on reasonable suspicion may be tested without prior notice.

3. NCAA/Conference Qualifier – Rider 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. Prior to NCAA or Conference post-season competition.

b. Pre-participation Athletic Physicals

c. 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 either on their dorm/house phone, cell phone, 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. The Drug Program Administrator may notify the student athlete's parents regarding the drug testing selection if the student athlete cannot be found for notification. Upon this notification the student-athlete must immediately appear in person and sign a notification form. At this time the Drug Program Administrator will inform the athlete of the date, time, and necessary procedures for drug testing. The head coach of each student-athletes respective sport will be notified of their selection at the same time.

2. At the time of notification the student-athlete will be instructed on what they must do in order to provide a proper urine specimen. 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 Rider University Drug Education and Testing Program and will 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 Rider University Drug Education and Testing Program and the student-athlete will be sanctioned accordingly.

G. Reporting of Results

1. The Center will notify the Drug Program Administrator 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, Associate Athletic Director for Compliance, and the head coach will meet to discuss the results.

2. The following university personnel will also be informed of a positive test result; the Head Athletic Trainer, Faculty Athletic Representative, Vice President for Student Affairs, Vice President of Institutional Advancement, and the Director of Student Health Services.

3. The student-athletes parents will be notified of a positive test result by phone by the Drug Program Administrator. This Phone call will be followed by written notification.

H. Sanctions

Rider 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 Rider University. Positive test results on any NCAA drug test will also be considered a violation of the Rider 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 14 day suspension from all team activities including practice and regular/post-season competition. 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 Rider University Drug Education and Testing Program may also be subject to follow-up testing 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 revocation of the student-athletes privilege to compete in athletics at Rider University. A student-athlete who is dismissed from athletic participation for a second violation of the

Rider University Drug Education and Testing Program will have his/her athletic related aid cancelled at the earliest possible moment consistent with Rider University, Conference, and NCAA 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 Rider University upon that conviction.

I. Substance Abuse Intervention

1. The student-athlete will be required to attend a consultation session at the Rider University Counseling Center. 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 Rider University Counseling Center, including possible referrals and the duration of intervention.

2. In the event that the dependency issues are beyond the realm of practice for the Rider University Counseling Center staff a 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 Rider 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 Rider University, Conference, and NCAA regulations.

J. Appeal and Reinstatement

1. In the event a student-athlete chooses to appeal a positive test and the resulting sanctions by the university 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. Rider University's Student-Athlete Alcohol Policy can be located in the Student-Athlete Handbook.

2. Rider University Athletics supports and enforces the NCAA ban on tobacco use by student-athletes, coaches, and athletic personnel as per NCAA bylaw 11.1.5.

L. Safe Harbor Program

A student-athlete who voluntarily self-discloses a problem with a banned substance ***PRIOR*** to being selected for a drug test and/or ***PRIOR*** to providing a positive specimen may avoid sanctions by the university by meeting the following criteria.

1. The student-athlete must satisfactorily complete the criteria for successful Substance Abuse Intervention.

2. The student-athlete must provide a negative drug test ***PRIOR*** to exiting the Substance Abuse Intervention program

After adequate self-disclosure and the above criteria are met, the student-athlete will be exempt from random selection until completion of the Substance Abuse Intervention, will not be sanctioned for a violation of the Rider University Drug Education and Testing Program, and will retain the privilege of participating in athletics at Rider University. However, the student-athlete's parent(s) or legal guardian(s) and the following university personnel will be informed of the student-athlete's "Safe Harbor" disclosure; The Drug Program Administrator, Director of Athletics, Associate Athletic Director for Compliance, Head Coach, Head Athletic Trainer, Faculty Athletic Representative, Vice President for Student Affairs, Vice President of Institutional Advancement, and the Director of Student Health Services.