



**University of Massachusetts Boston Department of Intercollegiate Athletics  
Student-Athlete Drug Education and Drug Testing Program  
2008-2009**

The University Of Massachusetts Boston Department Of Athletics has approved this policy. The Department of Athletics reserves the right to amend this policy from time to time as needed. Furthermore, this policy is not to be construed as a contract between the university and the student-athlete.

The Department of Athletics at the University of Massachusetts Boston is concerned with the health, safety and well-being of the student-athletes who participate in its programs and represent the university in competitive athletics. Substance abuse is one of the most important issues facing athletics and society today. The use of illegal drugs, misuse of legal drugs and dietary supplements, use of performance-enhancing substances, use of alcohol and inappropriate use of tobacco are inconsistent with the standards expected of student-athletes at University of Massachusetts Boston. Substance use and abuse in sport can pose risks to the student-athlete's health and negatively affect his or her academic and athletic performance. It also can compromise the integrity of athletic competition and the ideals of the University of Massachusetts Boston.

The Department of Athletics at the University of Massachusetts Boston believes it is our responsibility to do everything possible to protect the health and well being of our student-athletes. It is our desire, therefore, to educate our athletes about the effects (both long and short term) of drugs and over-the counter dietary supplements on their performance and much more importantly, on their lives. It is our hope that our student-athletes will recognize the dangers of drug use and therefore compete and live free of all dangerous substances.

**Purposes of the Student-Athlete Drug Education and Drug Testing Program**

The Department of Athletics believes that random drug testing and testing based on reasonable suspicion are appropriate to ensure the health, safety and well-being of our student-athletes, to promote fair competition in intercollegiate athletics, to affirm compliance with applicable rules and regulations on drug and alcohol abuse, to identify student-athletes who are improperly using drugs or alcohol and to assist them before they harm themselves or others. Furthermore, the Department of Athletics recognizes its responsibility to provide educational programming that will support a positive decision-making process:

1. To assure all student-athletes, parents and University officials that the University of Massachusetts Boston Intercollegiate Athletics Department are committed to providing a drug-free environment for the conduct of all athletic programs.
2. To disseminate information and to educate all student-athletes about the risks associated with drug and alcohol use.
3. To deter student-athletes from using drugs and alcohol.
4. To adhere to NCAA and University of Massachusetts Boston Rules and Procedures regarding licit or illicit drug use by student-athletes.
5. To protect the reputation and integrity of the University of Massachusetts Boston Intercollegiate Athletics Program.

6. To identify student-athletes who are using illicit drugs or abusing alcohol or licit drugs and provide avenues for treatment and intervention.

### **Alcohol, Tobacco and Other Drug Education**

Athletes who are educated about substance use and abuse in sports are more likely to make informed and intelligent decisions about usage. The University Of Massachusetts Boston Department Of Intercollegiate Athletics will conduct a drug and alcohol education program for student-athletes. These educational programs will be designed to review athletic department, institutional and NCAA policies related to the use of alcohol, tobacco and other drugs. Appropriate educational materials will be made available to participants. Additionally, a resource pool of educational materials will be made available for use by coaches and student-athletes at any time throughout the year. All student-athletes and athletics staff members are required to attend the educational programs. Make-up sessions are available for participants who must miss a scheduled educational session for an approved reason.

In addition to educating student-athletes and athletics staff about the various policies, a review of University of Massachusetts Boston's institutional drug-testing program will be conducted. Dietary supplements and their inherent risks for student-athletes will be discussed. Time will be allowed for questions from participants.

### **Athletic Department Staff Responsibility**

All athletics staff members must be aware of and committed to the drug education and drug-testing program. No athletics staff member shall encourage or advise any student-athlete to take performance-enhancing or prescribed drug(s) used for purposes other than what they are prescribed for and further, they shall not issue or assist student-athletes in obtaining any performance-enhancing or prescribed drug(s) used for purposes other than what they are prescribed for. Staff members shall advise and educate student-athletes against these types of substances and shall report the use, or suspected use, of performance-enhancing and/or prescribed drug(s) used for purposes other than what they are prescribed for by a student-athlete to the appropriate athletic department administrator. All athletics staff members shall direct student-athletes who desire to use dietary supplements to the Head Athletic Trainer. Any staff member found to be in violation of this policy is subject to dismissal.

### **Consent to Participate**

As a condition of participation in intercollegiate athletics at the University of Massachusetts Boston, each student-athlete will be required to sign a University of Massachusetts Boston consent form agreeing to undergo drug and alcohol testing and authorizing release of test results in accordance with this policy (See Appendix A). Failure to consent to or to comply with the requirements of this policy may result in suspension from participation or termination of eligibility to participate in intercollegiate athletics at the University of Massachusetts Boston. Additionally, student-athletes will be given an opportunity to ask any questions regarding the information contained in the policy, the testing program, or other related issues prior to signing the University of Massachusetts Boston drug-testing consent form.

All University of Massachusetts Boston student-athletes listed on the institutional squad list and who have signed the institutional consent form shall be subject to drug testing under the terms of this policy. This includes but is not limited to student-athletes who are academically ineligible and student-athletes who are injured. All student-athletes shall be subject to drug testing under the terms of this policy throughout the calendar year, including summer.

### **Use of Dietary Supplements**

Many dietary supplements or ergogenic aids contain banned substances. Often the labeling of dietary supplements is not accurate and is misleading. Terms such as “healthy” or “all natural” do not mean dietary supplements are free of banned substance or are safe to take. Using dietary supplements may lead to negative side effects such as dehydration and/or may cause positive drug tests. Student-athletes who are currently taking dietary supplements or intend to take any are required to review the product with the Head Athletic Trainer. Student-athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at [www.drugfreesport.com](http://www.drugfreesport.com) or the Dietary Supplement Resource Exchange Center (REC) at [www.drugfreesport.com/rec](http://www.drugfreesport.com/rec) for information on dietary supplements and other banned substances.

### **Policy and Procedures Concerning Alcohol or Drug Related Inappropriate Behaviors**

Student-athletes shall abide by all federal, state, local, university, and departmental alcohol policies. Those of legal drinking age are expected to practice responsible behavior. An alcohol violation shall include any violation of federal, state, local, university, or department alcohol policies, which includes any known and documented incident(s) documented by a Department of Athletics staff member.

Student-athletes shall not attend any UMass Boston athletic-sponsored meetings, treatments, practices, programs, services, contests, or any UMass Boston sponsored event while under the influence of alcohol. **The consumption of alcohol while on University-sponsored travel is strictly prohibited. In addition, the consumption of alcohol by any student-athlete, student-athlete host and/or prospective student-athlete during recruitment visits is strictly prohibited.**

It is the responsibility of all student-athletes to know all federal, state, and local laws as well as the university and athletic department policies related to the use of alcohol and drugs. Federal, Massachusetts State and local laws provide many legal sanctions for the unlawful possession or distribution of controlled substances. These sanctions include severe criminal penalties such as fines and/or imprisonment.

If a student-athlete is determined to be involved in an alcohol or drug related incident, or if the student-athlete tests positive for drugs or alcohol, the student-athlete may be required to attend up to three counseling sessions for the purposes of evaluation, education, and if necessary, treatment or rehabilitation. If counseling is required, the student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic Trainer. Failure to sign such a release will render the student-athlete ineligible for practice and competition.

An alcohol or drug related incident shall include but is not limited to the following: underage drinking, minor in possession (MIP), public intoxication, drunk and disorderly conduct,

DWI/DUI, assault while under the influence of alcohol or drugs, possession of drugs, and/or any violation of the University of Massachusetts Boston Code of Conduct involving alcohol or drugs.

The Director of Athletics or his or her designee, the Head Athletic Trainer, and the Head Coach will determine on a case-by-case basis if the circumstances warrant suspension of the student-athlete from practice and/or competition.

### **Sanctions for Alcohol or Drug Related Inappropriate Behaviors**

The following sanctions shall apply to a student-athlete for alcohol and drug related inappropriate behaviors. Alcohol and drug related inappropriate behaviors are cumulative for the student-athlete's athletic career at the University of Massachusetts Boston. Not meeting any or all of the sanction requirements will be considered another violation of this policy and the next subsequent sanction shall apply. Although this policy will impose specific sanctions, nothing in this policy precludes a head coach from enforcing a more restrictive team policy or team rule. For health and safety reasons, the Head Athletic Trainer may withhold a student-athlete from practice and/or competition at any time.

### **First Alcohol or Drug Related Offense**

The Head Athletic Trainer shall schedule a confidential meeting with the Director of Athletics or his or her designee, the Head Coach, and the student-athlete.

The student-athlete shall be referred to University Health Services and be required to attend educational programming through the Health, Education, and Wellness Center. The student-athlete will be required to sign a release of information to verify attendance and completion of the program. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. Failing to meaningfully participate in the educational programming as defined by the Health, Education, and Wellness educator(s) will be classified as a second offense. The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Massachusetts Boston. The suspension will be for a period of time equivalent to 10% of his or her regular season of competition. The determination of the 10% always will be rounded up (e.g. if 10% equals 2.3 games, the student-athlete will be suspended for 3 games). The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspensions will rollover to the next season of competition if necessary. If the alcohol or drug related offense occurs during the off-season, the suspension will be served during the next season of competition. If the alcohol or drug related offense occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. The student-athlete must be medically authorized by the Head Athletic Trainer and the University Health Services, prior to resuming any athletic practice or competition.

The student-athlete will be required to work 5 game day events. Work duties will be assigned by the Athletic Director or his/her designee.

## **Second Alcohol or Drug Related Offense**

The Head Athletic Trainer shall schedule a confidential meeting with the Director of Athletics or his or her designee, the Head Coach, and the student-athlete.

The student-athlete shall be referred to University Health Services and be required to attend up to three sessions at the UHS Counseling Center for the purposes of evaluation and recommendation. [We are assuming that, at this point, the evaluation is mandated; following through on any recommendation is not mandated at this point. If, following another offense, the student-athlete is mandated by the Athletics Department to complete therapy, we would need to refer him/her off-campus as we do not do mandated therapy.] The student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic Trainer. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. Failing to meaningfully participate in the evaluation process as defined by the counselors will be classified as a third offense.

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Massachusetts Boston. The suspension will be for a period of time equivalent to 30% of his or her regular season of competition. The determination of the 30% always will be rounded up (e.g. if 30% equals 2.3 games, the student-athlete will be suspended for 3 games). The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspensions will rollover to the next season of competition if necessary. If the alcohol or drug related offense occurs during the off-season, the suspension will be served during the next season of competition. If the alcohol or drug related offense occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. The student-athlete must be medically authorized by the Head Athletic Trainer and the University Health Services, prior to resuming any athletic practice or competition.

The student-athlete will be required to work 10 game day events. Work duties will be assigned by the Athletic Director or his/her designee.

## **Third Alcohol or Drug Related Offense**

The Head Athletic Trainer shall schedule a confidential meeting with the Director of Athletics or his or her designee, the Head Coach, and the student-athlete.

The student-athlete will be immediately suspended from participation in any intercollegiate practice, training and competition at the University of Massachusetts Boston for a period of one year.

The student-athlete shall be referred to University Health Services and be required to attend up to three sessions at the UHS Counseling Center for the purposes of re-evaluation and referral. . Again, the student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic

Trainer. Failure to sign such a release will render the student-athlete ineligible for practice and competition. The student-athlete will be required to sign a release of information to verify attendance and completion of the program. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. Failure to comply with the University of Massachusetts Boston Department of Athletics drug education and drug testing policy or failure to comply with any treatment program recommendations shall result in permanent suspension from all practice, training and competition.

### **Tobacco Policy**

The NCAA and the University of Massachusetts Boston prohibits the use of tobacco products by all game personnel (e.g. coaches, student-athletes, athletic trainers, managers and game officials) in all sports during practice and competition. *See NCAA Bylaws 11.1.5. and 17.1.7.* A student-athlete who violates this tobacco policy shall be disqualified for the remainder of that practice or competition. The Director of Athletics or his/her designee will sanction other game personnel (e.g. head or assistant coach) who violate this tobacco policy on a case-by-case basis. The student-athlete will be required to participate in the “Smoking Cessation Program” through the University Health Services.

### **Prohibited Drugs/Substances**

The University of Massachusetts Boston drug screening process may include analysis of, but is not limited to, the NCAA list of banned-drug classes. The NCAA banned-drug classes are as follows: stimulants, anabolic agents, diuretics, street drugs, peptide hormones and their related compounds. For an ongoing updated listing of the NCAA banned-drug classes, student-athletes are urged to review the NCAA’s web site at [www.ncaa.org](http://www.ncaa.org) or contact the Head Athletic Trainer or the sport specific athletic trainer.

Additional substances that the University of Massachusetts Boston may screen for include alcohol, beta-blockers, opiates, MDMA (Ecstasy), amphetamine/methamphetamine, and flunitrazepam (Rohypnol). The University of Massachusetts Boston explicitly reserves the right to test for substances not listed on the NCAA Banned Drug Classes List and to test at detection levels that vary from those of the NCAA. The University of Massachusetts Boston’s Student-Athlete Drug Education and Drug Testing Program are separate and distinct from the NCAA’s drug testing programs, including but not limited to banned substances, sanctions imposed and levels of detection.

### **Methods of Selection for Drug Testing**

#### **Unannounced Random Testing**

All student-athletes who have signed the institutional drug-testing consent form and are listed on the institutional squad list are subject to unannounced random testing at any time. The Director of Athletics or his/her designee will select student-athletes from the official institutional squad lists by using a computerized random number program.

#### **Pre-season Screening**

All student-athletes are subject to pre-season drug testing and may be notified of such by the Director of Athletics or his/her designee at any time prior to their first competition.

#### **Team Testing**

All student-athletes who have signed the institutional drug-testing consent form and are listed on the institutional squad list are subject to unannounced random team testing at any time. The Director of Athletics or his/her designee will select an entire team from the list of teams sponsored by the institution using a computerized random number program.

#### Reasonable Suspicion Screening

A student-athlete may be subject to testing at any time when the Director of Athletics or his/her designee determines there is individualized reasonable suspicion to believe the student-athlete may be using a prohibited substance (See Appendix B – Reasonable Suspicion Form). Such reasonable suspicion may be based on objective information as determined by the Director of Athletics or by an Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Head Athletic Trainer, Assistant Athletic Trainer, Team Physician, Academic Counselor and deemed reliable by the Director of Athletics or his/her designee. Reasonable suspicion may be found, but not limited to 1) observed possession or use of substances appearing to be prohibited drugs, 2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances, 3) the smell of alcohol on breath, or 4) observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances.

Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are: class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes, and legal involvement. If reasonable suspicion is verified (see Reasonable Suspicion Reporting Form – Appendix B), the Director of Athletics or his/her designee will notify the student-athlete and the student-athlete must stay with a member of their coaching staff, the athletics administration staff, or the sports medicine staff, until an adequate specimen is produced. Note: The possession and/or use of illegal substances may be determined by means other than urinalysis (e.g., using on-site saliva testing products to determine alcohol consumption). When an individual is found to be in possession and/or using such substances, he/she may be subject to the same procedures that would be followed in the case of a positive urinalysis.

#### Postseason/Championship Screening

Any participant or team likely to advance to post-season championship competition may be subject to additional testing by the University of Massachusetts Boston prior to the post-season championship event. Testing may be required of all team members or individual student-athletes at any time within thirty (30) days prior to the post-season competition. If a student-athlete tests positive, he or she will not be allowed to compete at the post-season event unless he or she subsequently tests negative prior to departure for the event and receives permission from the Director of Athletics or his or her designee to compete in the post-season event.

#### Re-entry Testing

A student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a drug and/or alcohol violation may be required to undergo re-entry into drug and/or alcohol testing prior to regaining eligibility. The Director of Athletics or his/her designee shall arrange for re-entry testing after the counselor or specialist involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate.

### Follow-up Testing

A student-athlete who has returned to participation in intercollegiate athletics following a positive drug test under this policy may be subject to follow-up testing throughout the remainder of their athletic eligibility. Testing will be unannounced and will be required at a frequency determined by the Athletic Director or his/her.

### Notification and Reporting for Collections

The student-athlete will be notified of and scheduled for testing by the institution. The Director of Athletics or his/her designee will notify the student-athlete, in person or by direct telephone communication of the date and time to report to the collection station. No specific time period is required for notification of student-athletes prior to the administration of any drug tests. The student-athlete is responsible for providing up-to-date contact information (i.e. phone numbers).

A student-athlete who refuses to provide an adequate urine sample during the testing process, attempts to alter or substitute his or her urine sample, or fails to show up at the designated time, shall be deemed to be in violation of this policy and will be cause for the same action(s) as a positive drug test result. (See Appendix C for Specimen Collection Procedures)

### Voluntary Disclosure/Safe Harbor

(a) A student-athlete who has engaged in prohibited drug or alcohol use is encouraged to seek assistance from the Athletic Department or University Health Services by voluntarily disclosing his or her use.

(b) The student-athlete who seeks assistance *prior* to receiving a positive drug test result and/or *prior* to being notified that he or she has been selected for drug testing, the impermissible use will not be deemed a violation of this policy for purposes of determining sanctions; however, for health and safety reasons the student-athlete will be ineligible to participate in intercollegiate sports pending an evaluation. A student-athlete will not be permitted to enter the Safe Harbor Program thirty (30) days prior to NCAA or conference postseason competition.

(c) Upon entering the Safe Harbor Program, the student-athlete will be required to undergo an initial drug test as well as up to three sessions at the UHS Counseling Center for the purposes of evaluation and recommendation. The student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic Trainer. As stated above, if the initial drug test result is positive, the impermissible use will not be deemed a violation of this policy for purposes of determining sanctions.

(d) A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time, while meaningfully fulfilling the recommendation. The student-athlete will be required to sign a release of information to verify attendance and completion of the program. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. However, the student-athlete will not be permitted to return to participation in

intercollegiate sports until the Athletic Director or his/her designee and the Head Athletic Trainer receives verification that the student-athlete has completed the evaluation and notification of the recommendation.

(e) Having a second positive drug test result for *any* banned substance after entering the Safe Harbor Program that is determined to be a result of new drug use, or having a positive result on a reentry drug or alcohol test will be deemed a second offense under this policy (e.g. the initial positive drug test result plus the second/new positive drug test result).

(f) If the student-athlete regains his or her eligibility to participate in intercollegiate athletics, he or she may be required to undergo unannounced follow-up tests at the discretion of the Athletic Director or his or her designee in consultation with the Head Athletic Trainer.

(g) A positive drug test result at any time after satisfactorily completing the Safe Harbor Program will count as the first positive drug test result.

### **Reporting of Results**

All student-athlete information and records associated with the University of Massachusetts Boston drug education and drug-testing program will be confidential and results will be released only to those individuals with a legitimate need to know.

Urine samples will be collected and sent to an independent certified laboratory for analysis. Each sample will be tested to determine if banned drugs or substances are present. Results will be made available to the Head Athletic Trainer. It is the responsibility of the Head Athletic Trainer to see that the following individuals are informed of the positive test result:

- Student-athlete
- Director of Athletics or his/her designee
- UHS Executive Director or his/her designee
- Head Coach

### **Medical Exception Process**

The University of Massachusetts Boston recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the Department of Athletics allows exceptions to be made for those student-athletes with a documented medical history demonstrating a need for regular use of such a substance. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, beta-blockers, diuretics and peptide hormones.

Student-athletes are required to inform the Head Athletic Trainer of all medications (prescribed and over-the-counter) he or she is taking. The University of Massachusetts Boston should maintain in the student-athlete's medical record a letter from the prescribing Healthcare Provider that documents the student-athlete's medical history demonstrating the need for regular use of such a drug. The letter should contain information as to the diagnosis (including appropriate verification), medical history and dosage information.

In the event a student-athlete tests positive, the Head Athletic Trainer in consultation with the Team Physician and University Health Services will review the student-athlete's medical record to determine whether a medical exception should be granted.

### **Positive Drug Test Sanctions**

The following sanctions shall apply to positive drug test results. Positive drug test results are cumulative for the student-athlete's athletic career at the University of Massachusetts Boston. Not meeting any or all of the sanction requirements will be considered another violation of this policy and the next subsequent sanction shall apply. Although this policy will impose specific sanctions, nothing in this policy precludes a head coach from enforcing a more restrictive team policy or team rule. For health and safety reasons, the Head Athletic Trainer may withhold a student-athlete from practice and/or competition at any time.

**Note: A positive drug test result under the NCAA's drug testing program, will be counted as a positive drug test result under the terms and conditions of the University of Massachusetts Boston Department of Intercollegiate Athletics Drug Education and Drug Testing Program. Furthermore, a student-athlete under a drug-testing suspension from a national or international sports governing body that has adopted the World Anti-Doping Agency (WADA) code (e.g. USOC, USADA) shall not participate in NCAA intercollegiate competition for the duration of the suspension. See NCAA Bylaw 18.4.1.5.3.**

### **First Positive**

The laboratory (or Third Party Administrator) will report the positive drug test finding(s) to the Head Athletic Trainer. It is the responsibility of the Head Athletic Trainer to see that the following individuals are informed of the positive test result:

- Student-athlete
- Director of Athletics or his/her designee
- UHS Executive Director or his/her designee
- Head Coach

The Head Athletic Trainer will schedule a confidential meeting with the student-athlete and the individuals mentioned above to inform them of the finding. The student-athlete must be medically authorized by the University of Massachusetts Boston Head Athletic Trainer and University Health Services professional staff, prior to resuming any athletic practice or competition. The student-athlete shall be referred to University Health Services and be required to attend educational programming through the Health, Education, and Wellness Center. The student-athlete will be required to sign a release of information to verify attendance and completion of the program. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. Failing to meaningfully participate in the educational programming as defined by the Health, Education, and Wellness educator(s) will be classified as a third (second?) offense. [This component needs to be completed by..... Student-athletes who complete the educational programming within....will be eligible for a reduction in the consequences.] The student-athlete is responsible for any/all costs associated with mental health services, on- or off-campus.

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Massachusetts Boston. The suspension will be for a period of time equivalent to 10% of his or her regular season of competition. The determination of the 10% always will be rounded up (e.g. if 10% equals 2.3 games, the student-athlete will be suspended for 3 games). The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspensions will rollover to the next season of competition if necessary. If the alcohol or drug related offense occurs during the off-season, the suspension will be served during the next season of competition. If the alcohol or drug related offense occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. The student-athlete must be medically authorized by the Head Athletic Trainer and the University Health Services, prior to resuming any athletic practice or competition.

The student-athlete will be required to work 5 game day events. Work duties will be assigned by the Athletic Director or his/her designee.

### **Second Positive**

The laboratory (or Third Party Administrator) will report the positive drug test finding(s) to the Head Athletic Trainer. It is the responsibility of the Head Athletic Trainer to see that the following individuals are informed of the positive test result:

- Student-athlete
- Director of Athletics or his/her designee
- UHS Executive Director or his/her designee
- Head Coach

The Head Athletic Trainer will schedule a confidential meeting with the student-athlete and the individuals mentioned above to inform them of the finding. The student-athlete must be medically authorized by the University of Massachusetts Boston Head Athletic Trainer and University Health Services professional staff, prior to resuming any athletic practice or competition.

The student-athlete shall be referred to University Health Services and be required to attend up to three sessions at the UHS Counseling Center for the purposes of evaluation and recommendation. [We are assuming that, at this point, the evaluation is mandated; following through on any recommendation is not mandated at this point. If, following another offense, the student-athlete is mandated by the Athletics Department to complete therapy, we would need to refer him/her off-campus as we do not do mandated therapy.] The student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic Trainer. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition. Failing to meaningfully participate in the evaluation process as defined by the counselors will be classified as a third offense.

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Massachusetts Boston. The suspension will be for a period of time equivalent to 30% of his or her regular season of competition. The determination of the 30% always will be rounded up (e.g. if 30% equals 2.3 games, the student-athlete will be suspended for 3 games). The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspensions will rollover to the next season of competition if necessary. If the alcohol or drug related offense occurs during the off-season, the suspension will be served during the next season of competition. If the alcohol or drug related offense occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. The student-athlete must be medically authorized by the Head Athletic Trainer and the University Health Services, prior to resuming any athletic practice or competition.

The student-athlete will be required to work 10 game day events. Work duties will be assigned by the Athletic Director or his/her designee.

The student-athlete will be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

### **Third Positive**

The laboratory (or Third Party Administrator) will report the positive drug test finding(s) to the Head Athletic Trainer. It is the responsibility of the Head Athletic Trainer to see that the following individuals are informed of the positive test result:

- Student-athlete
- Director of Athletics or his/her designee
- UHS Executive Director or his/her designee
- Head Coach

The Head Athletic Trainer will schedule a confidential meeting with the student-athlete and the individuals mentioned above to inform them of the finding.

The student-athlete will be immediately suspended from participation in any intercollegiate practice, training and competition at the University of Massachusetts Boston for a period of one year.

The student-athlete shall be referred to University Health Services and be required to attend up to three sessions at the UHS Counseling Center for the purposes of re-evaluation and referral. . Again, the student-athlete will be required to sign a release of information to allow essential communication between the University Health Services professional staff and the Head Athletic Trainer. Failure to sign such a release will render the student-athlete ineligible for practice and competition. [Since at this point, your policy is mandating treatment which will need to be off-

campus, you may want to ask that the student sign a release of information to allow essential communication between the off-campus provider(s) and the Head Athletic Trainer and/or require a letter from the off-campus provider(s) upon completion of treatment indicating that the student-athlete meaningfully participated in the process until a mutually-agreed upon ending.] Failure to comply with the University of Massachusetts Boston Department of Athletics drug education and drug testing policy or failure to comply with any treatment program recommendations shall result in permanent suspension from all practice, training and competition.

The student-athlete will be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

### **Right to Appeal**

Student-athletes who test positive for a banned substance may contest the finding within 48 hours following receipt of notice of the positive finding. Upon the student-athlete's request for confirmation of the positive finding, the Director of Athletics or his/her designee will request the laboratory to perform confirmation testing on the student-athlete's specimen B, if applicable. The student-athlete may choose to be present at the opening of specimen B (obtained through a split sample collection method) at the laboratory. If the student-athlete does not wish to be present at the opening of specimen B, but desires to be represented, arrangements can be made for a witness appointed by the student-athlete to attend the opening of specimen B. All costs associated with travel for the student-athlete or witness will be the sole responsibility of the student-athlete. The student-athlete or his/her witness will attest to the sample number and the integrity of the security seal prior to the laboratory opening of specimen B. Specimen B findings will be final. If specimen B results are negative, the drug test will be considered negative.

Student-athletes who test positive under the terms of the University of Massachusetts Boston Department of Intercollegiate Athletics Student-Athlete Drug Education and Drug Testing Program will be entitled to a hearing. Requests for such a hearing must be made within forty-eight (48) hours of notification of a positive B sample test result. If the forty-eight hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing and received by the Director of Athletics or his/her designee. The Director of Athletics or his/her designee will forward the request for a hearing to the Appeals and Reinstatement Committee. The Appeals and Reinstatement Committee is comprised of the Director of Athletics or his/her designee, the University Health Services Executive Director or his/her designee and the Head Athletic Trainer.

The student-athlete may have an advocate or other representative present if the student so desires. However, the student-athlete must present his or her own case. The hearing should take place no more than 48 hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Director of Athletics or his/her designee, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, to question adverse testimony, as well as to review the results of the drug test. The proceedings shall be confidential. The decision by the Appeals and Reinstatement Committee regarding the sanction to be imposed shall be final. The Director of Athletics or his/her designee shall inform the student-athlete of the committee's decision in writing. A formal record, a tape recording, or a verbatim transcript of the hearing shall be kept.

## **Financial Responsibility**

The student-athlete is responsible for any/all costs associated with mental health services, on- or off-campus.

## **Request for Reinstatement**

At the end of the one-year period of suspension (after a third positive drug test result or after a fourth alcohol or drug related offense) and after satisfactory completion of an appropriate treatment and aftercare program, the student-athlete may apply for reinstatement to the intercollegiate athletic department. Reinstatement shall not be considered automatic and will be addressed on a case-by-case basis.

The request for reinstatement shall be filed with the Director of Athletics or his/her designee. The request shall be made in writing and should state the grounds on which the student-athlete believes he/she should be reinstated. The Director of Athletics or his/her designee will forward the request for reinstatement to the Appeals and Reinstatement Committee. The Appeals and Reinstatement Committee is comprised of the Director of Athletics or his/her designee, the Team Physician, the University Health Services professional staff and the Head Athletic Trainer. The committee shall review the request for reinstatement and make a determination within ten (10) days of receiving the request. The decision of the Appeals and Reinstatement Committee shall be final.

**University of Massachusetts Boston DEPARTMENT OF ATHLETICS  
DRUG TESTING REASONABLE SUSPICION  
REPORTING FORM**

I, \_\_\_\_\_, under the reasonable suspicion clause  
University of Massachusetts Boston Athletic Dept. Staff Member

that is outlined in the University of Massachusetts Boston Drug Education and Drug  
Testing Policy, report the following objective sign(s), symptom(s) or behavior(s)  
that I reasonably believe warrant \_\_\_\_\_ be referred  
Name of Student-Athlete

to the Director of Athletics or his/her designee for possible drug testing. The  
following sign(s), symptom(s) or behavior(s) were observed by me over the past  
\_\_\_\_\_ hours and/or \_\_\_\_\_ days.

**Please check below all that apply:**

The Student-Athlete has shown:

- \_\_\_\_\_ irritability
- \_\_\_\_\_ loss of temper
- \_\_\_\_\_ poor motivation
- \_\_\_\_\_ failure to follow directions
- \_\_\_\_\_ verbal outburst (e.g. to faculty, staff, teammates)
- \_\_\_\_\_ physical outburst (e.g. throwing equipment)
- \_\_\_\_\_ emotional outburst (e.g. crying)
- \_\_\_\_\_ weight gain
- \_\_\_\_\_ weight loss
- \_\_\_\_\_ sloppy hygiene and/or appearance

The Student-Athlete has been:

- \_\_\_\_\_ late for practice
- \_\_\_\_\_ late for class
- \_\_\_\_\_ not attending class
- \_\_\_\_\_ receiving poor grades
- \_\_\_\_\_ staying up too late
- \_\_\_\_\_ missing appointments
- \_\_\_\_\_ missing/skipping meals

The Student-Athlete has demonstrated the following:

- \_\_\_\_\_ dilated pupils
- \_\_\_\_\_ constricted pupils
- \_\_\_\_\_ red eyes
- \_\_\_\_\_ smell of alcohol on the breath
- \_\_\_\_\_ smell of marijuana
- \_\_\_\_\_ staggering or difficulty walking
- \_\_\_\_\_ constantly running and/or red nose
- \_\_\_\_\_ recurrent bouts with a cold or the flu (give dates \_\_\_\_\_ )
- \_\_\_\_\_ over stimulated or "hyper"
- \_\_\_\_\_ excessive talking
- \_\_\_\_\_ withdrawn and/or less communicative
- \_\_\_\_\_ periods of memory loss
- \_\_\_\_\_ slurred speech
- \_\_\_\_\_ recurrent motor vehicle accidents and/or violations (give dates \_\_\_\_\_ )
- \_\_\_\_\_ recurrent violations of University of Massachusetts Boston Student Code of Conduct

Other specific objective findings include:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Signatures**

Print Name of Athletic Dept. Staff	Signature of Athletic Dept. Staff	Date

Reviewed By: \_\_\_\_\_

Director of Athletics/Designee

Date

University of Massachusetts Boston Counselor Consulted:

Name of Counselor Consulted	Date Consulted

- Reasonable suspicion finding upheld
- Reasonable suspicion finding denied

## Urine Specimen Collection Procedures

1. Upon entering the collection station, the athlete will provide photo identification and/or a client representative/site coordinator will identify the athlete and the athlete will be officially signed into the station.
2. The athlete will select a sealed collection beaker from a supply of such and will record his/her initials on the collection beaker's lid or attach a unique bar code to the beaker.
3. The athlete will be required to wash their hands with water only. No soap is to be used.
4. A collector, serving as validator, will monitor the furnishing of the specimen by observation in order to assure the integrity of the specimen until a volume of approximately 85 mL is provided (volume may vary and is dependent upon client protocol and drugs being tested).
5. Only members of the drug-testing crew should serve as validators. Validators who are of the same gender as the athlete must observe the voiding process. The procedure does not allow for validators to stand outside the immediate area or outside the restroom. The athlete must urinate in full view of the validator (validator must observe flow of urine). The validator must request the athlete raise his/her shirt high enough to observe the midsection area completely to rule out any attempt to manipulate or substitute a sample.
6. Validators and other collectors must never handle the athlete's beaker or specimen until after the specimen is enclosed in the appropriate vials.
7. Athletes may not carry any item other than his/her beaker into the restroom when providing a specimen. Any problem or concern should be brought to the attention of the crew chief for documentation.
8. Once a specimen is provided, the athlete is responsible for keeping the collection beaker closed and controlled.
9. Fluids and food given to athletes who have difficulty voiding must be from sealed containers (approved by the collector) that are opened and consumed in the station. These items must be caffeine- and alcohol-free and free of any other banned substances.
10. If the specimen is incomplete, the athlete must remain in the collection station until the sample is completed. During this period, the athlete is responsible for keeping the collection beaker closed and controlled.
11. If the specimen is incomplete and the athlete must leave the collection station for a reason approved by the collector, specimen must be discarded.
12. Upon return to the collection station, the athlete will begin the collection procedure again.
13. Once an adequate volume of the specimen is provided, the collector who monitored the furnishing of the specimen by observation will sign that the specimen was directly validated and a collector will check the specific gravity and if in range measure the pH of the urine in the presence of the student athlete.
14. If the urine has a specific gravity below 1.005 (1.010 if measured with a reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
15. If the urine has a pH greater than 7.5 (with reagent strip) or less than 4.5 (with reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
16. If the urine has a specific gravity above 1.005 (1.010 if measured with a reagent strip) and the urine has a pH between 4.5 and 7.5 inclusive, the specimen will be processed and sent to the laboratory.
17. The laboratory will make final determination of specimen adequacy.
18. If the laboratory determines that an athlete's specimen is inadequate for analysis, at the client's discretion, another specimen may be collected.
19. If an athlete is suspected of manipulating specimens (e.g., via dilution), the client will have the authority to perform additional tests on the athlete.

20. Once a specimen has been provided that meets the on-site specific gravity and pH parameters, the athlete will select a specimen collection kit and a uniquely numbered Chain of Custody Form or set of Specimen Bar Code Seals from a supply of such.
21. A collector will record the specific gravity and pH values.
22. The collector will pour approximately 60 mL of the specimen into the "A vial" and the remaining amount (approximately 25 mL) into the "B vial" (required volume is determined by client and/or laboratory) in the presence of the athlete
23. The collector will place the cap on each vial in the presence of the athlete; the collector will then seal each vial in the required manner under the observation of the athlete and witness (if present).
24. Vials and forms (if any) sent to the laboratory shall not contain the name of the athlete.
25. All sealed specimens will be secured in a shipping case. The collector will prepare the case for forwarding.
26. The athlete, collector and witness (if present) will sign certifying that the procedures were followed as described in the protocol. Any deviation from the procedures must be described and recorded. If deviations are alleged, the athlete will be required to provide another specimen.
27. After the collection has been completed, the specimens will be forwarded to the laboratory and copies of any forms forwarded to the designated persons.
28. The specimens become the property of the client.
29. If the athlete does not comply with the collection process, the collector will notify the client representative/site coordinator and third party administrator responsible for management of the drug-testing program.
30. On occasion, a client may choose to test using a single specimen kit. The collector will follow the split specimen procedures up to the point where the athlete selects a sealed kit. With a single specimen kit, the collector beaker may serve as the secured vial for transporting the specimen to the laboratory. The collector will instruct the athlete to provide at least 35 mL of urine allowing for a 5 mL pour-off to measure specific gravity and pH on site. A single vial will be processed and transported to the laboratory for analysis.