University of Minnesota
Department of Intercollegiate Athletics
Student-Athlete Alcohol and Drug Education and Drug Testing Program
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University of Minnesota Department of Intercollegiate Athletics
Student-Athlete Alcohol and Drug Education and Drug Testing Program

The Department of Intercollegiate Athletics at the University of Minnesota 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. The use of illegal drugs, misuse of legal drugs and dietary supplements, use of performance-enhancing substances, use and abuse of alcohol and inappropriate use of tobacco are inconsistent with the standards expected of student-athletes. Substance use and abuse in sport can pose risks to the student-athlete’s health and negatively affect academic and athletic performance. It also can compromise the integrity of athletic competition and the ideals of the University of Minnesota.

I. General Provisions

Purpose of the Student-Athlete Alcohol and Drug Education and Drug Testing Program

Random drug testing and testing based on reasonable suspicion are appropriate measures to ensure the health, safety and well-being of our student-athletes and to promote fair competition in intercollegiate athletics. Education is also important to support positive decision-making. The purpose of this education and testing program is to:

1. Educate student-athletes about the risks associated with drug and alcohol use.
2. Identify student-athletes who are using illicit drugs or abusing alcohol or other illicit drugs and provide avenues for treatment and rehabilitation.
3. Deter student-athletes from using drugs and alcohol.
4. Assure student-athletes, parents, and University officials that the Department of Intercollegiate Athletics is committed to providing a drug-free environment for the conduct of all athletic programs.
5. Protect the reputation and integrity of the University of Minnesota Intercollegiate Athletics Program.
6. Adhere to NCAA, Big Ten, and University of Minnesota rules and procedures regarding licit or illicit drug use by student-athletes.

Alcohol, Tobacco, and Other Drug Education

Student-athletes who are educated about substance use in sport are more likely to make informed and intelligent decisions about usage. The Department of Intercollegiate Athletics will conduct drug and alcohol education programs for student-athletes regularly. These educational programs will review athletic department, institutional, conference and NCAA policies related to the use of alcohol, tobacco and other drugs. The programs will also address the institutional drug-testing program, as well as dietary supplements and their risks. Athletic department staff members are also encouraged to attend the educational sessions. Educational materials will also be made available for coaches, athletics staff, and student-athletes at any time throughout the year.
**Athletic Department Staff Responsibility**

All Athletics Department coaching and administrative staff 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 non-therapeutic drugs, nor shall any staff member issue or assist student-athletes in obtaining any performance-enhancing or non-therapeutic drugs. 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 non-therapeutic drugs by a student-athlete to an appropriate athletic department administrator. All athletics staff members shall direct student-athletes who desire to use dietary supplements to the certified athletic trainer for that sport. Per NCAA Bylaw 10.2, any staff member found to be in violation of this policy is subject to disciplinary action and/or dismissal.

**Consent to Participate**

As a condition of participation in intercollegiate athletics, each student-athlete must sign a consent form agreeing to undergo drug and alcohol testing and authorizing release of test results in accordance with this policy (see Appendix A). Student-athletes are given an opportunity to ask any questions regarding the information contained in the policy, the testing program, or other related issues before signing the drug-testing consent form. 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.

All student-athletes who are 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. Testing may occur throughout the calendar year, including the summer period. This includes, but is not limited to, student-athletes who are “red shirting,” student-athletes who are academically ineligible, student-athletes who are injured, student-athletes serving a year in residence, and fifth-year student-athletes who are receiving athletic-related aid and/or using other athletic-related services.

**Use of Dietary Supplements**

Many dietary supplements or ergogenic aids contain banned substances. Often the labeling of dietary supplements is inaccurate and misleading. Terms such as “healthy” or “all natural” do not mean dietary supplements are free of banned substances or are safe to take. Using dietary supplements may lead to negative side effects such as dehydration and may cause positive drug tests. Student-athletes who are currently taking or intend to take dietary supplements are required to review the product with the certified athletic trainer for his/her sport. Student-athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at www.drugfreesport.com or the Dietary Supplement Resource Exchange Center (REC) at www.drugfreesport.com/rec (Password: NCAA1) for information on dietary supplements and other banned substances.

**Tobacco Policy**

The NCAA and the University of Minnesota prohibit 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 11.1.4 and 17.1.10. 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.
II. **Policy and Procedure Concerning Alcohol or Drug Related Offenses**

**Behavioral Expectations.** The Department of Intercollegiate Athletics holds high expectations for how student-athletes live and interact with one another in both the campus and local community. Because student-athletes voluntarily choose to be a part of the Department, student-athletes also acknowledge and accept being held accountable for their actions. Student-athletes are required to know and abide by all federal, state, local, University, and departmental alcohol and drug policies. Student-athletes of legal drinking age are expected to practice responsible behavior should they choose to consume alcohol.

Student-athletes shall not attend athletic department sponsored meetings, treatments, practices, programs, services, contests, academic obligations, etc., while under the influence of alcohol or drugs. The consumption of alcohol or use of drugs while on University-sponsored travel is strictly prohibited, regardless of age. In addition, the consumption of alcohol or use of drugs by any student-athlete, student-athlete host and/or prospective student-athlete during recruitment visits is strictly prohibited.

**Alcohol and Non-Drug Testing Offenses.** An alcohol or drug related offense is any violation of federal, state, or local law, as well as any violation of University or department alcohol or drug policy. The following offenses may result in immediate suspension and will result in a strike as outlined in the *Procedure and Sanctions for Positive Drug Tests and Major Drug and Alcohol Violations* section of this policy:

- DWI/DUI,
- assault and/or battery, including sexual assault, while under the influence of alcohol or drugs,
- distribution of drugs or intent to distribute drugs.

For the purposes of this policy, suspension from the team means that student-athletes may not practice, compete or travel with any University of Minnesota Intercollegiate Athletics team. However, suspended student-athletes may, with the approval of the coach and designated sport administrator, attend team meetings and retain privileges to access team meals/snacks, the athletic training room, academic support services and individual use of weight training.

The following offenses will be evaluated by the Review Board to determine the appropriate sanctions to be imposed, including whether or not they result in a “strike” and/or suspension:

- possession or use of illicit drugs
- underage drinking and/or purchasing of alcohol,
- minor in possession (MIP) / minor consumption
- public intoxication,
- public urination,
- drunk and disorderly conduct,
- consumption of alcohol by a student-athlete host and/or their assigned prospective student-athlete during an official recruiting visit,
- consumption of alcohol on University-sponsored team travel,
- any violation of the University of Minnesota Student Code of Conduct or other University policy involving alcohol or drugs.

Note that these are not exhaustive lists of drug or alcohol related offenses.
**Procedures and Sanctions for Alcohol or Drug Related Offenses**

Alcohol and drug related offenses are cumulative for the student-athlete’s athletic career at the University of Minnesota. Not meeting any or all of the sanction requirements may be considered another violation of this policy and shall count as an offense. Nothing in this policy precludes a head coach from enforcing a more restrictive team policy or team rule. Furthermore, for health and safety reasons, a team physician may withhold a student-athlete from practice and/or competition at any time. A student-athlete who transfers from the institution with an unfulfilled sanction shall remain ineligible for intercollegiate competition at the University of Minnesota until all sanctions have been completed should he/she return to the institution.

**Review by University of Minnesota Department of Athletics Drug and Alcohol Standards Review Board**

If a student-athlete is reported to be involved in an alcohol or drug related offense, the information will be presented to the University of Minnesota Department of Athletics Drug and Alcohol Standards Review Board (“Review Board”).

The members of the Review Board include the following:
- Five members of Athletic Administration as appointed by the Athletics Director
- Director of Athletics Compliance (ex-officio, non-voting)
- Athletic medicine staff member appointed by an appropriate member of the athletics sports medicine staff (ex-officio, non-voting)

The Review Board is responsible for:
- Investigating the reported incident,
- Informing the student-athlete of the alleged incident,
- Determining the facts of the alleged incident, and
- Determining the sanctions to be imposed, if any.

The Review Board will give notice to the student-athlete of a report of a drug or alcohol related offense. The student-athlete will be given an opportunity to respond to the report. The student may provide any relevant information, including witnesses who have knowledge of the incident. The Review Board has discretion as to how to best obtain the student-athlete’s response and input—it may hold a full hearing with the student-athlete, it may rely on a member of the Board to meet with the student-athlete, or it may obtain the student-athlete’s response in any other fair manner in the circumstances.

After examining the relevant information, the Review Board will decide whether or not the student committed the drug or alcohol related offense and, if so, what sanctions are appropriate. Decisions of the Review Board will be made on the basis of whether it is more likely than not that the student-athlete committed the offense. Decisions of the Review Board will not be made unless a quorum consisting of three board members is present. A simple majority of the members present is required. In the event of a tie, the Director of Athletics and/or his designee will be consulted to determine the appropriate sanctions. The Review Board may impose, but is not limited to, the following sanctions:

- Warning, either verbal or written
- Parental/legal guardian notification
- Required education
• Referral to medical and/or chemical dependency evaluation, counseling and/or treatment
• Community or campus service
• Restitution
• Drug testing
• Suspension from practice and/or competition for a percentage (%) of the regular season of competition
• One-year suspension and loss of one-year eligibility
• Loss or reduction of athletic financial aid
• Permanent suspension from all athletic-related activities
• A “strike” as outlined in the Procedure and Sanctions for Positive Drug Tests and Major Drug and Alcohol Violations section of this policy.

Other sanctions may be imposed instead of or in addition to those specified above, and more than one of the sanctions specified above may be imposed for any single violation.

In determining sanctions, the Review Board may consider any relevant factor, including the student-athlete’s present demeanor, past disciplinary record, the nature of the misconduct, how the violation was discovered and the severity of any damage, injury, or harm resulting from the misconduct. If the Review Board and/or the Director of Athletics determine that the drug or alcohol offense is significant enough to warrant a “strike,” the student-athlete will be subject to the sanctions as outlined in the Procedure and Sanctions for Positive Drug Tests and Major Drug and Alcohol Violations section of this policy.

A sanction may include the requirement that the student attend 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 communication between the counselor, a Minnesota team physician, the Associate Director of Athletic Medicine, Coach, and an appropriate sport administrator to confirm attendance. Failure to sign such a release will render the student-athlete ineligible for practice and competition.

The Review Board will inform the student-athlete in writing of its decision and any sanctions as soon as is reasonably possible.

**Arrest or Criminal Charges**

If a student athlete is arrested or charged with a criminal offense involving alcohol or drugs, the matter will be handled according to the Department’s policy or practice for handling arrests or criminal charges. The Athletics Director may, in his/her discretion, refer the matter to the Review Board for handling under this policy.

**Appeal**

In cases in which the student is given a strike or suspension, the student-athlete may appeal the findings or the sanctions imposed by the Review Board to the Appeals Committee. (See Right to Appeal section in Section IV of this policy).
III. Policy Concerning Drug Testing

The University may test student-athletes for drugs to ensure the health, safety and well-being of the student-athletes and to promote fair competition in intercollegiate athletics.

Prohibited Drugs/Substances
The University drug screening process may include an 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 or contact the Associate AD for Health & Performance or the Associate Director of Athletic Medicine or the sport specific athletic trainer.

Additional substances that the University may screen for include alcohol, beta-blockers, opiates, MDMA (Ecstasy), amphetamine/methamphetamine, synthetic marijuana, bath salts, and flunitrazepam (Rohypnol). The University 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’s Student-Athlete Drug Education and Drug Testing Program is separate and distinct from the NCAA’s drug testing programs in areas including, but not limited to, banned substances, sanctions imposed, and levels of detection.

Methods of Selection for Drug Testing

1. Unannounced Random Testing
All student-athletes 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.

2. 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.

3. 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, Associate AD Health & Performance, Assistant Athletic Trainer, Team Physician, Academic Counselor or other Athletic Department Staff Member and deemed reliable by the Director of Athletics or his/her designee. Reasonable suspicion may be based on factors including, but not limited to the following: 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) observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances, or 4) credible third party reports, including from Housing & Residential Life, other University offices, or other persons, of reasonably suspected possession or use of prohibited drugs or substances.
Among the indicators that may be used in evaluating a student-athlete’s abnormal appearance, conduct or behavior 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 involvement with law enforcement. If reasonable suspicion is verified (see Reasonable Suspicion Reporting Form – Appendix B), the Associate AD for Health & Performance or the Associate Director of Athletic Medicine will arrange for drug testing to occur at the earliest opportunity. The possession 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 of or using such substances, he/she will be subject to the same procedures that would be followed in the case of a positive urinalysis.

4. Postseason/Championship Screening
Any participant or team likely to advance to post-season championship competition may be subject to additional testing 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/she will not be allowed to compete at the post-season event unless he/she subsequently tests negative prior to departure for the event and receives permission from the Director of Athletics or his/her designee to compete in the post-season event.

5. Baseline Testing
A student-athlete, who has tested positive for a banned substance, will be subject to a baseline test at the conclusion of the student-athlete’s hearing process (including any and all appeals). The results of the baseline test will serve to establish the quantity of banned substances present in their specimen for the purpose of determining “no new use” as required for re-entry testing. Presence of a banned substance in a baseline test will not count as an additional strike.

6. Re-entry Testing
A student-athlete who has had his/her eligibility to participate in intercollegiate sports suspended by the review board as a result of a drug violation will be required to undergo re-entry drug testing prior to regaining eligibility. This test must demonstrate no new use by the student-athlete in order to regain eligibility for intercollegiate competition. 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.

7. 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 designee in consultation with the counselor or specialist involved in the student-athlete’s case.

8. Team Testing
All student-athletes are subject to team drug testing and may be notified of such by the Director of Athletics or his/her designee at any time.
**Notification and Reporting for Collections**
The student-athlete will be notified of and scheduled for testing by the institution. The Associate AD for Health & Performance or the Associate Director of Athletic Medicine or his/her designee will notify the student-athlete, in person or by direct telephone communication (e.g., no voice mail messages, no text messages, no emails), of the date and time to report to the collection station and will have the student-athlete read and sign the Student-Athlete Notification Form (see Appendix C) upon arrival. No specific time period is required for notification of student-athletes prior to the administration of any drug tests.

A student-athlete who refuses to provide an adequate urine sample during the testing process, attempts to alter or substitute his/her urine sample, or fails to show up at the designated time can be deemed to be in violation of this policy by the Review Board and it can be cause for the same sanction(s) as a positive drug test result.

**Voluntary Disclosure/Safe Harbor**
Any student-athlete who identifies him/herself as having a substance abuse problem may self-refer to the Department of Athletic Medicine to be entered into a Safe Harbor program pending approval of the Review Board. This program allows the student-athlete to be treated for his/her dependency while removing him/her from the drug testing program.

(a) A student-athlete who has engaged in prohibited drug or alcohol use is encouraged to seek assistance from the Athletic Department (e.g., Associate AD for Health & Performance or the Associate Director of Athletic Medicine, Medical Director, Team Physician, Athletic Trainer or Coach) by voluntarily disclosing his/her use.

(b) If a student-athlete seeks assistance prior to being notified that he/she has been selected for drug testing, and/or prior to involvement in an alleged reported drug or alcohol incident, 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 an evaluation by a drug education or substance abuse professional. 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. The drug education or substance abuse professional shall determine the appropriate form(s) of intervention and rehabilitation needed by the student-athlete, based on the circumstances of the case. The counselor will provide a summary of his/her findings and recommendations to the Associate AD for Health & Performance or the Associate Director of Athletic Medicine and the Team Physician.

(d) A student-athlete may only enter in the Safe Harbor Program one time during the duration of his/her eligibility.

(e) A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed thirty (30) days, as determined by the treatment plan, and will be
removed from the random selection pool of student-athletes. However, the student-athlete will not be permitted to return to participation in intercollegiate sports until a University of Minnesota team physician has interviewed the student-athlete following the conclusion of the recommended treatment (or stage of treatment, as applicable) and has determined that reentry into intercollegiate sports is appropriate. If the counselor deems it necessary, the student-athlete will be required to undergo drug and/or alcohol testing as part of the reentry evaluation.

1. At any time during or after the completion of the Safe Harbor Program, if a student-athlete is determined to need an intensive treatment plan and rehabilitation (and the student is remaining enrolled), and where recommended by the team physician, the Review Board in collaboration with the medical staff may at its discretion place the student-athlete in Probationary Safe Harbor. Probationary Safe Harbor means that the Review Board may permit a Safe Harbor period longer than thirty (30) days and may decide during that time not to count a positive drug test as a strike under paragraph (g) below. Probationary Safe Harbor is intended to respond to the challenges of overcoming dependency, including the recognized risk for relapse, and to give the student-athlete the opportunity to effectively address his/her dependency. Any positive drug test for any banned substance during Probationary Safe Harbor will be reported to the Review Board. During Probationary Safe Harbor, all education, counseling, or drug testing appointments are mandatory. The student-athlete will be permitted to participate in practice or team activities only at the discretion of the team physician and the Review Board. The student will not be eligible to participate in outside competition. Failure to actively participate in treatment will result in a strike per the policy. The student-athlete will be permitted full reentry into intercollegiate sports only at the discretion of the team physician and the Review Board, at which time the Probationary Safe Harbor shall end. At any time during the Probationary Safe Harbor, the Review Board may decide to remove the student-athlete from Probationary Safe Harbor and apply the rules generally applicable under this policy.

(f) Failing to complete the treatment recommended by the counselor, 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 an offense (strike) under this policy.

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

(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, unless the student-athlete has had a previous positive drug test separate from the Safe Harbor Program. For example, if a student-athlete had one positive test prior to entering the Safe Harbor Program, any positive test following completion of the program would be his/her second positive test.

(i) The Athletic Medicine staff has the discretion to notify a limited number of athletics staff members of the student-athletes participation in the Safe Harbor Program for implementation of this policy.
**Reporting of Results**
All student-athlete information and records associated with the University of Minnesota drug education and drug-testing program will be confidential and results will be released only to those individuals with a legitimate need to know, as determined by the Associate AD for Health & Performance or the Associate Director of Athletic Medicine.

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 Associate AD for Health & Performance or the Associate Director of Athletic Medicine. The Associate AD for Health & Performance or the Associate Director of Athletic Medicine will review the results and if there is a positive drug test result, the Associate AD for Health & Performance or the Associate Director of Athletic Medicine will inform the Medical Director, Sport specific Team Physician, Drug Testing Site Coordinator, Sport specific athletic trainer, and Review Board. It is the responsibility of the Review Board to see that the following individuals are informed of the positive test result:

- Student-athlete
- Director of Athletics
- Appropriate sport administrator
- Head coach and/or assistant coach
- Student-athlete’s parents and/or legal guardian may be contacted

**Medical Exception Process**
The University recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the Department of Athletics allows exceptions to be made for student-athletes with a documented medical history demonstrating a need for regular use of such a substance.

Student-athletes are required to inform their athletic trainer of all medications (prescribed and over-the-counter) they are taking. The University should maintain in the student-athlete’s medical record a letter from the prescribing physician 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 Associate AD for Health & Performance or the Associate Director of Athletic Medicine in consultation with the Medical Director will review the student-athlete’s medical record to determine whether a medical exception should be granted.

**IV. Procedure and Sanctions for Positive Drug Tests and Drug and Alcohol Violations**

Strikes resulting from positive drug test results and drug and alcohol violations are cumulative for the student-athlete’s athletic career at the University. Not meeting any or all of the sanction requirements may, as determined by the Review Board, be considered another violation of this policy and the next subsequent sanction shall apply. Although this policy outlines specific sanctions, a head coach in consultation with his/her sport administrator may enforce a more restrictive team policy or team rule. For health and safety reasons, a team physician or certified athletic trainer may withhold a student-athlete from practice and/or competition at any time.
Furthermore, a student-athlete who is sanctioned because of a positive drug test result or because of an alcohol or drug-related offense and who seeks to transfer to another institution may not receive a transfer release. The release to transfer to another institution shall be determined on a case-by-case basis.

Note: A positive drug test result under the NCAA or conference drug testing program will be counted as a positive drug test result under this policy. 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 18.4.1.4.

**First Positive / Strike**

A member of the Review Board will schedule a confidential meeting with the student-athlete and other Athletics administrators as appropriate to inform them of the finding. The Director of Athletics or his/her designee, the Head Coach and the student-athlete may notify the student-athlete’s parent(s) or legal guardian(s) by telephone and in writing. The student-athlete may be required to be medically evaluated by a team physician, in conjunction with any counselor and/or therapist, prior to resuming any athletic practice or competition.

The student-athlete will be required to attend counseling sessions for the purposes of evaluation, education, and if necessary, treatment. The student-athlete will be required to sign a release of information to allow communication between the counselor, a team physician and the Associate AD for Health & Performance or the Associate Director of Athletic Medicine. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition.

The counselor will ask the student-athlete to discuss the nature and extent of his/her involvement with prohibited drugs and/or alcohol. The counselor shall determine the appropriate form(s) of intervention and rehabilitation needed by the student-athlete, based on the circumstances of the case. Failing to meaningfully participate in the evaluation/counseling process will be classified as a second offense.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, all costs associated with this additional rehabilitation may be the responsibility of the student-athlete.

The student-athlete will be subject to follow-up testing throughout his/her athletic career at the University of Minnesota. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee. Furthermore, the student-athlete will be required to complete 20 hours of community service within 90 days of the positive drug test result. Additional drug and alcohol education may be assigned.

**Second Positive / Strike**

A member of the Review Board will schedule a confidential meeting with the student-athlete and other Athletics administrators as appropriate to inform them of the finding.
The student-athlete will be immediately suspended from participation in any and all intercollegiate competition at the University of Minnesota. The suspension will be for a period of time equivalent to 20% of his/her regular season of competition. The determination of the 20% will be rounded down to the nearest competition if .49 of a competition or less and will be rounded up to the nearest competition if .50 of a competition or greater. 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 (exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will roll over to the next season of competition if necessary. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition. If the positive drug test result 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 a University of Minnesota team physician, in conjunction with any counselor and/or therapist, prior to resuming any athletic practice or competition.

The student-athlete will be required to attend or continue attending counseling sessions for the purposes of evaluation, education, and if necessary, treatment. The student-athlete will be required to sign a release of information to allow communication between the counselor, a Minnesota team physician and the Associate AD for Health & Performance or the Associate Director of Athletic Medicine. Failure to sign such a release will render the student-athlete ineligible for practice and competition.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, all costs associated with this additional rehabilitation may be the responsibility of the student-athlete.

The student-athlete will be required to undergo re-entry drug and/or alcohol testing and have a result that confirms no new use of the drug in order to return to competition. The student-athlete will be subject to follow-up testing throughout his/her athletic career at the University of Minnesota. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

**Third Positive / Strike**

A member of the Review Board will schedule a confidential meeting with the student-athlete and other Athletics administrators as appropriate to inform them of the finding.

The student-athlete will be immediately suspended from participation in any and all intercollegiate practice, training and competition at the University of Minnesota for a period of one calendar year. The one-year suspension shall not be counted as a “red shirt” year. In addition, athletic-related financial aid may be revoked for a one-year period.

The student-athlete will be required to attend or continue attending counseling sessions for the purposes of evaluation, education, and if necessary, treatment. The student-athlete will be required to sign a release of information to allow communication between the counselor, a Minnesota team physician and the Associate AD for Health & Performance or the Associate Director of Athletic Medicine. Failure to comply with the University of Minnesota Department of Athletics drug education and drug testing policy or failure to comply with any treatment
program recommendations shall result in permanent loss of eligibility from all practice, training and competition.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, all costs associated with this additional rehabilitation may be the responsibility of the student-athlete.

The student-athlete will be required to undergo re-entry drug and/or alcohol testing and test negative in order to return to practice and/or competition. The student-athlete will be subject to follow-up testing throughout his/her athletic career at the University of Minnesota. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

**Additional Positive / Strike**

Any additional strikes which are the result of drug testing and/or alcohol and non-drug testing offenses shall result in permanent loss of eligibility from all practice, training and competition.

**Confirmation Testing**

Student-athletes who test positive for a banned substance may contest the finding within forty-eight (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 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 will be made for a surrogate to attend the opening of specimen B. The surrogate will not be involved with any other aspect of the analysis of the specimen. The student-athlete or his/her surrogate 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.

**Right to Appeal**

Student-athletes who have had a “strike” or suspension imposed under this policy for a drug or alcohol violation will be entitled upon their request to an appeal hearing. The student-athlete will remain ineligible, if applicable, for competition pending the outcome of the appeal. Requests for such a hearing must be made within forty-eight (48) hours of notification of a positive B sample test result or notification of the decision of the Review Board. 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 Committee. The Appeals Committee is comprised of the Director of Athletics or his/her designee, the Medical Director or his/her designee, a Faculty Athletic Representative, a Licensed Psychologist and a sport administrator and a head coach (neither in the sport in which the student-athlete competes) appointed by the Director of Athletics.

The appeal hearing should take place within a reasonable period of time after the written request is received. The hearing 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 or review the findings and/or sanction imposed by the Review Board. The student-athlete may be
accompanied by an individual of their choice to serve as support and witness the hearing. The hearing shall be confidential. The decision by the Appeals Committee regarding the sanction to be imposed shall be final. The Director of Athletics or 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.

**Request for Reinstatement**

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

The request for reinstatement shall be filed with the Director of Athletics. 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 will forward the request for reinstatement to the Appeals Committee as outlined above. The committee shall review the request for reinstatement and make a determination within a reasonable period of time after receiving the request. The decision of the Appeals Committee shall be final.

The Department of Intercollegiate Athletics reserves the right to amend this policy as appropriate. This policy is not to be construed as a contract between the University and the student-athlete.