RUTGERS ATHLETICS
ALCOHOL AND DRUG
EDUCATION AND TESTING PROGRAM
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I. Introduction
Substance use disorders as well as drug and alcohol misuse represent major behavioral health concerns on college campuses, and student-athletes are not immune to such concerns. Since drug and alcohol abuse endanger the health, development, and well-being of student-athletes, the Rutgers University Division of Intercollegiate Athletics (DIA) has formulated and enacted policies, procedures, and programs for prevention and treatment of substance use disorders in keeping with its commitment to the total development of the student-athlete.

For purposes of this policy, a student-athlete is defined as anyone on an active Rutgers NCAA intercollegiate roster held by the DIA Office of Athletic Compliance.

A. Distribution of Policy
Student-athletes will receive pertinent sections of this policy annually via the Rutgers Student-Athlete Standards and Expectations. The Office of Athletic Compliance will provide the student-athlete with pertinent required information on the NCAA and Big Ten Conference drug testing programs and obtain signed consent forms for the NCAA, Big Ten Conference and DIA programs.

Moreover, this policy shall be made available and reviewed when appropriate, by a member of the sports medicine staff or designee with all Rutgers head coaches, pertinent assistant coaches, athletic and strength trainers, key athletic department administrative personnel, and other support staff who participate in the ongoing development of Rutgers student-athletes.

B. Overview of Policy
This policy adheres to a preventive, early intervention, and treatment framework. In particular, the policy, and the more specific procedures are aimed at the realization of four separate, yet interrelated goals:

1. to educate student-athletes about the harmful effects of alcohol, drugs, and related substances upon themselves and teammates, thereby promoting and protecting the health and safety of themselves and, often times, the health and safety of teammates.

2. to provide early identification for student-athletes who are at risk for problematic substance use.

3. to identify and effectively intervene with student-athletes who have engaged in drug use and those who use and misuse drugs and alcohol, in order to help them develop to their full potential in all aspects of life.

4. to inform student-athletes of the applicable drug testing regulations of the NCAA, Big Ten Conference, and the DIA.

C. Consequences: DIA Alcohol/Drug Policy vs. Team Rules
Each head coach maintains team rules that members of his/her team will receive and will be expected to follow. Within a team’s rules, a head coach may include more severe consequences
for drug and alcohol use and violations than those listed in this document. It is the student-athlete’s responsibility to understand the consequences of their behavior and decision making.

II. Education, Prevention, and Early Detection

A. Overview
Education, prevention and early detection programs will be delivered within an overall behavioral health framework. The guiding philosophy is that the use and abuse of substances is an integral factor in how a student-athlete treats their health. Within this context, the following aspects of the program serve to enhance the interventions for student-athletes upon entering Rutgers and throughout their time within the DIA.

B. Student-Athlete Education and Prevention
The program is designed to provide on-going behavioral health information and support to Rutgers student-athletes during their careers.

C. Coach and Staff Education
All coaches and pertinent staff will be educated regarding drug/alcohol policies and procedures as well as substance use issues related to students-athletes. Coaches and pertinent staff are responsible for knowledge of material in this policy.

D. Early Detection
Head coaches may request that their incoming student-athletes be drug tested upon arrival at Rutgers. Please see “Baseline Testing” under Use of Drugs Other than Alcohol below for more information.

III. Counseling Program

A. Voluntary Program
Any student-athlete who considers that he or she might have a problem with alcohol or other drugs is encouraged to receive counseling and related forms of assistance. Seeking help voluntarily on the part of the student-athlete, provided that the student-athlete has not been notified of an impending drug test, will NOT be considered a violation of this policy.

Assessment and/or counseling for alcohol or other drug problems is available to all student-athletes by referral through the Sports Medicine and/or Sport Psychology staff. The Sports Medicine/Sport Psychology staff will keep disclosures of alcohol or other drug problems, for the purpose of seeking help, confidential. Student-athletes who request help will receive appropriate assessment, counseling and/or treatment. Student-athletes are expected to comply with medical recommendations made under the voluntary program.

B. Referred Program
When concerns arise from within the DIA, when violations of this policy occur, or when other incidents involving drugs and/or alcohol occur, the Sports Medicine/Sport Psychology staff will refer the involved student-athlete(s) for an assessment and/or counseling for alcohol or other
drug problems. Not complying with medical recommendations could impact eligibility to participate in the student-athlete’s sport.

IV. Alcohol Use

A. Rationale
The DIA does not condone the illegal or otherwise irresponsible use of alcohol. Consumption of alcohol by student-athletes of legal drinking age is not encouraged. Even low doses of alcohol impair cognitive functioning, judgment, alertness, coordination, and reflexes. All Rutgers student-athletes should have a thorough understanding of and be compliant with all university as well as their team’s rules regarding the use of alcohol.

B. Responsibilities of the Student-Athlete
To assure the identification of student-athletes who may be problematic users of alcohol, any student-athlete who has an alcohol related incident must report this incident to a member of the Sports Medicine/Sports Psychology staff or to a member of the Athletic Administration such as the head coach or team administrator. An alcohol-related incident or failure to report an alcohol-related incident may be considered a violation of this policy, as determined by the Athletic Director or designee. An alcohol related incident is defined as the following:

1. a reported criminal offense or citation involving intoxication;
2. a reported violation of University regulations in which alcohol is cited; or
3. excessive use of alcohol that requires medical attention.

The Chief Medical Officer or designee and/or Sport Psychologist, in consultation with appropriate health care professionals, will decide if and when counseling or other forms of intervention is/are required.

Possession or consumption of any amount of alcohol by student-athletes is specifically prohibited at any time or place they are under the supervision of the coaching staff or are in attendance at any official University function including the hosting of recruitment visits. The prohibition of alcohol extends to all forms of team travel (e.g., bus, airplane, van) or private accommodations. Violations of this prohibition may be considered a violation of this policy.

V. Use of Drugs Other than Alcohol

A. Responsibilities of the Student-Athlete
To assure the identification of student-athletes who may be problematic drug users, any student-athlete who has a drug-related incident must report this incident to a member of the Sports Medicine/Sports Psychology staff or to a member of the Athletic Administration such as the head coach or team administrator. A drug-related incident or failure to report a drug-related incident may be considered a violation of this policy, as determined by the Athletic Director or designee. A drug related incident is defined as the following:

1. A reported criminal offense or citation involving drugs;
2. a reported violation of University regulations in which drugs are cited; or
3. excessive use of illegal drugs that requires medical attention.

**Provisions against altering urine samples**
It is a violation of this policy to purposefully take any substance to alter a urine specimen such as diuretics, teas, etc. It is also a violation to provide any foreign substance, including someone else’s urine, as one’s own urine specimen. Student-athletes may be assessed a violation of this policy for furnishing an altered urine specimen. The Chief Medical Officer or designee will determine if a specimen is altered after obtaining a report from the collection company and/or certified laboratory.

**Caution regarding supplements available over the counter**
Student-athletes should also be aware that many nutritional/dietary supplements contain NCAA, Big Ten, or DIA banned/illegal substances. In addition, the U.S. Food and Drug Administration (FDA) does not strictly regulate the supplement industry. Therefore, purity and safety of nutritional dietary supplements CANNOT be guaranteed and **prohibited substances may not be included on the label.** It is the responsibility of the student-athlete to be knowledgeable regarding banned substances and the products he or she consumes, as many nutritional/dietary supplements contain NCAA banned substances. Impure supplements may lead to a positive NCAA, Big Ten or DIA drug test. **Ignorance of the supplement containing a banned substance is not an excuse for a positive test.** Any questions regarding supplements should be directed to the Sports Medicine and/or Strength and Conditioning staff.

**Medical prescriptions**
Student-athletes are responsible for all substances they consume, including prescription drugs. The Chief Medical Officer or designee will determine if a test is positive because of a prescription issued by a qualified physician to treat a specific medical condition. If so, the Chief Medical Officer or designee will work with the student-athlete to make sure they have ample documentation for a medical exemption with the NCAA or Big Ten Conference.

**Provision of Urine Specimen**
Refusal to provide a urine specimen within the prescribed time as set forth by collection procedures or this policy may be considered a violation of this policy.

**B. Drug Testing Program**
In order to participate in athletics within the DIA, student-athletes are subject to the drug testing programs administered by the DIA, Big Ten and NCAA.

**Drugs included for testing.**

1. **NCAA and Big Ten Program**
The NCAA and Big Ten Banned Drug Classes may be found on [www.ncaa.org](http://www.ncaa.org). The list of banned drugs is subject to change by the NCAA Executive Committee at any time.

2. **DIA Program**
In addition to the NCAA banned list, which includes **steroids and their precursors**, testing may be conducted by the DIA for other illegal street and club drugs. The Chief
Medical Officer or designee may add other drugs to the list of substances tested for at his/her discretion.

**Frequency of testing**
Any student-athlete may be selected for a drug test at any time through the NCAA, Big Ten or Rutgers drug testing programs.

**Baseline Drug Testing**
Head coaches may determine that they would like their incoming student-athletes drug tested on arrival to Rutgers. A student-athlete who tests positive for marijuana via a baseline test will not be subject to a violation of this policy for purposes of disciplinary sanctions. However, the student-athlete will be required to attend counseling. Following this baseline test, any further violations will be considered a violation of this policy. Failure to materially comply with counseling following a baseline positive drug test will also be considered a violation of this policy.

A positive test for any other substance via a baseline test will be considered a violation of this policy.

**Reasonable suspicion**
Coaches and other athletic officials may request a drug test of a student-athlete for reasonable suspicion. This request and justification must be in writing and approved by the Chief Medical Officer or designee and/or Sport Psychology team.

**Testing procedures**
Rutgers will follow the procedures put in place by its chosen outside organization or corporation who will manage the collection process.

Urine samples will be collected in an area approved by the Drug Testing Coordinator or designee. All tests will be sent to a certified outside lab for evaluation.

VI. Procedures and Sanctions for Violations

Sanctions and reinstatement policies under this policy will be applied concurrently with NCAA or Big Ten sanctions for positive drug tests. Compliance under the DIA’s policy will also be required of all student-athletes who violate these policies.

A. **Parental Notification**
Under this policy the DIA may inform the parent(s) of any student-athlete found to be in violation of this policy.

B. **NCAA Sanctions**
The NCAA penalty for positive drug tests for both performance-enhancing substances and street drugs is automatic. These penalties are described at ncaa.org as follows:
A student-athlete who tests positive for a banned drug other than a "street drug" shall be withheld from competition in all sports for 365 days from the drug-test collection date and shall lose a year of eligibility. A student-athlete who tests positive for a "street drug" shall be withheld from competition for 50 percent of a season in all sports (50 percent of regular-season contests or dates of competition).

A student-athlete who tests positive a second time for the use of any drug other than a "street drug" shall lose all remaining regular-season and postseason eligibility in all sports. A student-athlete who tests positive a second time for a street drug shall be withheld from competition for 365 days from the date of the test and shall lose a year of eligibility.

Changes in NCAA penalties for positive drug tests will be posted via the NCAA website at www.ncaa.org.

C. Big Ten Sanctions
The Big Ten policy parallels the NCAA policy, but only tests for performance enhancing drugs, including amphetamines. Contact DIA Office of Athletic Compliance for updates on the Big Ten policy. In general, a student-athlete who tests positive for the use of a banned substance shall be declared ineligible to represent a Big Ten institution in intercollegiate competition during the time period ending one calendar year after the date of the student-athlete’s positive drug test, and shall be charged with the loss of a minimum of one season of competition in all sports if the season of competition has not yet begun for that student-athlete or a minimum of the equivalent of one season of competition in all sports if the student-athlete tests positive during his or her season of competition. In addition, the student-athlete’s institution shall impose an educational and/or counseling requirement on the student-athlete.

A student-athlete who tests positive on a second occasion for the use of a banned substance shall be declared permanently ineligible for all further intercollegiate competition in all sports. In addition, the student-athlete’s institution shall impose an educational and/or counseling requirement on the student athlete.

Team eligibility sanctions (e.g., contest forfeiture) may be imposed in the event that the institution, after having been notified of a positive test knowingly permits a student-athlete to compete.

D. DIA Sanctions and Procedures

First Violation: Notification, Treatment, and Sanctions

Notification: The Drug Testing Coordinator, Chief Medical Officer, and/or their respective designees along with select senior administration will receive and review all test results from the outside lab. The Chief Medical Officer and/or Sports Psychologist or their respective designees then will determine if a positive result should be a violation in their medical judgment or if a medical exception should be allowed. If a medical exception is not allowed, the Drug Testing Coordinator or designee will notify the student-athlete, head coach and Director of Athletics of the positive test result.
Written notice will be provided to the student-athlete.

**Treatment:** The student-athlete will receive a medical evaluation if necessary and be required to attend a mandatory psycho-educational session with an approved counselor assigned by the Chief Medical Officer or Sport Psychologist. Following this initial session, further counseling sessions will be scheduled as determined to be necessary.

The specifics of any educational sessions, and subsequent counseling sessions will remain confidential, but the student-athlete will be asked to agree in writing to release reports as necessary.

**Sanctions:** The following sanctions will be required for all First Time violations of the Policy:

**A. For Violations of this policy regarding alcohol and marijuana, the policy will:**

1. require an educational and counseling program; and
2. require additional drug testing monitoring (for marijuana related violations) for one calendar year.

**B. For violations of this policy for substances that are considered performance enhancing or of high medical concern by the Chief Medical Officer or designee and Sports Psychology Staff (e.g. cocaine, steroids, and NOT specifically marijuana or alcohol), the policy will:**

1. require mandatory educational and counseling program;
2. require removal of 0-10%* of one season of competition. This shall occur on the next scheduled competition and be carried over to the following season if needed; and
3. require additional drug testing monitoring for a minimum of one calendar year.

*The percentage of time a student-athlete will be removed from competition will be determined by the Athletic Director or designee.

The penalty shall be placed in writing.

**Second Violation: Notification, Treatment, and Sanctions**

**Notification:** Positive drug test results will be reviewed and communicated in the same manner as outlined for first offense. Notification will also be in a similar manner.

**Treatment:** A second violation will be understood to mean that the student-athlete is in need of more in-depth professional assistance. An appropriate counseling and rehabilitation program will be developed for the student-athlete and a behavioral contract may be formulated that will outline that program. The specifics of counseling sessions will remain confidential, but the student-athlete will be asked to agree in writing to release reports as necessary. The student-athlete will be expected to follow all treatment recommendations.
Sanctions: The following sanctions will be required for all Second Time violations of the Policy:

**A. For Violations of this policy regarding alcohol and marijuana, the policy will:**

1. require a multi-step educational and counseling program;
2. require removal of 0-10%* of one season of competition. This shall occur on the next scheduled competition and be carried over to the following season if needed; and,  
3. require additional drug testing monitoring (for marijuana related violations) for a minimum of one calendar year.

**B. For violations of this policy for substances that are considered performance enhancing or of high medical concern by the Chief Medical Officer or designee and Sports Psychology Staff (e.g. cocaine, steroids, and NOT specifically marijuana or alcohol), the policy will:**

1. require mandatory educational and counseling program;  
2. require removal from approximately 10-25%* of one season of competition. This shall occur on the next scheduled competitions and carry over to the following season if needed; and,  
3. require additional drug testing monitoring for a minimum of one calendar year.

*The percentage of time a student-athlete will be removed from competition will be determined by the Athletic Director or designee.

Third Violation: Notification, Treatment and Sanctions.

**Notification:** Positive drug test results will be reviewed and communicated in the same manner as outlined for first offense. Notification will also be in a similar manner.

**Treatment:** A third violation will be understood to mean that the student-athlete is in need of more extensive help. An appropriate counseling and rehabilitation program will be developed for the student-athlete and a behavioral contract may be formulated that will outline that program. The specifics of counseling sessions will remain confidential, but the student athlete will be asked to agree in writing to release reports as necessary. The student-athlete will be expected to follow all treatment recommendations.

**Sanctions:** The following sanctions will be required for all Third Time violations of the Policy:

**A. For Violations of this policy regarding alcohol and marijuana, the policy will:**

1. require mandatory educational and counseling program;  
2. require removal from approximately 10-25%* of one season of competition. This shall occur on the next scheduled competitions and carry over to the next concurring season if needed; and,
3. require additional drug testing monitoring (for marijuana related violations) for a minimum of one calendar year.

**B. For violations of this policy for substances that are considered performance enhancing or of high medical concern by the Chief Medical Officer or designee and Sports Psychology Staff (e.g. cocaine, steroids, and NOT specifically marijuana or alcohol), the policy will:**

1. require mandatory educational and counseling program;
2. require removal from approximately 30-100%* of one season of competition. This shall occur on the next scheduled competitions and carry over to the following season if needed; and
3. require additional drug testing monitoring for a minimum of one calendar year.

*The percentage of time a student-athlete will be removed from competition will be determined by the Athletic Director or designee.

**Fourth Violation: Notification, Treatment, and Sanctions**

**Notification:** Positive drug test results will be reviewed and communicated in the same manner as outlined for first offense. Notification will also be in a similar manner.

**Treatment:** A Fourth violation will be understood to mean that the student-athlete is in need of extensive help. An appropriate counseling and rehabilitation program will be developed for the student-athlete and a behavioral contract may be formulated that will outline that program. The specifics of counseling sessions will remain confidential, but the student-athlete will be asked to release a report on attendance and treatment compliance to the Sports Medicine and Sports Psychology staff, the head coach and the Athletic Director and his/her designee. The student-athlete will be expected to follow all treatment recommendations.

**Sanctions:** The following sanctions will be required for all Fourth Time violations of the Policy:

**A. For Violations of this policy regarding alcohol and marijuana, the policy will:**

1. Require mandatory educational and counseling program;
2. Require removal from approximately 30-100%* of one season of competition. This shall occur on the next scheduled competitions and carry over to the following season if needed; and,
3. Additional drug testing monitoring (for marijuana related violations) for a minimum of one calendar year.

*The percentage of time a student-athlete will be removed from competition will be determined by the Athletic Director or designee.

**B. For violations of this policy for substances that are considered performance enhancing or of high medical concern by the Chief Medical Officer or designee and**
Sports Psychology Staff (e.g. cocaine, steroids, and NOT specifically marijuana), the policy will require:

- Dismissal from the program.

The Athletic Director or designee will communicate this action to the student-athlete. In addition, the Athletic Director or designee may recommend to the University Financial Aid Committee that any athletic grant-in-aid not be renewed for any subsequent years.

Fifth Violation: Notification and Sanctions

Notification: Positive drug test results will be reviewed and communicated in the same manner as outlined for first offense. Notification will also be in a similar manner.

A. For Violations of this policy regarding alcohol and marijuana, the policy will require:

- Dismissal from the program.

The Athletic Director or designee will communicate this action to the student-athlete. In addition, the Athletic Director or designee may recommend to the University Financial Aid Committee that any athletic grant-in-aid not be renewed for any subsequent years.

E. In Treatment Clause

The DIA recognizes that substance use disorders can be a tremendously challenging mental health concern, one that requires extensive care to recover from. When a student-athlete is placed in care for this problem, they may have a high likelihood of having further positive tests during this treatment phase. Treatment often requires multiple sessions to better understand the student-athlete’s substance use patterns and to develop appropriate insight into developing effective strategies for prevention.

The sport psychologist or designee will determine when any student-athlete is in a treatment phase. The treatment phase will begin from the time the student is known to have tested positive for a banned or illegal substance through his/her evaluation and actual counseling/treatment. While in treatment, the ultimate decision if further tests are a violation will rest with the medical professionals (sports medicine/sports psychology staff and the student-athlete’s treatment team).

Positive tests while in treatment will be reviewed by the Chief Medical Officer and Sport Psychology Staff. Positive screens while in treatment may be considered further violations of this policy, depending on multiple factors including time in treatment, extent of problem, and compliance with treatment program and any other factor deemed relevant by the medical staff. The same procedures of notification and recommendations will be followed only if the positive test is considered a violation of the policy. Any positive tests not considered violations of the policy, in the normal course of treatment, do not follow the same communication and documentation procedures.
Documentation of when the student-athlete is in treatment phase and when they leave the in-treatment phase will be the responsibility of the Chief Medical Officer or designee and/or Sports Psychologist, and communicated to the Athletic Director or designee and others as needed. Further positive drug screens after leaving the in-treatment phase will be considered violations of this policy.

F. Removal of Violation Clause/Good Behavior
A student-athlete who successfully completes the mandatory counseling and/or treatment program directed by the Chief Medical Officer/Sports Psychologist and maintains a negative testing profile and without other violations of the program and university in general, for the twelve months immediately following completion of the counseling and/or treatment program, or the twelve months when released from treatment (whichever is later), will have his/her most recent positive violation expunged from his/her record. A student-athlete is only eligible to have one positive test result expunged from his/her record pursuant to this provision during the course of his/her time as a student-athlete at Rutgers.

G. Mitigating Circumstances
The DIA recognizes that many factors may be involved in a student-athlete testing positive for illegal substances. Therefore, in what is expected to be in rare and exceptional circumstances, the Athletic Director will have the discretion to deviate from the sanctions, policies, procedures and other protocols outlined herein. In all such instances, the Athletic Director will document in writing the reasons for such deviation.

VII. Tobacco Use
Rutgers University does not condone the use of tobacco, including smokeless tobacco. Tobacco use may result in a physical dependency on nicotine. Tobacco use is documented to be the leading preventable cause of death in the United States. The use of tobacco is prohibited by the DIA in connection with any intercollegiate team function. A team function is defined as any activity that is held as a team, whether this activity is a meeting, practice, banquet, group appearance, media event, competition, or informal workout, on and off the grounds of the DIA.

NCAA legislation prohibits the use of tobacco products in a practice or competition. If a student-athlete is using tobacco during a practice or a competition, the institution is obligated to apply the rule. Rutgers University also strongly encourages its student-athletes to abstain from tobacco use in their private lives.

VIII. Effective Date
This policy shall be effective as of August 1, 2016 and shall supersede the prior policy in all respects. All violations hereunder shall be tracked as of the effective date and shall not be cumulative to the prior policy. All mandatory counseling arrangements made prior to the effective date of this policy must be completed. Failure to complete mandatory counseling is a violation of this policy.