

# **ALCOHOL AND DRUG EDUCATION AND TESTING PROGRAM**

**2005-2006**

The Department of Athletics at the University of Massachusetts/Amherst firmly advocates the development of healthy and responsible lifestyles for all our student-athletes as a long-term enrichment and enhancement of their lives.

A student-athlete is a student whose enrollment was solicited by the University of Massachusetts/Amherst athletics staff or other representatives of athletic interests with a view toward the student's ultimate participation in the intercollegiate athletic program. Any other student becomes a student-athlete when the student reports for an intercollegiate squad that is under the jurisdiction of the athletics department.

The abuse and misuse of drugs and alcohol is a major problem for all segments of contemporary society. The University of Massachusetts/Amherst has developed a program of drug and alcohol education and testing to aid the understanding of these problems and provide potential solutions.

Our student-athletes occupy a special position in the University community: they must maintain a high degree of physical fitness and alertness to perform to the best of their capacity in their athletic endeavors; they must adhere to the highest of ethical standards in their sports; and they must be prepared to be viewed as role models by their peers.

Nothing in these procedures shall be construed to create a contract between student-athletes and the University of Massachusetts. However, signed consent and notification forms shall be considered affirmance of the student-athlete's agreement to the terms and conditions contained in this policy and shall be a legal contractual obligation of the student-athlete.

In order to accomplish these goals, the University has developed the following program for education and identification.

## **EDUCATIONAL AND TESTING PROGRAMS**

The purpose of this drug education, screening and counseling program is

- 1) To help student-athletes avoid improper involvement with drugs and alcohol, by insuring that they are well informed about them and their abuse
- 2) To detect possible prohibited drug use through a screening program based on random testing designed to reveal the use of drugs and alcohol
- 3) To assist in the rehabilitation of student-athletes found to be misusing drugs and alcohol
- 4) In appropriate cases, to remove from our athletic program any student-athlete who is found to have violated the requirements of this Policy

## **PROGRAM ADMINISTRATIVE PROCEDURES**

The Program for Drug and Alcohol Education and Testing is administered by a Testing Committee and overseen by the Director of Athletics. This committee also serves as a liaison with other campus resources. The members of this committee include:

University of Massachusetts Team Physician  
Director of Sports Medicine  
Director of Athletics (or designee)  
Associate Athletic Director for Sports Programs/Student Services

### **EDUCATION**

The University of Massachusetts/Amherst believes that education is essential in preventing the problems associated with alcohol and drug abuse. Athletic Administrators, Coaches, and student-athletes will be required to attend educational programming to help promote responsible decision-making by addressing issues regarding:

- Factual information regarding alcohol and the dangers of drug use and abuse, and how it effects student athletes individually and as members of a team
- Attitudes, beliefs, values and expectations about substance use and abuse
- Norms of alcohol and other drug use within college and professional athletics
- Use of Tobacco and Dietary Supplements
- Student-Athletes as role models
- Identification of drug and alcohol abuse

### **ALCOHOL AND DRUG TESTING**

Tests will primarily be conducted for banned performance enhancing substances and recreational drugs (see attachment D). Recreational drug testing includes but is not limited to amphetamine, ephedrine, cocaine, and marijuana. All tests will be performed on urine samples and will include all student-athletes. Please note that the University of Massachusetts Alcohol and Drug Education and Testing Program are a University program, which is separate and distinct from the NCAA Testing Program. All student-athletes are subject to testing by the University of Massachusetts/Amherst and/or the NCAA.

In accordance with the philosophy of the NCAA, all student athletes engaged in intercollegiate athletics at the University of Massachusetts/Amherst are mandated to comply with all provisions of this Program. A Consent Form (attachment C) must be signed by the student-athlete to be eligible for participation on any intercollegiate athletic team. If you decide not to sign, you will not be permitted to participate in intercollegiate athletics at the University of Massachusetts/Amherst.

#### **A. Types of Drug Testing**

##### **1. University Testing**

- a. **Random Testing**  
Random periodic testing of the total roster of all teams will occur at random intervals throughout the academic year. This list will be randomly generated from each active team roster.
- b. **Follow Up Cause Testing**  
Student-athletes who have previous violations of the Drug and alcohol policy will be tested individually, or as part of a regularly scheduled test.
- c. **Reasonable Cause Testing**  
Student-athletes or a team may be tested individually or as part of a regularly scheduled test. This test will be used for student-athletes who demonstrate symptoms or behaviors, which are indicative of substance abuse. These cases will be anonymously reviewed by the Testing Committee to determine if testing is warranted. **No notice of testing is required. (It should be noted that no reasonable cause testing can be recommended from AHEP)**
- d. **Testing Prior to Participation in an NCAA Championship**  
All student-athletes who have qualified for a NCAA Championship may be tested prior to the participation in this event.
- e. **No-Notice Testing**  
All student-athletes who have signed the institutional drug-testing consent form and are listed on the squad list are subject to unannounced random drug testing. Students listed on the NCAA or institutional squad list who have exhausted their eligibility, who have career-ending injuries, who have elected not to participate in intercollegiate athletics, or have graduated will not be selected. Student-athletes will be selected for testing from the official institutional squad list by using a computerized random number program. Student-athletes will be responsible for reporting to the designated testing site within thirty minutes of notification.

## 2. **NCAA Testing**

Student-athletes may be tested while participating in a NCAA Championship event or during a regularly scheduled on site NCAA test. Individuals to be tested are selected from NCAA squad lists. Information related to the NCAA Testing can be found on the NCAA website at NCAA.org.

**Failure to appear for a scheduled drug test or refusing to give a urine specimen will be cause for immediate suspension of the student-athlete from competition and/or practice and provides a basis for reasonable cause testing. This suspension will be in force until reinstated by the Athletic Director.**

**ALL POSITIVE TEST RESULTS ARE CONSIDERED CUMULATIVE  
FOR THE CAREER OF THE UNIVERSITY OF  
MASSACHUSETTS/AMHERST STUDENT-ATHLETE.**

## **B. Guidelines for Drug Testing**

1. These guidelines will be enforced for all urine testing on student-athletes at the University of Massachusetts/Amherst.
  - a) Upon the direction of the Director of Sports Medicine, a testing date, site and time will be determined.
2. A list of student-athletes to be tested will be randomly generated from the NCAA squad lists. This list may include 5<sup>th</sup> year students with no remaining eligibility.
  - a) The Director of Sports Medicine will receive from the Center for Drug Free Sport, the names of the individuals from the teams to be tested. The student-athlete will then be notified in writing with a signature acknowledgement via the attached notification form (Attachment B). If this is not possible, phone notification of the student-athletes is acceptable with a record of the conversation noted. If notified by phone, the student-athlete must complete and sign a notification form prior to testing.
  - b) Unless otherwise provided herein, the sports medicine staff will make this notification within 24 hours of the scheduled test. This procedure is to protect the integrity of the process.
  - c) The names of those student-athletes who do not report for the scheduled test will be sent to the Director of Athletics or designee. Any student-athlete who does not report will be placed under immediate suspension and will not be permitted to participate in competition or practice until reinstated by the Appeal Panel.

### **3. Testing Procedure for Student-Athletes**

- a) A member of the Sports Medicine Staff will inform the student-athlete of a test as previously indicated.
- b) The student-athlete must report to the designated testing site within the frame of time of the test.
- c) Upon entering the collection station, a photo ID is required for admission to the testing site.

- d) The student-athlete must sign in and select a sealed coded specimen bottle. The bottle is logged as the student-athlete's and the student-athlete proceeds to the collection site.
- e) The collector will visually observe while the student-athlete provides the sample. Pre-determined volume guidelines for sample acceptance will be followed.
- f) The student-athlete will re-seal the collection bottle and proceed to a processing station. The specimen will then be divided into an "A" and "B" sample, which will be sealed with a unique bar coded identification safety seal.
- g) The student-athlete will be instructed to select his/her own chain of custody form that contains such safety seals.
- h) After the sample is secure in two sealed vials, the sample will be packaged and sealed for shipments.
- i) The student-athlete will then sign out and may leave.

**Failure to appear or refusing to give a urine specimen will be cause for immediate suspension of the student-athlete from practice and/or competition. Any deliberate effort to substitute, dilute, or alter a specimen will be considered a positive test result.**

#### **4. Specimen Collection Procedure (See Attachment A)**

### **RESPONSE PROCEDURES FOR POSITIVE TEST RESULTS**

**There are four ways in which a student-athlete can test positive under this program:**

- 1. The presence of one or more banned substances (as defined in the policy) or alcohol in the student-athlete's urine sample**
- 2. The manipulation, adulteration, or attempted manipulation or adulteration of any student-athlete urine sample by the student-athlete.**
- 3. Any legal conviction of a student-athlete for: underage possession of alcohol, DUI, DWI, public intoxication, any crime committed under the influence of alcohol or banned substance (as defined in this policy), and/or the purchase or possession of illegal banned substances (as defined in this policy). Student-athletes are subject to punitive actions from the University of Massachusetts/Amherst substance and alcohol policy for any of these violations.**

4. Any on-campus violation by a student-athlete of any University of Massachusetts/Amherst substance or alcohol policy. The University of Massachusetts Department of Athletics has requested that the University notify the Director of Athletics of such infractions.

#### **A. First Positive Test**

1. The Director of Athletics or designee will notify the student-athlete, Team Physician, and appropriate Head Coach of a positive test and/or substance abuse occurrence e.g. DUI, alcohol related assault, underage possession of alcohol possession etc. The parents or guardian may be notified depending on the age of the student-athlete, and consistent with policies set forth by the Undergraduate Rights and Responsibilities.
2. The student-athlete will be evaluated by a counselor approved by the Athletic Department to determine the type of counseling/educational program, which must be completed by the student-athlete.
3. The student-athlete will be immediately suspended from competition for 10% of the maximum allowable contests during the traditional season of the respective sport. This suspension must be served immediately following the positive test. If this positive test occurs in the off-season, the suspension will be served within the first 20% of the next season, at the discretion of the Director of Athletics. The student-athlete may be allowed to participate in team practices if it is determined to be safe by the Team Physician.
4. The Director of Athletics may determine whether the student-athlete's athletic grant-in-aid will be reduced or cancelled.
5. Following a positive drug test repeated unannounced testing will occur, and negative results are required for eligibility to be restored.
6. The student-athlete will be eligible for reasonable cause testing for the remainder of his/her athletic career at the University of Massachusetts/Amherst.
7. Upon completion of the suspension and successful progression in an education, counseling and treatment program, the Team Physician will determine if it is medically safe for the student-athlete to participate. Lack of completion will result in continued ineligibility.

#### **B. Second Positive Test**

1. The Director of Athletics will notify the student-athlete, Team Physician, and appropriate Head Coach of a positive test and/or substance abuse occurrence e.g. DUI, alcohol related assault, underage possession of alcohol possession etc. Your parents will be notified.
2. The student-athlete will be re-evaluated by a counselor approved by the Athletic Department and will also enroll in the REAP (Residential Education Alcohol Program) program at the student-athletes own cost.
3. The student-athlete will be immediately suspended from competition for 50% of the maximum allowable contests during the traditional season for their respective sport. This suspension must be served immediately following a positive test. If the positive test occurs d1/12/2006 during the off-season, the suspension will be served at the beginning of the next season. The student-athlete may be allowed to participate in practice.
4. The Director of Athletics may determine whether the student-athlete's grant-in-aid will be reduced or cancelled.
5. The student-athlete will be eligible for reasonable cause testing for the remainder of his/her athletic career at the University of Massachusetts/Amherst.
6. Prior to re-instatement of eligibility, evidence of progress towards satisfactory completion of all counseling/educational and other sanctions must be verified. Lack of completion of any sanctions will result in ineligibility.

### **C. Third Positive Test**

1. The Director of Athletics will notify the student-athlete of his/her permanent suspension from athletic participation and all grants in aid will be immediately suspended.
2. The Director of Athletics will notify the parents/guardians of the violation and the termination of the student-athletes eligibility.
3. Notification of Drug Testing Program repeated violations, and permanent suspension from athletic participation will be provided to the Dean of Student's Office.

### **FAILURE TO COMPLY**

**Failure to submit a signed consent form and/or provide a urine sample as requested renders the student-athlete ineligible to practice or to represent the University of**

Massachusetts/Amherst in intercollegiate competition and may result in the loss of athletic grant in aid. All positive test results or offenses under this policy are cumulative.

## **APPEAL PROCESS**

- A. A student-athlete may request a review of a reported positive result. The appeal of the positive test results must be based upon one of the following:
1. Evidence of procedural error.
  2. Evidence, which refutes the positive finding.
- B. A written request for review accompanied by supporting evidence must be submitted to the Director of Athletics within forty-eight hours of notification of the test results. An Appeals Committee consisting of the Dean of Students and/or designee, Director of Health Services and/or designee, and a member of the University Department of Mental Health Services will review a student-athletes appeal.
- C. The Appeals Committee will meet within seven business days of the student-athlete's request. The appeal hearing will consist of a review of all available evidence related to the initial finding as well as new evidence or documentation provided by the student-athlete.

The Committee may affirm the initial finding; reverse the initial finding; or recommend retesting. A written copy of the appeal decision will be provided to the student-athlete and the Athletic Department within two working days of the hearing.

## **EVALUATION AND TREATMENT**

### **A. PHILOSOPHY**

The referral or self-referral of a student-athlete for evaluation and/or treatment relating to alcohol/substance abuse and related issues is undertaken out of an intense concern for the overall health and welfare of our student-athletes.

Evaluation and treatment relating to possible alcohol/chemical dependency should not be construed as a punitive action.

Evaluation and treatment of our student-athletes is provided by licensed and credentialed health-care professionals, and is regarded as **STRICTLY CONFIDENTIAL**. Our physicians and other health care consultants work cooperatively in the areas of evaluation, treatment recommendations, referral, and aftercare.

### **B. EVALUATION**

The evaluation of the student-athlete with an alcohol and/or drug abuse/dependency issue will be coordinated by the Director of the Athletic Health Enhancement Program (AHEP) A behavioral plan, which included expected behaviors, treatment goals, and potential consequences, will be developed for each student-athlete.

1. There are three (3) circumstances by which a student-athlete will be seen by a physician and/or other health care consultant for evaluation of possible alcohol and/or chemical dependency (or related concerns). These are:

a. Referral by the Head Team Physician or the Director of Athletics or his designee following a positive drug test or documented substance abuse related occurrence.

b. **SAFE HARBOR PROGRAM:** A student-athlete eligible for the Safe Harbor Program may refer himself or herself to the Program for voluntary evaluation, testing, and counseling. A student is not eligible for the Program after he or she has been informed of an impending drug test or after having received a positive Athletic Department or NCAA Drug Test.

AHEP will work with the student to prepare a Safe Harbor treatment plan, which may include confidential drug testing. The student-athlete will be tested for banned substances upon entry into the Safe Harbor Program and such a positive initial test will not result in any administrative sanction except those listed in this section (the team physician may suspend the student-athlete from play or practice if medically indicated.) A student will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed forty-five (45) days, as determined by the treatment plan. A student will not be permitted to enter the Safe Harbor Program forty-five (45) days prior to NCAA or Conference postseason competition. A student-athlete will only be permitted to enter the Safe Harbor Program one time during their athletic eligibility at the University of Massachusetts.

If a student-athlete is determined to have a new substance use after in initial Safe Harbor Program test (as determined by follow-up testing), or fails to comply with the Safe Harbor treatment plan, the student-athlete will be removed from the Safe Harbor Program and be subject to appropriate sanctions as detailed in the Drug and Alcohol Testing Program.

Any positive test after the initial Safe Harbor Program will be treated as a positive test and all sanctions are applicable.

While in compliance with the Safe Harbor Program treatment plan, the student-athlete will not be included in the list of students eligible for random drug testing by the University of Massachusetts. Students in the Safe Harbor Program may be selected for drug testing by the NCAA.

The Associate Athletic Director for Student Athlete Services, the Director of Sports Medicine, and the Team Physician, shall be informed of the student's participation in the Safe Harbor Program. The athletic trainer assigned to that sport may also be notified, if medically appropriate. Other University employees may be informed only to the extent necessary for the implementation of this policy.

- c. Referral by the team physician, coaching staff, or athletic training staff as a result of observed behaviors, becoming aware of information suggesting the student-athlete may be experiencing difficulty, or be at risk for developing a problem with alcohol and/or drugs. A student-athlete may also initiate referral with the coaching or medical staff.**
- 2. Student-athletes are referred to the Athletic Health Enhancement Program (AHEP) Director for the management of cases related to alcohol and/or drug dependency. Based upon results of the initial evaluation, the AHEP Director working in consultation with the team physician will then make appropriate recommendations with regard to the need for further evaluation, counseling, or treatment. The student-athlete and if appropriate, (his or her parents) will be included in each phase of the evaluation process.**

### **C. TREATMENT**

**The management plan is based upon the evaluated needs of the student-athlete; the plan will take into account the circumstances surrounding the referral, severity and duration of the presenting and accompanying problem(s), as well as overall (i.e. personal, social, academic, and athletic) functioning. Based upon these findings treatment recommendations may involve but are not limited to one or more of the following:**

- 1. PERSONAL COUNSELING provided through AHEP, University Mental Health Services, and/or referral to other resources outside the University when appropriate. His or her parents MAY be included in each phase of the evaluation process.**
- 2. Referral for treatment/counseling and aftercare planning to a community based INTENSIVE OUT-PATIENT program. Aftercare, an essential component of this treatment program, is coordinated by AHEP and/or University Mental Health in cooperation with the Team Physician.**
- 3. Referral for treatment and aftercare planning to a community based IN-PATIENT TREATMENT facility. Typically these programs involve intensive individual and group counseling in a residential setting. Additionally, every effort is made to include a component of family counseling in the overall treatment program. While the Athletic Department has identified programs in Western Massachusetts, it will work cooperatively with the student-athlete and his/her family in locating and making referral to a treatment facility closer to the student athlete's hometown if desired. University Mental Health and the AHEP office in cooperation will coordinate aftercare, an essential component of the treatment program with the Team Physician.**

**Should referral to an IN-PATIENT treatment setting be indicated while the student-athlete is enrolled and attending class, a Medical Withdrawal can be facilitated on behalf of the student-athlete if needed.**

**This policy remains in force until modified or revoked in writing by the University of Massachusetts/Amherst Department of Athletics.**