

University of Houston-Victoria



Drug Education & Drug Testing Program 2017-18



Athletics
University of Houston-Victoria
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DRUG EDUCATION AND DRUG TESTING PROGRAM

The University of Houston-Victoria (“University” or “UHV”) Department of Athletics understands that part of the protection of the health and safety of its student-athletes includes prevention and intervention concerning the abuse of certain legal and illegal substances. These substances can adversely affect a student-athlete’s academic performance as well as athletic performance, and general health.

In order to provide a healthy academic and athletic environment, the athletic department is dedicated to provide educational information on substance abuse and addiction. **The NAIA has mandated online drug education that all student athletes will be required to complete. Failure to do so could result in student athletes being suspended from competition until completed.** A vital component of this program is the drug screening of all UHV student-athletes. It is the intent of UHV that drug screening will serve as a deterrent to substance abuse. UHV understands that drug testing is not a solution for substance abuse. This program will aid in the prevention of drug use and to educate the student-athlete to the dangers of substance abuse so that the student-athlete may reach full potential academically and athletically.

Banned Substances

Student-athletes will participate in drug screening urinalysis for any and all of the substances that appear on the attached list of banned substances (see attachment A, hereinafter referred to as “banned substances”).

Except when prescribed by a qualified physician to treat a student-athlete’s medical condition, use of banned substances by a student-athlete in the UHV intercollegiate athletics program is prohibited, will be considered a significant violation of the University’s intercollegiate athletics program rules, and will subject the student-athlete to the disciplinary action as provided in detail below.

Random Drug Testing Program

The random drug-testing program for banned substances is applicable to all student-athletes participating in any NAIA sanctioned intercollegiate sport at The University of Houston-Victoria. Any UHV student-athlete is subject to testing regardless of whether or not the student-athlete receives any athletic-related financial aid (scholarship). Selection of student-athletes for random drug testing will be random at a ratio of one to every six (6) student-athletes. There will be a minimum of one random drug test per semester, but there can be as many as 10 per semester. In addition, selection of student-athletes for drug testing may be made on suspicion of use as described in Section 2 below. **Any unexcused absence from testing may be treated as a positive test.**

School-Year Drug Testing Program

In addition to the random drug-testing program mentioned above, all UHV student-athletes are subject to school year testing based on the following:

1. The University of Houston-Victoria Athletic Department staff will be responsible for selecting the dates on which drug testing will occur.
2. If the use of a banned substance is suspected, the University will have the authority (in addition to #1 above) to select specific student-athletes to be tested. An Athletic Administrator, Coach and/or Trainer may initiate the Reasonable Suspicion Process (see Appendix E) and call a student-athlete in for a confidential discussion surrounding the issues – academic, social, or athletic – of concern. Counseling will be assigned if determined appropriate by the Athletic Director or designee.

If selected for drug testing as part of the random drug-testing program or the school-year drug-testing program, student-athletes will be provided a Student-Athlete Notification Form. The time of notification will be recorded by the courier and the notification form will be read and signed by the student-athlete. One copy of the notification form will be provided to the student-athlete and one copy will be retained by the courier. **Any unexcused absence from testing may be treated as a positive test.**

Student-athletes are required to provide advance notice to their head coach via email and copy the head athletic trainer of any planned absences from Victoria during the school week (Monday through Friday) during the school year.

Notification

Prior to any aspect of drug testing, each student-athlete and his parent(s), legal guardian (if under the age of 18) will receive a written copy of the UHV “Drug Education and Drug Testing Program” policy and a consent form in which the student-athlete acknowledges receipt, understanding of the program and provides voluntary consent to urinalyses involved and to release the results to the persons named on the consent form. Failure to sign the consent form disqualifies the student-athlete from participation in any NAIA sanctioned sports at The University of Houston-Victoria.

Disciplinary Action (Minimum recommendations):

1. First Offense

Following the first positive test result for a banned substance, the Athletic Director of UHV will be notified and will privately inform the Head Coach and the student-athlete. The student-athlete will be suspended for a minimum of approximately 10% of the maximum number of scheduled games allowed by the NAIA for which he/she is academically eligible and medically able to compete. Minimum suspensions per sport are as follows: Baseball: six (6) games; Golf: one (1) tournament; Soccer: two (2) games; Softball: six (6) games. Suspensions will carry over to the post-season and/or the next season if a student athlete has not served all required games or met all requirements for reinstatement. The Athletic Director may allow the student-athlete to participate in team practices and team meetings during

the suspension. In addition, the student-athlete will be required to participate in a drug-counseling program at the student-athlete's expense. Additionally, the student-athlete will be required to submit to a follow-up test. The follow-up test will be administered after an interval of time sufficient for the previously found banned substance to be eliminated. If the follow-up test is positive for a banned substance, it will be considered a second positive test. Failure to submit to a follow-up test or participate in a drug-counseling program will be treated by the University as though the student-athlete received a second positive test for a banned substance.

2. Second Offense

After a second positive test result for a banned substance, the Athletic Director will be notified and will privately inform the Head Coach and the student-athlete. After a second positive test for a banned substance, the student-athlete is removed from the athletic program.

Appeal of Test Result and/or Disciplinary Action

If a student-athlete tests positive for a banned substance, he/she has the right to appeal the test result and/or disciplinary action to the Athletic Director. The Athletic Director must receive by hand delivery or certified mail return receipt requested a written notification of appeal (found in Appendix D) initiated and submitted by the student-athlete, within 2 business days following the notification of the positive test. Within five (5) business days following the Athletic Director's receipt of the student-athlete's notification of appeal, the Athletic Director will communicate his or her written decision to the student-athlete. The decision by the Athletic Director shall be final.

Safe Harbor Program

A student-athlete who has engaged in prohibited drug use is encouraged to seek assistance from the athletic trainer, their coach or an athletics administrator by voluntarily disclosing his or her use prior to any drug testing. Under UHV's Safe Harbor, a student athlete may disclose to a coach, trainer or administrator that they have a substance abuse issue and would like to seek assistance in getting treatment without penalty. To claim Safe Harbor, a student athlete must declare Safe Harbor prior to being selected for drug testing in their first semester of eligibility at UHV, either random (UHV or NAIA) or under reasonable suspicion. Safe Harbor is a one-time option for a student-athlete to voluntarily and confidentially submit for professional counseling services BEFORE being selected for testing (this will be the student-athlete's one and only opportunity to claim safe harbor while participating in UHV Athletics).

Student-athletes will be notified that "safe harbor" exists at UHV Athletics during initial team meetings and that they should notify the athletic trainer, their coach or an athletics administrator if they wish to participate in the Safe Harbor program. The goal of "Safe Harbor" is proactive: intervention, and treatment, initiated by the individual student-athlete in confidentiality. A student-athlete will be permitted to remain in the Safe Harbor program for a reasonable period of time, as determined by the treatment plan.

A student athlete who declares Safe Harbor will be allowed to practice with the team and attend and participate in all team functions including games, as long as the treatment prescribed by the UHV Counsellors is being followed.

The student athlete must agree to be tested for drug use at every random drug test until the student athlete is no longer involved in the UHV athletic program.

A student-athlete will not be permitted to enter the Safe Harbor program sixty (60) days prior to NAIA or Conference post-season competition.

Student-athletes who take Safe Harbor, complete counseling and subsequently test positive for a banned substance will trigger a First Offense and the penalty for a First Offense will apply. Once you declare "Safe Harbor" you will:

- Be tested for drugs and/or alcohol immediately
- Be evaluated by a UHV Counselor regardless of the result
- Follow and complete the prescribed counseling/treatment plan
- Remain in Safe Harbor until released by the counselor or for a period of time not to exceed 60 days.
- Will remain eligible for drug testing by the NAIA as well as any applicable sanctions imposed by the NAIA.

Failure to attend counseling and/or treatment as prescribed by the counselor will result in removal from the safe harbor program and constitute a first positive drug test.

To declare "Safe Harbor" please complete and submit Appendix G in the back of this document.

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APPENDIX A

Because of the extensive nature and complexity of the banned-drug list, all student-athletes should consult with the Athletic Director and the student-athlete's Head Coach prior to taking any medication or supplements.

Banned Drugs. The following is the list of banned-substances by class:

(a) Stimulants:

amiphenazole	meclofenoxate
amphetamine	methamphetamine
bemigride	methylphenidate
benzphetamine	(MDMA) (Ecstasy)
bromantan	nikethamide
caffeine (1)	pemoline
chlorphentermine	pentetrazol
cocaine	phendimetrazine
cropropamide	phenmetrazine
crothetamide	phentermine
diethylpropion	picrotoxine
dimethylamphetamine	pipradol
doxapram	prolintane
ephedrine	strychnine
ethamivan	and related compounds
ethylamphetamine	
fencamfamine	

(b) Anabolic Agents:

Anabolic Steroids

androstenediol	nandrolone
androstenedione	norandrostenediol
boldenone	norandrostenedione
clostebol	norethandrolone
dehydrochlormethyl-testosterone	oxandrolone
dehydroepiandrosterone (DHEA)	oxymesterone
dehydrotestosterone (DHT)	oxymetholone
dromostanolone	stanozolol
fluoxymesterone	testosterone (2)
mesterolone	and related compounds
methandienone	
methenolone	<i>Other anabolic agents:</i>
methyltestosterone	clenbuterol

(c) Diuretics:

acetazolamide	hydroflumethiazide
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bendroflumethiazide	methyclothiazide
benzthiazide	metolazone
bumetanide	polythiazide
clorothiazide	quinethazone
chlorthalidone	spironolactone
ethacrynic acid	triamterene
flumethiazide	trichlormethiazide
furosemide	and related compounds
hydrochlorothiazide	

(d) **Street Drugs, including, but not limited to, the following:**
heroin **THC (tetrahydrocannabinol) (3)**

marijuana (3)

(e) **Peptide Hormones and Analogues:**

chorionic gonadotrophin	human growth hormone (HGH, somatotrophin)
human chorionic gonadotrophin (HCG)	erythropoietin (EPO)
corticotrophin (ACTH)	sermorelin

All respective releasing factors of the above-mentioned substances also are banned.

(f) **Definition of Positive Depends on the Following**

(1) For caffeine - if the concentration in the urine exceeds 15 micrograms/ml.

(2) For testosterone - if the administration of the testosterone or the use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition.

(3) For marijuana and THC - if the concentration in the urine of THC metabolite exceeds five (5) nanograms/ml.

*The term "related compounds" comprises substances that are included in the class by their pharmacological action and/or chemical structure. No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example

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APPENDIX B

DISCIPLINARY ACTION CONTRACT

I, _____, understand that on _____,

I was found to have a positive drug test result for _marijuana (self-admitted) _____.

This constitutes a First Offense _____ Second Offense _____ Third Offense _____.

Following a meeting with _____, I understand that I will follow the appropriate sanctions for the offense as outlined in the University of Houston-Victoria Department of Athletics Drug Education and Drug Testing Program Policy, including participation in a drug-counseling program at my expense.

My Head Coach may add the following sanctions or penalties:

Failure to comply with any of the above sanctions may result in my suspension, dismissal, and /or adjustment or termination of my scholarship.

I have read, understand and agree to comply with the above.

Student-Athlete

Date

Athletics Director

Date

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APPENDIX C

NOTIFICATION OF APPEALS FORM

This form is to be submitted to the Director of Athletics of the University of Houston-Victoria or his or her designate within two business days of being notified of a positive drug test result or notification of the sanction(s) if you are appealing the disciplinary decision.

Student-Athlete Name: _____

Phone Number: _____

Date of drug test: _____

Date of Notification of results: _____

Date of Notification of appeal: _____

Reason for Appeal: _____

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APPENDIX D

**DRUG TESTING REASONABLE SUSPICION
REPORTING FORM**

I, _____, as a proactive measure, report the following objective sign(s), symptom(s) or behavior(s) that I reasonably believe warrant

_____ be referred to the Athletic Director for an intervention
Name of Student-Athlete

Meeting, counseling and/or possible drug testing. The following sign(s), symptom(s) or behavior(s) were observed by me over the past _____ hours and/or _____ days.

Please check below all that apply:

The Student-Athlete has shown:

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

The Student-Athlete has been:

- _____ late for practice
- _____ late for class
- _____ not attending class
- _____ receiving poor grades
- _____ staying up too late
- _____ missing appointments
- _____ missing/skipping meals
- _____ sleeping in class/study hall

The Student-Athlete has demonstrated the following:

- _____ dilated pupils
- _____ constricted pupils

- _____ smell of alcohol on the breath
- _____ smell of marijuana
- _____ staggering or difficulty walking
- _____ constantly running and/or red nose
- _____ recurrent bouts with a cold or the flu (give dates _____)
- _____ over stimulated or "hyper"
- _____ excessive talking
- _____ withdrawn and/or less communicative
- _____ continually wearing sunglasses when unnecessary
- _____ periods of memory loss
- _____ slurred speech

The student-athlete has been cited for the following:

- _____ recurrent motor vehicle accidents and/or violations (give dates _____)
- _____ Minor-in-Possession
- _____ DWI/DUI
- _____ Violations of campus drug and alcohol policy

Other specific objective findings include:

Signatures

Print Name of Athletic Dept. Staff	Signature of Athletics Dept. Staff	Date
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Reviewed By: _____
Athletic Director _____ Date _____

Coach Notified Date: _____

- Reasonable suspicion finding upheld
- Reasonable suspicion finding denied

Intervention Meeting Scheduled:

Date: _____
Time: _____
Location: _____

STUDENT-ATHLETE DRUG TESTING NOTIFCATION FORM

APPENDIX E

Pursuant to the drug testing provisions set forth in the “UHV Drug Education and Drug Testing Program,” I hereby acknowledge that I have read this form and understand that I have been randomly selected to be tested under the guidelines of the program.

Time of Notification

Date

I hereby consent to have a sample of my urine collected and tested through the University of Houston-Victoria and/or its agents, in accordance with the provisions of the NAIA and the University of Houston-Victoria Drug Education and Drug Testing Policy. I agree to provide such urine samples at the time and location and under conditions for collection, as determined by the Director of Athletics of the University of Houston-Victoria or his or her designee.

I understand if my collected sample is sent to the lab for further testing it is not indicative of a positive drug test at this time. The test is not confirmed positive until verified by the lab analysis that proves the sample contains a banned substance.

Print Name of Student

Signature

Date

Courier Name

Signature

Date

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APPENDIX F

CONSENT TO DRUG TESTING
AND AUTHORIZATION FOR RELEASE OF INFORMATION

TO: Director of Athletics
University of Houston-Victoria

I hereby acknowledge that I have received a copy of the University of Houston-Victoria Drug Education and Drug Testing Program Policy (“Policy”). I further acknowledge that I have read the Policy, that it has been outlined to me, and that I fully understand the provisions of the Policy.

I hereby consent to have a sample of my urine collected and tested through the University of Houston-Victoria and/or its agents, in accordance with the provisions of the NAIA and the University of Houston-Victoria Drug Education and Drug Testing Policy during the current academic year and during any subsequent years in which I might be a member of an intercollegiate athletic team at the University of Houston-Victoria. I agree to provide such urine samples at the time and location and under conditions for collection, as determined by the Director of Athletics of the University of Houston-Victoria or his or her designee.

I further authorize you to make a confidential release to the head coach of any intercollegiate sport in which I am a team member; and the head trainer and head team physician of the University of Houston-Victoria, as well as the President of the University of Houston-Victoria, all information and records, including test results, you may have relating to the testing or screening of my urine in accordance with the Policy. To the extent set forth in this document, I waive any privilege I may have in connection with such information.

I further release the University of Houston-Victoria (“UHV”), the University of Houston System (“System”), and UHV’s and the System’s board members, officers, employees and agents from any legal responsibility, liability, claims, or causes of action created by or arising out of any act or omission related to the screening and testing of my urine samples, and/or for the release of such information and records pertaining to my test results.

Print Name

Signature

Date

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APPENDIX G

DECLARATION OF SAFE HARBOR FORM

Purpose:

Student-athletes are encouraged to come forward to seek assistance with an alcohol or drug-related problem without penalty. Students should be notified that “safe harbor” exists at UHV Athletics and that they should notify their Athletic Trainer, Head Coach or athletics administrator.

The goal of “Safe Harbor” is proactive: intervention, and treatment, initiated by the individual student-athlete in confidentiality. However, student-athletes must ask for Safe Harbor prior to being selected for the first test in their first semester of eligibility at the University of Houston-Victoria.

Follow Up:

Once the Athletic Trainer and Athletic Director review and approve the request for Safe Harbor, the Athletic Director will coordinate an intake and evaluation. The Head Athletic Trainer will be notified with the nature and duration of the Treatment Plan.

Failure to comply with any aspect of the treatment program or any subsequent positive drug test will result in removal from Safe Harbor. The student-athlete will then be re-enrolled in the regular drug testing program and disciplinary action can be enforced according to the UHV Athletics Drug Policy.

Student-athletes who enter and complete Safe Harbor are subject to future random testing as determined by the Athletic Director and a positive test will result in a First Offense penalty.

Declaration of Safe Harbor Form

I hereby declare "safe harbor" from the UHV Athletics Drug and Alcohol Testing Program. I understand that this is the one and only time during my participation in Athletics at the University of Houston-Victoria that I am permitted safe harbor and I will:

- Be evaluated by the UHV Counselor
- Follow and complete the prescribed counseling sessions and/or treatment plan
- Remain in Safe Harbor until released by the counselor and the Director of Athletics
- Not be eligible for randomized drug testing while in Safe Harbor but will remain eligible for drug testing by the NAIA
- Once released from Safe Harbor, be tested for drugs and alcohol at a frequency prescribed by the Director of Athletics.

Name (print): _____

Signature: _____

Date: _____

For Head Athletic Trainer/Director of Athletics:

Eligible for Safe Harbor:	YES	NO
Reviewed for Safe Harbor program	YES	NO

Signature: _____

Title: _____

Date: _____