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**POLICY WITH RESPECT TO DRUG TESTING FOR ATHLETES**

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<b>POLICY NUMBER</b>	<b>2017-05-001</b>
<b>TITLE OF THE POLICY</b>	Intercollegiate Athletics Drug Testing Policy
<b>DATE OF ADOPTION</b>	Fall 2017
<b>SUPERSEDES</b>	none
<b>DATE OF IMPLEMENTATION</b>	Spring 2018
<b>PROJECTED DATE OF REVISION</b>	Spring 2021
<b>PURPOSE OF THE POLICY</b>	To provide guidelines for drug/doping testing of student athletes while holding them accountable to their team, the athletics programme and the institution.
<b>REVISION NUMBER</b>	
<b>ACCOUNTABILITY</b>	Vice President, Administrative Services, Athletics Director
<b>RELATED POLICY\POLICIES</b>	Student Code of Conduct
<b>APPENDICES</b>	Appendix I – Drug Testing Notification Form Appendix II –Drug Test and Acknowledgement Consent Form Appendix III – Reasonable Suspicion Testing Form Appendix IV – Procedures for Drug/Doping Testing

**Preamble**

The University of The Bahamas is an academic community that strives on the pursuit of knowledge, truth and integrity. The Athletics Department strongly believes in fair play. The use and or abuse of drugs or banned substances, therefore, will not be allowed to permeate the athletics fabric of the institution. This policy, therefore, is established to develop an overall sense of responsibility within student athletes and to engender in them a sense of dignity , pride and respect for the University. Each student athlete is expected to adhere and conform to the tenets as set out in this policy.

**1. Scope**

This policy is to aid and protect the student athlete. It does not seek to interfere with the private lives of student athletes but rather to identify challenges that student athletes may have and provide support that will:

- a. Educate and create an awareness concerning the effect of substance abuse on athletic activities
- b. Deter substance abuse by student athletes
- c. Identify any participant in the athletic programme who may be abusing a specific drug
- d. Refer violators to the Counselling & Health Services Department for counselling
- e. Encourage the proper treatment of any chronic chemical dependency

- f. Provide reasonable safeguards that every participant in the programme is medically fit to engage in intercollegiate athletic competition
- g. Encourage discussion at all appropriate levels about the use of controlled substances.

## 2. Drug Education

Drug education deters drug use and/or abuse. Drug education will be mandatory for student athletes and coaches at least once per semester. UB Athletics will work in collaboration with the Counselling & Health Services Department, the Anti-Doping Commission, and other government and non-government organizations to get the message out. The objective is to educate student athletes and coaches about the nature of drugs in order to encourage their resistance to taking these drugs. The Athletics Department will also pursue online drug education resources that can be made available to student athletes and coaches.

## 3. Prohibited Substances

University of The Bahamas may test for substances at different times in the academic and athletic calendars. Student athletes are prohibited from use or attempted use, purchase, possession, manufacture, distribution, and or sale of the following classes of drugs:

- Stimulants
- Narcotics
- Anabolic agents
- Substances banned for specific sports
- Diuretics
- Street drugs
- Tobacco
- Peptide hormones and analogues

Individuals are prohibited from the illegal distribution, and/or the acquisition of multiple legal prescriptions for the same injury or illness from multiple physicians, misuse of any prescription drug, or alteration of any drug prescription. Distribution of drugs includes sale of a drug, trading a drug for another item/drug, or giving their prescription to another person.

Any misuse of alcohol, including violations of the law while intoxicated, may result in corrective actions. A student athlete will be subject to remedial guidelines if they receive a legal citation from a law enforcement officer for an alcohol violation, including but not limited to:

- Driving under the influence of drugs or alcohol
- Public intoxication by drugs or alcohol
- Underage possession of alcohol

- Any student athlete who is observed in the act of illegal drug or alcohol use, or is observed demonstrating the effects of drug or alcohol abuse by an Athletics department staff member, university employee, or law enforcement officer will be subject to the consequences for drug and alcohol offenses detailed in this policy as well any consequences from the University.

#### 4. Types of Testing

University of The Bahamas may drug test an unlimited number of times, any or all of their athletic teams by any of the means below:

Random Testing: Random drug testing will be performed throughout the academic year. The drug testing schedule will be set by the Athletic Director in consultation with the Athletic Trainer. The Athletic Director or the Athletic Trainer will notify the selected student athletes of the time and place for the screening.

Reasonable Suspicion Testing: Student athletes may be drug tested if there is reasonable suspicion of alcohol or drug use or abuse. Any University of the Bahamas faculty or staff member may report certain signs, symptoms, or changes in behavior that may cause him or her to suspect drug or alcohol use. Reasonable suspicion may be, but not limited to:

1. Tardiness or absences from enrolled classes
2. Tardiness or absences from scheduled practices and games
3. Abnormal behavior at athletic practices and games
4. Inconsistent academic or athletic performance
5. Unexplained financial gains
6. Personality changes or withdrawal from usual activities
7. Poor athletic conditioning given time of season/year
8. Unexplained depression, euphoria or hyperactivity
9. Confrontation with faculty, staff, students or administrators of the University of the Bahamas
10. Violation of University of the Bahamas rules and regulations, including Student Code of Conduct and those of the Residence Halls or athletic teams
11. Any behavior requiring police involvement
12. Personal acknowledgement

Faculty and staff members have a duty to report any suspicions to the Athletic Director or Athletic Trainer in writing. In addition, should a student athlete attempt to avoid notification, either by avoiding calls from the athletic trainer or coach, turning off cell phone, skipping class, or leaving town, there may be reasonable suspicion to test.

Re-Entry Testing: All student-athletes who have tested positive for a banned substance must undergo re-entry testing and the results must report as negative before the student athlete is allowed to return to participation.

Follow-Up Testing: Student athletes who test positive for a banned substance or self-refer may be required to re-test at any time during his/her career in order to monitor if the athlete has refrained from further using banned substances.

#### 5. Consent

Each year all student athletes must sign the current *Intercollegiate Athletics Drug Test Acknowledgement and Consent Form* before attending any team practice or participating in any intercollegiate competition. Failure to complete and sign the consent form will result in the student athlete being prohibited from attending or participating

in team practices and intercollegiate competitions and may result in the student-athlete losing any athletic scholarships or aid he/she may be receiving.

### **Consequences for Violations or Infractions**

**1<sup>st</sup> Offense:** If a positive result is confirmed and verified, the Athletics Director will notify the athlete, the athlete's head coach and the Athletic Trainer. The student athlete will be urged and advised to initiate immediate contact with his/her parent(s), legal guardian(s) or spouse to advise them of the positive result. The athlete will be referred to the Counselling & Health Services Department and required to complete a mandatory drug counselling programme under the supervision of trained professional. The advisor shall determine the length and manner of the counselling best suited to the needs of the athlete. Refusal to participate in the counselling programme set forth in this paragraph will be treated and handled as a second positive test result.

Student athletes with positive results will be tested on a regular basis, recognizing that some prohibited substances take time to clear the body.

**2<sup>nd</sup> Offense:** If a positive result is confirmed and verified, the Athletics Director will notify the athlete, the athlete's head coach, and the Athletic Trainer. Additionally, the Athletic Director shall notify the athlete's parent(s), legal guardian (s) or spouse of the second positive results for the purpose of securing their assistance in the prevention of further illicit drug use by the athlete. The athlete will be suspended from all athletic competition and travel for a 30 day period. If the suspension does not include a sanctioned competition, the athlete will sit out the first sanctioned competition. Prior to the suspension period, the athlete will have the opportunity to discuss the matter with the Athletic Director and present evidence of any mitigating circumstances which the athlete feels important. Refusal to participate on the steps and programme as set forth in this paragraph and the immediately preceding paragraph will be treated and handled as a third positive test.

The athlete will be required to undergo professional therapy until the drug use has ceased. Termination of the drug rehabilitation program will be made by a trained Drug Rehabilitation Professional.

### **ALL EXPENSES OCCURRED AS A RESULT OF COUNSELLING AND DRUG REHABILITATION SHALL BE PAID FOR BY THE ATHLETE.**

**3<sup>rd</sup> Offense:** If a positive result is confirmed and verified, the Athletics Director will notify the athlete, the athlete's head coach, and the Athletic Trainer. Additionally the Athletic Director shall notify the athlete's parent(s), legal guardian (s) or spouse to advise them of the positive result.

At this time, UB will operate upon the assumption that the athlete has a serious problem and /or has made some conscious value judgments as to drug use, and deal with the athlete accordingly.

All athletic financial aid will cease at the earliest possible date. The student athlete will be suspended from the University of the Bahamas Athletics competition, and the team he/she is participating on. Prior to the suspension of financial aid and athletic participation referred to above, the athlete will be given the opportunity to meet with the Athletic Director to present his/her side of the case together with evidence of any mitigating circumstances which the athletes feels important. No final action will be taken until after this meeting has been held. The Athletic Director shall have discretion to make any adjustments he/she finds to be necessary or appropriate based upon such information.

## **6. Exceptions and Appeals**

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

Student athletes are required to inform the Office of the Athletic Director and the Athletic Trainer of all medications taken. In order to qualify as a proper notification, the student athlete shall provide a letter from his/her physician that shall contain information as to the medical history, diagnosis, and treatment plan, including medications and dosage information, to be maintained in the student-athlete's medical records. In the event a student-athlete tests positive for a banned substance, the Athletic Trainer, in consultation with a physician, identified by the Athletics Department, will review the student-athlete's medical record to determine and make a recommendation to the

Athletic Director as to whether a medical exception should be granted. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, beta blockers, diuretics, and peptide hormones.

**Self-Referral:** Any student-athlete, who, upon being notified for selection of drug testing, admits to the use of banned substances, will still be required to take the drug test. This will result in disciplinary actions regardless of the test result. The student-athlete will be required to attend an initial meeting with a school counselor for which future treatment sessions and counseling sessions may be required at the student-athlete's expense.

**Testing Appeals:** Student-athletes, who test positive may, within 48 hours following receipt of the notice of the positive test, contest the finding. Upon the student-athlete's request for additional testing of the sample, the Athletic Director or his/her designate will formally request the certified laboratory to re-analyze to reconfirm the original positive finding. The student-athlete may choose to be present for the re-analysis at the laboratory. If the student-athlete does not wish to be present but desires to be represented, arrangements will be made for a surrogate to attend. The student-athlete or surrogate will attest to the sample number prior to the laboratory conducting the re-analysis. The student-athlete or surrogate will not be involved with any other aspect of the analysis of the specimen. Re-analysis findings will be final. If the re-analysis test is negative, the first drug test will be considered negative.

**Sanction Appeals:** Student-athletes who test positive will be entitled to a confidential hearing with the Appeals Committee prior to the imposition of any sanction. The Appeals Committee will be chaired by the Athletic Director and will include the head coach, athletic trainer, and a student life representative. Requests for such a hearing must be made within 48 hours of the notification of the positive test result. Requests must be made in writing and received by the Athletics Director. This hearing will allow an opportunity for the athlete to present their case and must occur within five business days of the request. The decision made by the Appeals Committee regarding the sanction to be imposed will be announced within 3 business days and will be considered final.

## **CONCLUSION**

The use of drugs and banned substances have no place in intercollegiate athletics at University of The Bahamas. It is hoped that adherence to this policy will help University of the Bahamas athletes make more informed and intelligent decisions regarding drug usage now and into the future.

## **References:**

[www.gokoalas.com/about/Sports\\_medicine/Drug\\_and\\_Alcohol\\_Policy](http://www.gokoalas.com/about/Sports_medicine/Drug_and_Alcohol_Policy)

[www.weberstatesports.com/fls/8600/Athletic\\_Training/Drug\\_Abuse\\_Policies](http://www.weberstatesports.com/fls/8600/Athletic_Training/Drug_Abuse_Policies)