

Policy on Drug Testing for Athletes

Title:	Drug Testing for Athletes
Policy number:	POL 040
Approval(s) required	Academic Senate <input type="checkbox"/> Board of Trustees <input checked="" type="checkbox"/> Both <input type="checkbox"/>
Date of Senate approval if required	(dd/mm/yyyy)
Date of Board approval if required	06/12/2023
Effective date of implementation	06/12/2023
Frequency of review required	3 years
Replacing or superseding information	
Revision number	New
Responsible Office	Athletics Department
Accountable Officer	Director of Athletics
Related legislation, regulation, policy, or policies	Student Handbook
Appendix/Appendices	Appendix A – Drug Testing Acknowledgement and Consent Form Appendix B – Drug Testing Notification Form

1. **Authority**

Board of Trustees.

2. **Purpose**

To provide guidelines as to how student-athletes are tested for drugs/doping while holding them accountable to their respective team, the athletics program and the institution. The policy will also provide steps of intervention for student-athletes who are in violation.

3. **Scope**

This policy applies to student athletes.

4. **Definitions**

Terms used in the policy statement are defined.

5. **Policy Statement**

5.1. **Drug Education**

5.1.1. Drug education deters drug use and/or abuse. Drug education will be mandatory for student-athletes and coaches at least once per semester. Athletics Department 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 University will educate student-athletes and coaches about the nature of drugs in order to encourage their resistance to taking these drugs. The Athletics Department shall make available to student-athletes and coaches online drug education resources.

5.2. **Prohibited Substances**

5.2.1. The 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

5.2.2. Individuals are prohibited from the 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.

5.2.3. Any use of alcohol, including violations of the law while intoxicated, may result in corrective actions. A student-athlete will be subject to corrective actions 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

5.2.4. 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 athletic department staff member, college 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.

5.3. Types of Testing

5.3.1. The 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:

5.3.1.1. Random Testing: Random drug testing will be performed throughout the school 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.

Subjects will be selected in a random process in which the probability of any student-athlete being selected is the same as the probability of another student-athlete being selected and in which the selection is made without the identity or characteristics of the individual being known. All student-athletes who have signed UB drug test acknowledgment & consent form and are listed on the official athletics list are subject to random testing. Student-athletes will be selected for testing from the official athletics list by using a computerized random number program. A minimum of four student-athletes will be selected at random per semester.

5.3.1.2. Reasonable Suspicion Testing: Student-athletes may be drug tested if there is reasonable suspicion of alcohol or drug use or abuse. Any UB 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:

- Tardiness or absences from enrolled classes
- Tardiness or absences from scheduled practices and games
- Abnormal behavior at athletic practices and games
- Inconsistent academic or athletic performance
- Unexplained financial gains
- Personality changes or withdrawal from usual activities
- Poor athletic conditioning given time of season/year
- Unexplained depression, euphoria or hyperactivity

- Confrontation with faculty, staff, students or administrators of UB
- Breaking of the general UB rules and regulations, including those of the Residence Hall or athletic team
- Any behavior requiring police involvement
- Personal acknowledgement

5.3.1.3. 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. (I'm not sure how to comment on this clause)

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

5.3.1.5. 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.

6. **Procedure**

- 6.1. All student-athletes, including red-shirts, medical red-shirts, medical disqualifications, student-athletes who are academically ineligible, and team managers are subject to drug testing.
- 6.2. Student-athletes selected for drug testing will be notified either by phone or in person by an athletic staff member with the time and location of the test – giving at least 1 hour notice but less than 24 hour's notice. The athlete will sign a Drug Testing Notification Form acknowledging the date, time and location of the test. The athlete must then show up to the collection site, within 15 minutes of their scheduled test, or risk a positive test.
- 6.3. The drug screening shall consist of the collection of a urine sample from the student-athlete under the supervision of a qualified health care professional identified by the Athletics Department. The sample will be provided under direct observation assuring the integrity of the specimen. Each urine sample shall be analyzed for the presence of banned substances in an approved laboratory.
- 6.4. Drug testing results will be held confidential to the general public. Positive results will go to the Athletic Director who will then forward them on to the Athletic Trainer. The head coach, residence life staff, and/or counseling staff may also be notified of positive results. Any results will be held confidential to the public unless required by court proceeding.
- 6.5. A positive test is defined as a urine sample revealing the presence of one or more banned substances. In addition, a student-athlete who does not show up for their scheduled test, is more than 15 minutes late for their scheduled test, or does not follow collection protocol as determined by the trained collector, will also be deemed to have a positive test and will be treated as such. Any attempt to substitute, manipulate, mask, or intentionally dilute a urine specimen will also be treated as a positive test.

7. **Consent**

- 7.1. All student-athletes must sign the Intercollegiate Athletics Drug Test Acknowledgement and Consent Form before attending any team practice or participating in any intercollegiate competition. This form is valid for the tenure of the student-athlete's athletic career at the

University. 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.

8. Athletic Department Consequences

- 8.1. 1st 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.
 - 8.1.1. Student-athletes with positive results will be tested on a regular basis, recognizing that some prohibited substances take time to clear the body.
- 8.2. 2nd 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 in the programme as set forth in this paragraph and the immediately preceding paragraph will be treated and handled as a third positive test.
 - 8.2.1. 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
- 8.3. ALL EXPENSES INCURRED AS A RESULT OF COUNSELLING AND DRUG REHABILITATION SHALL BE PAID FOR BY THE ATHLETE.
- 8.4. 3rd 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.
- 8.5. At this time, UB will operate upon the assumption that the athlete has a serious problem and /or has made some conscience value judgments as to drug use.
- 8.6. All athletic financial aid will cease at the earliest possible date. The student athlete will be suspended from UB 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.

9. Exceptions and Appeals

- 9.1. Medical Exceptions: UB recognizes that some banned substances are used for legitimate medical purposes. Accordingly, UB allows exceptions to be made for those student-athletes with a documented medical history demonstrating a need for regular use of such a substance.
 - 9.1.1. 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.
- 9.2. 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.
- 9.3. 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.
- 9.4. 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.

10. History

None

Appendix B:



UB Athletics Department
Notification Form

Student ID Number: _____

Date of Notification: _____ Time of Notification: _____ am/pm

I, the undersigned acknowledge being notified to appear for drug testing and have been notified to report to the Office of Athletics on _____ on or before _____ am/pm.

I will be prepared to provide an adequate specimen and will not overhydrate. I understand that I may have a witness accompany me to the drug testing site. By signing, I have been notified of my selection for drug testing and am aware of what is expected of me in preparation for this drug-testing event.

Student Athlete's Signature: _____

I can be reached at the following telephone number on the day of testing _____.

Comments:



Student Athlete: _____ Date of Test: _____
Location of Test: _____ Time of Test: _____ am/pm

Report to the test site 15 minutes before scheduled appointment time with picture identification. Do not drink too many fluids.