



## **627 POLICY – Competitive Teams Drug Testing**

### **627.1 Statement of Policy**

Redlands Community College recognizes the threat drug abuse presents to the health of all students. For the safety, welfare and best interest of the students of Redlands Community College, and to promote drug free lives both during and after college, Redlands Community College has adopted a drug education and testing program for use by all students participating in any competitive team activities. Participation in college-sponsored competitive activities, such as interscholastic athletics, judging teams, academic contests, or any other competitive teams, is a privilege. Good sportsmanship, professional conduct, and respectful demeanor are modes of conduct that promote and develop respect for fellow participants, coaches, and teammates. Accordingly, students that participate in any form of competitive team carry a responsibility to themselves, their fellow students, their parents and their school to set the highest possible examples of conduct, which includes avoiding the use of illicit and performance-enhancing drugs.

Redlands Community College recognizes that all students have certain personal rights of privacy guaranteed by the Constitution of the United States of America and by the Constitution of the State of Oklahoma.

This policy is intended to supplement and complement Policies and Procedures 505 Drug-Free Schools and Communities Act to Prevent Alcohol and Drug Abuse, 513 Tobacco Free Campus, 514 Alcoholic Beverages, and 519 Marijuana on Campus.

### **627.2 Purpose of Policy**

The purpose of the Policy is to prevent illicit drug use:

- A. To educate students to the serious physical, mental and emotional harm caused by drug use
- B. To alert students with possible drug problems to the potential harms of drug use
- C. To prevent injury, illness and harm as a result of drug use
- D. To maintain an environment free of drug use and abuse.

The sanctions of this Policy relate solely to limiting the opportunity of any student found to be in violation of the Policy to participate in competitions that represent our institution.



### **627.3 Definitions**

The following definitions are applicable to this Policy and related procedure:

Competitive Team – Any college competitive team sponsored by Redlands Community College whose members participate in interscholastic competitive events.

Drug Use Test – A scientifically substantiated method to test for the presence of illicit drugs or performance-enhancing drugs in a person’s urine, oral fluid, or other source sanctioned by a certified laboratory.

Illicit Drugs – Any substance, which an individual may not sell, possess, use, distribute or purchase under either federal or Oklahoma law. “Illicit Drugs” includes, but is not limited to, all scheduled drugs as defined by the Oklahoma Uniform Controlled Dangerous Substance Act, all prescription drugs obtained without authorization, and all prescribed drugs being used for an abusive or illicit purpose.

Interscholastic Activities – Means competition between colleges/universities.

Performance-Enhancing Drugs – Includes anabolic steroids and any other natural or synthetic substance used to increase muscle mass, strength, endurance, speed or other athletic ability. The term “performance-enhancing drugs” does not include dietary or nutritional supplements such as vitamins, minerals and proteins, which can be lawfully purchased in over-the counter transactions.

Positive or Non-Negative– When referring to a drug use test administered under this Policy means a toxicological test result, which is considered to demonstrate the presence of an illicit, or a performance-enhancing drug or the metabolites thereof using the standards customarily established by the testing laboratory administering the drug use test.

Reasonable Suspicion – A suspicion based on specific personal observations concerning the appearance, speech or behavior of a student, and reasonable inferences drawn from those observations in the light of experience. Information provided by a reliable source, if based on personal knowledge, shall constitute reasonable suspicion. In the context of performance-enhancing drugs, reasonable suspicion specifically includes unusual increases in size, strength, weight or other athletic abilities.

Student Athlete or Student Participant – A member of any Redlands Community College competitive team that participates in interscholastic competition.



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## **627 PROCEDURE – Competitive Teams Drug Testing**

### **627.1:1 Education**

Drug education sessions will be given as required during the spring and fall semesters. If a student fails to attend or complete a Redlands Community College sponsored drug education session, he/she will become ineligible to participate until they have completed the next available drug education session. A copy of this Policy will be in the student handbook or distributed by the Coaches of each competitive team. Policy will be reviewed at all drug education sessions.

Each student shall be provided a consent form on an annual basis, which shall be dated and signed by the student before such student shall be eligible to practice or participate in any interscholastic team or individual competition. The consent shall be to provide a urine, oral fluid, or other recognized analytical sample at any time requested to be tested for illicit drugs or performance-enhancing drugs. All specimens will be coded to ensure confidentiality, and the specific identity will be known only to the professional lab and the Chief Academic and Compliance Officer. All chemical analysis will be conducted by a professional laboratory. No student shall be allowed to practice or participate in any interscholastic competition or team activity unless the student has returned the properly signed consent form.

A positive or non-negative result of any student's drug use test will be reported to the Chief Academic and Compliance Officer. The Chief Academic and Compliance Officer will contact the Executive Vice President, the Athletic Director, and the head coach prior to the notification of the student. If the student is under 21 years of age, his/her parents or legal guardians will also be notified.

### **627.1:2 Mandatory Testing**

All students who are members of competitive teams must participate in the Competitive Teams Drug Testing program and subsequent random testing to participate in Redlands Community College competitive team activities. Redlands Community College will conduct the program of Competitive Teams Drug Testing. Students who elect to participate in any interscholastic competitive team shall sign a form consenting to mandatory drug use testing.

Any student who refuses to participate in the program shall not be allowed to practice or participate in competitive activities and if he/she is a scholarship student, will lose his/her scholarship for being a member of that competitive team.



After the initial all team testing at the beginning of the fall and spring semesters, team members will be selected for sampling through a software random process. All students who have consented to random drug use testing shall be included in the selection pool each time Redlands Community College conducts random drug use testing.

The President or Chief Academic and Compliance Officer shall determine an appropriate percentage of the total number of students who have consented to random drug use testing to be tested during each testing occasion.

Random drug use testing shall be on a random schedule set by the Athletic Director and the Chief Academic and Compliance Officer, although the President shall have discretion to modify the frequency of such test if he/she deems it necessary.

### **627.1:3 PROCEDURES**

All students shall return their signed consent forms on an annual basis. The signed forms will be kept on file in the Chief Academic and Compliance Officer's area in a secured manner. All students shall be required to provide a urine, oral fluid, or other recognized analytical sample for drug use testing as part of their random test. All students must be tested by a College-approved service. Students who try to falsify test results are subject to disciplinary action as outlined in Section 627.1:4.

Any student may be required to submit to a drug use test for illicit drugs or performance-enhancing drugs at any time upon reasonable suspicion by the President, Executive Vice President, Chief Academic and Compliance Officer, Athletic Director, Head Coach or Assistant Coach of the student.

Any drug use test required by Redlands Community College under the terms of this Policy and Procedure will be administered by a reputable laboratory contracted by the College. The laboratory will follow all recommended guidelines for obtainment of specimens. The results will be communicated in a secure manner to the Chief Academic and Compliance Officer.

All aspects of the drug use testing program, including the taking of specimens, will be conducted so as to safeguard the personal and privacy rights of students to the maximum degree possible. The test specimen shall be obtained in a manner designed to minimize the intrusiveness of the procedure. Procurement procedures of the certified laboratory will be followed.

If the drug use test for any student has a positive or non-negative result, the Chief Academic and Compliance Officer will report that fact to the Executive Vice President,



the Athletic Director, and the Head Coach prior to the notification of the student. If the student is under 21 years of age, the student's parent or legal guardian will be notified.

Redlands Community College will rely on the opinion of the laboratory, which performed the test, in determining whether the positive or non-negative test result was produced by anything other than consumption of an illicit drug or performance-enhancing drug. The laboratory services will include a Medical Review Officer (MRO) review process on all confirmed positive or non-negative samples.

A student who has been determined by the Chief Academic and Compliance Officer, Athletic Director or Head Coach to be in violation of this Policy and Procedure shall have the right to appeal the decision to the President. Such appeal must be lodged within five (5) working days of notice of the original determination. The President shall then determine whether the original finding was justified. There is no further appeal right from the President's decision and his/her decision shall be conclusive in all respects. Any necessary interpretation or application of this policy and procedure shall be in the sole and exclusive judgment and discretion of the President, which shall be final and shall not be appealed.

Before a student who has tested positive or non-negative in a drug use test may participate in any interscholastic competitive or extracurricular events after a second offense, such student will be required to undergo one or more additional drug use tests, at the expense of the student, to determine whether the student is no longer using illicit drugs or performance-enhancing drugs. Redlands Community College will rely on the opinion of the laboratory which performed or analyzed the additional drug use tests in determining whether a positive or non-negative result in the additional drug use tests was produced by a drug or drug metabolite of illicit drugs or performance-enhancing drugs used by the student before the offense or by more recent use of illicit drugs or performance-enhancing drugs.

#### **627.1:4 Violations (In or Out of Random Pool)**

Any student who tests positive or non-negative in a drug test, or who attempts to falsify data on a test, or is found in possession of drugs/alcohol or under the influence of drugs/alcohol under this Policy and Procedure shall be subject to the following restrictions which could include partial or complete loss of Scholarship:

##### **A. First Offense**

1. The student will be ineligible to compete for **7 days** and a minimum of 1 or a maximum of 4 interscholastic events. The student may not participate in any team meetings, practices, scrimmages or competitions during this



period. Student will not be allowed to **attend** any team activities during this period. Student will have to complete 10 hours of community service. If the infraction occurs during an off-season time, student's ineligibility will commence during the upcoming competitive season. If the student is under 21 years of age, the student's parent or legal guardian will be notified.

2. Student will attend and participate in 100% of a drug and alcohol education session before being allowed to return to team activities. If less than 100% of class is attended, no credit is given and second offense sanctions begin. The Athletic Director, Executive Vice President, or Chief Academic and Compliance Officer will notify the student of the scheduled time of his/her drug and alcohol education session. If the student does not attend the education session, he/she will remain ineligible until the education session is completed.
3. After the education session is complete, the student will be notified to attend a conference with either the Head Coach or a college administrator to discuss the result of the education session.
4. Student must complete all recommendations of the conference. Non-compliance will result in student becoming ineligible until recommendations are completed.
5. Student will be retested within 45 days of first positive or non-negative test. Student may continue to be tested for the remainder of the school year, at the expense of the student.

#### B. Second Offense

1. Suspension from participation in all interscholastic competitive events for **45 days** from the date of final determination of the offense. The student may not participate in any meetings, practices, scrimmages, or competitions during this period. Students in their second offense cycle will not be allowed to **attend** or participate in any extracurricular activities during this period. Such suspension may extend into the following semester. Student will have to complete 20 hours of community service. If the infraction occurs during an off season time, student's ineligibility will occur during the upcoming competitive season. If the student is under 21 years of age, the student's parent or legal guardian will be notified.
2. Student will attend and participate in 100% of a drug and alcohol education session before being allowed to return to team activities. If less than 100% of class is attended, no credit is given and third offense sanctions begin. The



Athletic Director, Executive Vice President, or Chief Academic and Compliance Officer will notify the student of the scheduled time of his/her drug and alcohol education session. If the student does not attend the education session, he/she will remain ineligible until the education session is completed.

3. After the education session is complete, the student will be notified to attend a conference with either the Head Coach or a college administrator to discuss the result of the education session.
4. Student must complete all recommendations of the conference. Non-compliance will result in student becoming ineligible until recommendations are completed.
5. Student will take a retest within 45 days of first positive or non-negative test, at the expense of the student. In order to return to team meetings, practices, scrimmages, or competitions, the drug test must come back **negative**. If the drug retest results come back positive, or non-negative, the Third Offense Sanction will be invoked. Student will continue to be tested at the expense of the student if the student wishes to have further testing prior to activating the third offense. During this retesting time, the student will remain on Second Offense Sanctions, which include not being able to participate in team meetings, practices, scrimmages, or competitions.

#### C. Third Offense

Permanent removal from competitive team(s) and ineligibility to participate in any future interscholastic competitive or extracurricular activities on behalf of the institution.

#### **627.1:5 Refusal to Submit or Non-Attendance of Drug Test**

If a student refuses to submit or does not attend a drug test authorized under this Policy and Procedure, it will be counted as a positive or non-negative. Penalties are assessed from Drug Violation Steps in 627.1:4.



### **627.1:6 Self-Referral**

A student who self refers concerning a violation of this Policy and Procedure will be allowed to remain active in competitive team activities, provided the student successfully attends and participates in 100% of an education session provided by Redlands Community College. If less than 100% of class is attended, first offense sanctions automatically begin. In order to successfully complete this education session, the student must pass a drug use test at the conclusion of the education session, **at the expense of the student.**

A student who self-refers under this Policy and Procedure will not be considered to have committed his/her first offense under the Policy and Procedure.

If the student is under 21 years of age, the student's parent or legal guardian will be notified of his/her self-referral status and conditions.

Self-referral may be used only once in a student's entire time as a student at Redlands Community College. The term "self-referral" means the student reports drug use before being notified of the first drug testing session of the semester. If a student has mitigating circumstances that prevent them from participating in the scheduled drug class, that student will work with the Chief Academic and Compliance Officer and their Coach on a make-up testing time, which may require transportation to an Oklahoma City laboratory.

### **627.1:7 Consent to Perform Drug Testing**

Each student that participates in a Redlands Community College competitive team activity must have a signed consent form on file prior to participating in such events.

This form acknowledges the student is aware of the policy and procedure and accepts the method of drug testing, as well as their participation in the drug testing program.

All signed consent forms will be filed and stored with the Chief Academic and Compliance Officer's office.

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