



RESOLUTION

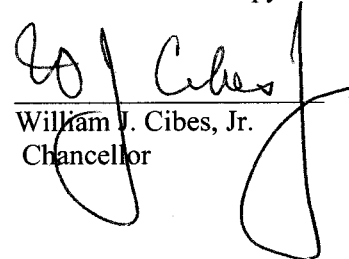
revising

THE CONNECTICUT STATE UNIVERSITY SYSTEM BOARD OF TRUSTEES'  
 DRUG EDUCATION AND SCREENING POLICY FOR STUDENT ATHLETES

December 16, 2005

- WHEREAS, The Board of Trustees is committed to providing and maintaining an environment that will enhance the growth and well being of all student athletes as defined as all students participating in intercollegiate athletic programs, and
- WHEREAS, Student-athletes must conform to the highest standards of ethical behavior because of their visibility as representatives of the University, and
- WHEREAS, The Board deems it essential that student-athletes not only exist in a drug-free environment but also learn responsible behavior regarding alcohol use.
- WHEREAS, It is the intention of the Connecticut State University that all student-athletes will participate in an education program designed to acquaint them with the risks and hazards associated with the use of alcohol and street and performance-enhancing drugs.
- WHEREAS, Provisions of CSU policy must comply with applicable requirements of the National Collegiate Athletic Association; and
- WHEREAS, It is necessary to update the policy adopted more than a decade ago in order to be in compliance with regulations and reflect "best practices" in educating student-athletes, therefore be it
- RESOLVED, That BR # 92-133 be repealed and
- RESOLVED, That the policy, as set forth in the attachment to this resolution, be adopted to provide standard procedures for drug education and screening for student-athletes.
- RESOLVED, That this policy shall go into effect on July 1, 2006, and be it further
- RESOLVED, That the Chancellor is authorized to develop guidelines to implement this policy.

A Certified True Copy:



William J. Cibes, Jr.  
 Chancellor

## **Guidelines for the Implementation of the Drug Education and Screening Policy**

- Prior to the effective date of the Drug Education and Screening Policy, July 1, 2006, each university will conduct mandatory orientations to acquaint Athletic Department personnel, as well as other affected staff, with the requirements of the new Policy.
- The “Inform/Consent Release” form and the “Prescription and Non-Prescription Medication Disclosure Form,” and any other form containing personal information protected by the provisions of FERPA, will be maintained and stored in a safe and secure location. Such forms will be handled according to FERPA requirements. They may be viewed only by personnel with a need to know, they will not be left in an unsecured location, and they will be filed and/or stored in locked facilities. The forms and the information contained therein, may not be disclosed to any unauthorized party.
- After the Policy becomes effective, July 1, 2006, each university will offer all students (including athletes, athletic training students and managers) an education program designed to acquaint them with the risks and hazards associated with the use of alcohol and street performance-enhancing drugs and with the requirements of the policy.
- Following state regulations, each university will contract with a qualified testing laboratory.
- The universities will provide the necessary resources to implement this Policy adequately.
- This Policy will be reviewed periodically to evaluate its effectiveness.

**CONNECTICUT STATE UNIVERSITY  
DRUG EDUCATION AND SCREENING POLICY AND  
PROGRAM FOR STUDENT-ATHLETES**

The Connecticut State University is committed to providing and maintaining an environment that will enhance the growth and well being of all students participating in intercollegiate athletic programs. Student-athletes occupy a special position in the University community and are subject to demands not made upon most other students, i.e., they must maintain a high degree of physical fitness and alertness to perform to their peak athletic potential; they must conform to the highest standards of ethical behavior because of their visibility as representatives of the University; they must be prepared to be regarded as role models not only by their peers, but also by unknown others. Because contemporary American society is presently in the grip of a complex scourge of abuse and misuse of drugs and alcohol, and because student-athletes are representative of the society at-large, the Connecticut State University deems it essential that student-athletes not only exist in a drug-free environment but also learn responsible behavior regarding alcohol use.

Towards these ends the Connecticut State University proposes:

1. To acquaint student-athletes with the hazards of using alcohol and performance-enhancing and so-called "street" or "illicit" drugs;
2. To discourage, through educational programs, the misuse or abuse of legal substances and the use of illegal substances;
3. To identify through a drug testing program, individuals who misuse or abuse legal substances or use illegal substances;
4. To assist identified misusers and/or abusers, through education and treatment, to live a productive life, free of substance abuse problems; and
5. To comply with applicable testing requirements of the National Collegiate Athletic Association ("NCAA").

**I. EDUCATIONAL PROGRAMS**

It is the intention of the Connecticut State University that all students (including athletes, athletic training students and managers) will participate in an education program designed to acquaint them with the risks and hazards associated with the use of alcohol and street and performance-enhancing drugs. The education program will identify community and university resources

available to assist student-athletes should they experience problems of drug and/or alcohol abuse, and to begin to provide them with the tools necessary to live a life free from the problems associated with drug and/or alcohol abuse. Attendance at and participation in these educational programs will be a condition of continuing as a member of a University athletic team.

Additionally, Athletic Department personnel, including, but not limited to, all full and part-time coaches, administrators, and athletic training staff, will participate in an education program designed to identify the signs of drug or alcohol dependency among student-athletes and to explain the procedures through which student-athletes may be referred to appropriate personnel for evaluation, and if necessary, treatment.

## **II. DRUG TESTING PROGRAMS**

The Connecticut State University's program of drug testing for student-athletes is designed to enhance and safeguard their overall health and well-being by determining, through random testing and through testing based upon individualized reasonable suspicion, those individuals who are in need of assistance because of a possible reliance on addictive substances. The drugs and supplements for which testing may be conducted include, but are not limited to:

1. "Street drugs," including amphetamines, ecstasy (MDMA), barbiturates, benzodiazepines, cannabinoids (marijuana), cocaine, methaqualone, opiates, and phencyclidine (PCP);
2. "Performance enhancing drugs" including anabolic steroids, including oxymetholone, methandrostenolone, oxandrolone, ethylstrenol, stanozolol, and nandrolone; and
3. Nutritional supplements, including androstenedione, androstenediol, norandrostenedione, norandrostenediol, DHEA, ephedrine and other supplements banned by NCAA. Although these supplements may be purchased legally, they are banned by the NCAA and other athletic governing bodies.

The Connecticut State University Drug Education and Screening Policy and Program is a University program, which is separate and distinct from the NCAA testing program. All student-athletes are subject to testing by the University and/or the NCAA.

### ***A. Procedures for Drug-Testing***

The University's drug-testing program is composed of three different testing regimes for student athletes: a random testing program, "probable cause" drug-testing; and testing of student-athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA.

Under the random testing program, a random list of student-athletes' names will be generated on a regular basis. These student-athletes will be contacted by the University's Drug Testing Administrator and will be required to be present at the drug-testing site at the prescribed time. A student-athlete is considered to be subject to random drug testing at any time of the calendar year if he or she is currently on an official roster of an NCAA intercollegiate athletic team.

The second testing regime is the "probable cause" drug-testing program. Drug-testing, in this situation, is performed after the identification of possible drug-users through what is known as "probable cause" or an individualized reasonable suspicion, based upon the observation of certain symptoms, that an individual is using either "street drugs" or "performance-enhancing drugs." No "probable cause" test will be carried out unless there is a reasonable suspicion that a student-athlete is using such drugs.

The determination of "probable cause" may be made by: 1) a physician who identifies specific signs or symptoms during the course of a routine or special physical examination; or 2) a coach or athletic trainer who identifies symptoms in a student-participant which indicate possible drug use. If the identification of symptoms is made by a physician, then testing (as described below) may take place immediately. If the identification of symptoms is made by a coach or athletic trainer, then the student-athlete will be referred to appropriate personnel immediately for possible testing. Any testing procedure for probable drug use will be done immediately following the determination by a physician that a reasonable suspicion exists that the student-athlete is using either "street" or "performance-enhancing" drugs. The student-athlete must be informed of the reasons for such testing procedures prior to being tested.

The third testing regimen involves the testing of all student-athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA. Positive test results from this testing will be handled in the same fashion as with all other tests.

The testing procedure will involve the collection of specimens of urine from the student-athlete. This collection procedure will be observed by the University's contracted drug-testing provider.

**B. Drug Screening Protocol**

1. A qualified testing laboratory will be utilized and a proper and effective chain of custody of collection specimens will be observed.
2. Protocol: The following procedures will be adhered to as part of the chain of custody involving the collection of urine samples for testing:

Step 1: The student-athlete will proceed to the testing site where a log number will be assigned to him or her. All testing and subsequent communication will refer to the log number in order to ensure security and protect confidentiality. The student-athlete will sign the custody log verifying the number assigned and list any prescription or non-prescription medicines currently being taken by him or her and/or any pertinent medical history;

Step 2: The student-athlete will list his or her age, the log number assigned to him or her, and the date upon which the sample is being provided on the test requisition form;

Step 3: The student-athlete will select a urine specimen collection bottle;

Step 4: The student-athlete will provide a urine specimen under direct supervision of a member of the laboratory's screening staff;

Step 5: The specimen collected from the student-athlete will be split into two samples "A" and "B" at the time of collection;

Step 6: The student-athlete will be provided a security tape and will seal the bottles, write his or her log number on the security tapes sealing the bottles, and place the specimen bottles in the courier case;

Step 7: The testing laboratory will test specimen "A" from the student-athlete, using an immunoassay technique. If by immunoassay a student-athlete's urine specimen is found to contain any of the drugs mentioned above or other street drugs or performance-enhancing substances, a second confirmatory test will be performed by gas chromatography/mass

spectrophotometry. If this second test is positive, specimen "B" will be retained for possible later evaluation.

**C. Additional Information**

1. Screening results will be reported by the testing laboratory to the Drug Testing Administrator (the University employee charged with implementing drug-testing procedures) within twenty-four to twenty-eight (24-28) hours of the obtaining of test results.
2. The Drug Testing Administrator will immediately report the results to the Athletics Director.
3. The Athletics Director will immediately inform the Head Coach of the test results.
4. The student-athlete will also be notified of test results by the Athletics Director. If no notification is provided within seven (7) days, the student may assume the test results were negative.

**III. SANCTIONS FOR SUBSTANCE ABUSE**

The primary purpose of the Connecticut State University's substance abuse program is educational rather than punitive and the program is designed to assist student-athletes in their desire to remain drug-free. For this purpose, students who so require it will be referred to the Drug and Alcohol Coordinator or his/her designee. However, in order for the program to serve as a deterrent to the continued use of either "street drugs" or "performance-enhancing drugs," a system of sanctions must be developed for those student-athletes who test positively for the proscribed drugs and/or persist in the use of banned substances. These sanctions should not be viewed as retribution against the drug user but as a means of aiding the user to become free of the harmful effects of drugs.

**A. Pre-Sanction Appeal**

Upon the first positive test, or any subsequent positive test, or a student-athlete indicating the presence of any of the listed street drugs or others in the student-athlete's system at the time of testing, the student-athlete will have a period of five (5) days in which to appeal the test result. This appeal consist of a request that specimen "B", collected at the time of testing and forwarded to the testing laboratory, be tested by the laboratory at the expense of the University. If the second test is negative, no action will be taken by the University. The occurrence of a negative test following an appeal will not eliminate the student-participant from any further

testing based upon the random or "probable cause" procedure described above. All student-athletes, irrespective of initial test results, may be subject to further selection for subsequent testing.

***B. Sanctions - "Street" Drugs***

***1. First Positive Test - Tier I***

Upon the first positive test of a student-athlete indicating the presence of any of the listed or other street drugs in the student-athlete's system at the time of testing, the Drug Testing Administrator will notify the Athletics Director and the student-athlete's head coach. The student-athlete whose urine is found to contain the presence of any of the listed or other street drugs will meet with the Drug Testing Administrator to review the test results. Unless the student-athlete appeals the results of the test, the student-athlete will participate in an education and treatment program, and will not be allowed to participate in practice or competition for a period of fourteen (14) days. The student-athlete will be retested up to a maximum of three (3) times within ninety (90) days from the date of the first positive test. If the result of any retest proves to be positive with respect to the proscribed substance identified in a prior test the student-athlete will enter Tier II automatically. In addition, if a student-athlete's urine is found to contain proscribed substances in two (2) separate tests at any time during the course of his/her matriculation, he/she will enter Tier II.

Retests shall be scheduled by the Athletics Director in consultation with the University's contracted drug testing laboratory and the University's Drug Testing Administrator to assure that all traces of the proscribed substances identified in the prior test have passed through the student-athlete's system, as determined by established laboratory standards. All test results will remain confidential in Tier I. If, at any time during this ninety (90) day period, the student-athlete refuses evaluation or treatment by appropriate personnel in the University's Counseling Center, sanctions equivalent to those in Tier II will be levied. A student-athlete who tests positively for proscribed substances will be withheld from competition or participation in athletics.

***2. Second Positive Test - Tier II***

A student-athlete whose urine: (a) is found to contain proscribed substances in any of the retests, as set forth in the previous section; or (b) is found to contain a proscribed substance in two (2) separate tests during the course of his/her matriculation at the Connecticut State



University, shall enter Tier II. A student-athlete who tests positively for "street drugs" for a second time during his or her career at the University will be barred from practice and competition or participation in athletics for a period of thirty (30) days. Following a second positive test, the same procedures to be followed subsequent to a first positive test will be followed and the student-athlete must again be seen by appropriate personnel for education and treatment. Refusal to participate in this procedure will result in the application of sanctions applied for a third positive test (*see*, Tier III below).

3. Third Positive Test - Tier III

Any student-athlete who tests positively for "street drugs" upon a third occasion at any time during his or her career at the University will lose his or her grant-in-aid, if any, and will be permanently barred from practice and competition in his or her sport or any other athletic event sponsored by the University (including intramural competition). Continued medical treatment for the drug-abuse problem will be offered to the former student-athlete during the time he or she remains as a student at the Connecticut State University. Prior to the application of these final sanctions following a third positive test for "street drugs," the student-athlete shall have five (5) days within which to request a meeting with the Athletic Director for the purpose of establishing reasons why this sanction should not be applied. At any such meeting, the student-athlete shall have the right to bring a representative.

C. Sanctions - Performance Enhancing Drugs

Educational programs on "performance-enhancing drugs," including steroids, will be conducted periodically during the academic year. Initial testing based upon "probable cause" or an individualized reasonable suspicion of the use of "performance enhancing drugs" may be conducted as early as thirty (30) days following the initial education program. Student-athletes testing positively for steroid or other performance enhancing drugs at the time of these initial or any subsequent tests will be subject to the sanctions described below.

1. First Positive Test: Sanctions

A student-athlete who tests positively for the presence of anabolic or other steroids, or other "performance enhancing drugs," shall be barred from competing in University-sponsored athletic events (including intramural competition) for sixty (60) days. In addition to being barred from competition or participation in intercollegiate or intramural athletic events for

sixty (60) days, the student-athlete will be required to participate in an education and counseling program with the appropriate personnel.

2. Second Positive Test: Sanctions

A second positive test for steroids or other "performance-enhancing drugs" at any time during a student's athletic career at the University will result in sanctions equivalent to those applied for a third positive test for street drugs; i.e., the student will lose his or her athletic grant-in-aid, if any, and will be permanently barred from competition or participation in any University-sponsored athletic event.

**IV. SUPPORT SERVICES FOR SUBSTANCE ABUSE PROBLEMS**

On-campus counseling for drug and alcohol problems is available. In addition, there are many off-campus counseling agencies and self-help groups that offer confidential assistance if you or someone you know has a problem with drugs or alcohol. The campus Health Service maintains a listing of such agencies and groups.

**V. CONCLUSION**

All student-athletes should remember that the intent and purpose of this substance abuse program is educational and preventative rather than punitive. It is designed to insure that all student-athletes will remain drug-free and will continue to enjoy benefits of being student-athletes at the Connecticut State University. It is also intended to provide the assurance that student-athletes will continue to enjoy the mental and physical health and well being which is such an important consequence of participation in intercollegiate athletics.

## INFORMED CONSENT/RELEASE

I, \_\_\_\_\_, acknowledge that I have received a copy of the Connecticut State University Policy Statement on Drug Education and Screening Program for Student-Athletes (the "Policy Statement"). I have read the Policy Statement in its entirety, have been given the chance to ask questions about it, and fully understand its provisions.

I understand that the use of street drugs, anabolic steroids and proscribed nutritional supplements as described in the Policy Statement is a violation of team rules for all intercollegiate athletics participants at the Connecticut State University. Accordingly, I hereby consent to have samples of my urine collected when informed by the University's Drug Testing Administrator that he or she has determined that there are reasonable grounds for believing that I have used such prohibited drugs or proscribed substances or for random testing, if random testing is applicable to me. I understand that my urine samples may be submitted for testing for the use of street drugs, anabolic steroids and proscribed nutritional supplements and that this analysis will be conducted by qualified laboratory personnel. The purpose of this analysis will be to determine the presence or absence of proscribed substances in my urine.

I authorize the individual or organization designated by the Connecticut State University to collect urine samples and determine test results to make a confidential release of the results to the Drug Testing Administrator appointed by the University and, under the guidelines and circumstances set forth in the Policy Statement, to other individuals, including but not limited to my parents and/or guardian, my head coach, the Director of Athletics and the corresponding administrator responsible for overseeing this area.

I understand that signing this informed consent form and agreeing to participate in the Drug Screening and Education Program is a mandatory prerequisite to my participation in intercollegiate athletics at the Connecticut State University.

I further understand that I am not required to participate in NCAA tournaments/championships for which my team is eligible, but, if I choose to participate with my team in an NCAA post-season event, I agree to provide a sample of my urine for analysis to determine the presence or absence of proscribed substances.

To the extent set forth in this document I hereby waive any privilege I may have in connection with the information that may be obtained as a result of my participation in the Drug Screening and Education Program.

I hereby release the Board of Trustees of the Connecticut State University and its officers, employees and agents from legal responsibility for any action related to the implementation of the Drug Screening and Education Policy and Program or the release of information and records in accordance with the terms of the Policy.

Student-Participant:

Date:

Date of Birth:

Parent/Guardian of minor:

Date:

# CONNECTICUT STATE UNIVERSITY

## Prescription and Non-Prescription Medication Disclosure Form for Athletes

NAME \_\_\_\_\_

STUDENT I.D. \_\_\_\_\_

DATE \_\_\_\_\_

### PRESCRIPTION MEDICATIONS

Please list all prescription medications, including birth control, taken in the last six months. Please include name of the medication, dosage, frequency (how many times a day), duration of treatment, date last taken and medical problem (reason for taking this medication).

Medication	Dosage	Frequency	Duration	Date last taken	Medical problem

### NON-PRESCRIPTION MEDICATIONS

Please list all over-the-counter medications and supplements taken in the last two weeks. This includes cold and allergy medications, pain relievers, over-the-counter caffeine products, vitamins and other nutritional supplements.

Medication	Dosage	Frequency	Duration	Date last taken	Medical problem