



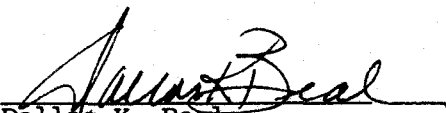
RESOLUTION
concerning
CONNECTICUT STATE UNIVERSITY

DRUG EDUCATION AND SCREENING PROGRAM
FOR STUDENT PARTICIPANTS
in the
INTERCOLLEGIATE ATHLETIC PROGRAMS

December 4, 1992

- WHEREAS, The Board of Trustees of the Connecticut State University supports the efforts of the Athletic Departments of the four institutions that comprise the Connecticut State University system to educate all student participants in intercollegiate athletic programs about the dangers of substance abuse and to identify through a testing program (based on "probable cause") those student participants who may be engaging in substance abuse, and
- WHEREAS, The Office of the Attorney General has recommended that the current Trustees' policy on Drug Education and Screening for Athletes be amended to avoid due process objections, therefore, be it
- RESOLVED, That the Board of Trustees' Resolution concerning Drug Education and Screening Programs for the Athletic Departments of the Connecticut State University, dated June 16, 1989, is hereby repealed, and be it
- RESOLVED, That the Board of Trustees of the Connecticut State University hereby adopts the attached document, entitled: CONNECTICUT STATE UNIVERSITY DRUG EDUCATION AND SCREENING PROGRAM FOR STUDENT PARTICIPANTS IN THE INTERCOLLEGIATE ATHLETIC PROGRAMS, December 4, 1992, as the policy of the University system regarding drug education and screening of student participants in intercollegiate athletic programs.

A Certified True Copy:


Dallas K. Beal
President



CONNECTICUT STATE UNIVERSITY
DRUG EDUCATION AND SCREENING PROGRAM
FOR STUDENT PARTICIPANTS
in the
INTERCOLLEGIATE ATHLETIC PROGRAMS

December 4, 1992

The Connecticut State University is committed to providing and maintaining an environment that will enhance the growth and well-being of all student-athletes. 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 encourage, through educational programs, the avoidance of legal and/or illegal substances.
2. To identify through a drug testing program, individuals who misuse and/or abuse legal and/or illegal substances.
3. To assist identified misusers and/or abusers, through education and treatment to live a productive life, free of substance abuse problems.

I. EDUCATIONAL PROGRAMS

It is the intention of the Connecticut State University that all student-participants (including: athletes, cheerleaders, athletic trainers and managers) will participate in an education program designed to acquaint them with the risks and hazards associated with the use of both street drugs, including alcohol and performance-enhancing drugs. Furthermore, the program will identify community and university resources available to assist student-participants who experience symptoms resulting from drug use/abuse to live a life free from the problems arising from either drug or alcohol abuse. Attendance 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 all full- and part-time coaches, administrators, training staff and others will participate in an education program designed to identify the signs of drug or alcohol dependency among student-participants and to clarify the procedures through which they 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-participants in athletic events is designed to enhance and safeguard their overall health and well-being by determining, through probable cause or individualized reasonable suspicion, those individuals who are in need of assistance because of a possible reliance on addictive substances. The drugs for which testing may be conducted include, but are not limited to:

1. "Street drugs," including amphetamines, barbiturates, benzodiazepines, cannabinoids (marijuana), cocaine, methaqualone, opiates, and pencycline (PCP).
2. "Performance enhancing drugs" including anabolic steroids, including oxymetholane, methandrostenolone, oxandrolone, ethylstrenol, stanozolol, and nadrolone. It is the intention of the Connecticut State University to minimally test for all controlled substances identified and tested by the National Collegiate Athletic Association.

A. IDENTIFICATION PROCEDURES

This aspect of the University's drug-testing program is the identification of possible drug-users through what is known as "probable cause" or a reasonable suspicion, based upon the observation of certain symptoms (see Attachment A), that an individual is using either "street drugs" or "performance-enhancing drugs." The determination of probable cause may be made by: 1) a physician who identifies specific symptoms during the course of a routine or special physical examination, or 2) a coach or 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 trainer, then the student-participant 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-participant is using either "street" or "performance-enhancing" drugs. The student-participant must be informed of the reasons for such testing procedures prior to being tested.

B. DRUG SCREENING

1. A qualified testing laboratory will be utilized.

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 will proceed to the testing site where a log number will be assigned. All testing and subsequent communication will refer to the log number in order to ensure security and protect confidentiality. The student will sign the custody log verifying the number assigned and at that time list any prescription or non-prescription medicines currently being taken and/or any pertinent medical history.

Step 2

Student will list age, log number, and date on on the test requisition form.

Step 3

Student will select a urine specimen collection bottle.

Step 4

Student will provide a urine specimen under direct supervision of a member of the screening staff.

Step 5

Specimen collected from the student will be split into two samples "A" and "B" at time of collection.

Step 6

Student will be provided a security tape, then student signs log number, seals the bottles, places the specimen bottles in the courier case and signs log number over the security tape on the bottles.

Step 7

The testing laboratory will test specimen "A" from 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 recreational 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.

Additional Information

1. Screening results will be reported to the Drug Testing Administrator* within 24-28 hours.
2. The Drug Testing Administrator will immediately report the results to the Athletics Director.
3. The Athletics Director will immediately inform the Head Coach or Supervisor and Drug Program Administrator.**
4. Student-participant will be notified of test results by the Drug Program Administrator. If no notification is forthcoming within seven days, student may assume the test results were negative.

* Drug Testing Administrator--employee charged with implementing drug testing procedures.

** Drug Program Administrator--employee charged with administering the Drug Education and Testing Program.

III. SANCTIONS FOR SUBSTANCE ABUSE

The primary purpose of Connecticut State University's substance abuse program is educational rather than punitive and is designed to assist student-athletes in their desire to remain drug-free. 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-participants who test positively for the proscribed drugs and/or persist in the use of banned substances. These sanctions should not be viewed simply as retribution against the drug user but as means of aiding the user to become free of the harmful effects of drugs.

A. Pre-Sanction Appeal

A student-participant who contests a laboratory finding that he/she has a proscribed substance in his/her urine sample may, within five (5) days following receipt of notice of said laboratory finding, present evidence of the inaccuracy of said finding to the Drug Program Administrator. Upon request from the student-participant, the Drug Testing Administrator shall provide him/her with the names of laboratories determined by his/her university to be capable of analyzing samples for the presence of proscribed substances. The student-participant may authorize the transmission of his/her urine sample from the laboratory retained by the University to any one of the laboratories identified by the Drug Testing Administrator, and shall

further authorize the transmission of test results from the laboratory of his/her choice to the Drug Testing Administrator.

If the laboratory selected by the student-participant presents to the Drug Testing Administrator a finding that the student-participant does not have proscribed substances in his/her urine sample, the Drug Testing Administrator must rely upon those test results and shall conclude that the student-participant's urine does not contain proscribed substances.

The student-participant shall be responsible for paying the chosen laboratory if he/she elects to have his/her sample retested. The University shall reimburse the student-participant for the expenses of such retesting in the event that the chosen laboratory determines that the student-participant's urine sample does not contain proscribed substances.

It must be noted, however, that the occurrence of a negative test following an appeal does not eliminate the student-participant from any further testing based upon the or probable cause procedure described above. All student-participants, irrespective of initial test results, may be subject to further selection for subsequent testing based upon probable cause or a reasonable suspicion that drug use exists.

B. Sanctions - "Street" Drugs

1. First Positive Test - Tier I

A student whose urine is found to contain the presence of any of the listed or other street drugs will meet with the Drug Program Administrator to review the test results. The student will participate in an education and treatment program, and will be retested up to a maximum of three (3) times within 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 he/she will enter Tier II automatically. In addition, if a student'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 in consultation with a drug testing laboratory and his/her University's Drug Testing Administrator to assure that all traces of the proscribed substances identified in a prior test have passed through the student's system, as determined by established laboratory standards. All test results will remain confidential in Tier I. If, at any time during

this 90 day period, the student refuses evaluation or treatment by appropriate personnel, sanctions equivalent to those in Tier II will be levied. A student who tests positively for proscribed substances may be withheld from competition or participation by the Head Coach, Drug Program Administrator, supervisor or Director of Athletics.

2. Second Positive Test - Tier II

A student-participant whose urine (a) is found to contain proscribed substances in any of the retests, as set forth in the previous section, or (b) whose urine is found to contain proscribed substance in two (2) separate tests during the course of his/her matriculation at Connecticut State University shall enter Tier II. A student who tests positively for street drugs use for the second time during his or her career at the University will be barred from practice and competition or participation for the remainder of the academic year in which the second positive test result was obtained. Following a second positive test, the same procedures to be followed subsequent to a first positive test will be carried out and the student must again be seen by appropriate personnel for education and treatment. Refusal to participate in this procedure will result in sanctions equivalent to those applied for a third positive test.

3. Third Positive Test - Tier III

Any student who tests positively for "street drugs" upon a third occasion at any time during his or her career at the University will lose his/her grant-in-aid and will be permanently barred from practice and competition in his/her sport or any other athletic event sponsored by the University (including intramural competition). Continued treatment of the drug-abuse problem will be offered to the student during the time he/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 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 shall have the right to bring a representative.

C. Sanctions - Performance Enhancing Drugs

Educational programs on "performance-enhancing drugs," including steroids, will be conducted during the academic

year 1989/90 and thereafter in the first semester of each succeeding academic year. Initial testing based upon probable cause or a reasonable suspicion of the use of "performance enhancing drugs" may be conducted as early as 30 days following the initial education program. Students 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

A student who tests positively for "performance-enhancing drugs," shall be barred from the competing in University-sponsored athletic events (including intramural competition) for the balance of the academic year in which the positive test results were obtained. Whether or not the student-participant shall be allowed to practice or work with his/her athletic team will be left to the discretion of the coach and the Athletic Director. In addition to being barred from competition or participation in intercollegiate or intramural athletic events, the student 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 and will be permanently barred from competition or participation in any University-sponsored athletic event.

IV. CONCLUSION

All student-participants 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-participants will remain drug-free and will continue to enjoy benefits of being student-participants 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 OF LIABILITY

I, _____, a student-athlete, student-athletic trainer, student-manager, cheerleader, at Connecticut State University, acknowledge that I have received a copy of the Connecticut State University Drug Screening and Education Program. I have read the Policy Statement, have been given the chance to ask questions about it, and fully understand its provisions.

I understand that drug use is a violation of team rules for all intercollegiate athletics participants at Connecticut State University. Accordingly, I hereby consent to have samples of my urine collected when informed by the University's Drug Testing Administrator that she/he has determined that there are reasonable grounds for believing that I have used prohibited drugs or proscribed substances. I understand that my urine samples may be submitted for analysis of the above-referenced "performance-enhancing drugs" and proscribed substances, 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 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 this Policy Statement, to other individuals, including but not limited to my parents and/or guardian, my head coach, the Director of Athletics and the Dean of Students.

I understand that signing this consent form and agreeing to participate in the Drug Screening and Education Program is a mandatory prerequisite to my participation in intercollegiate athletics at 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 Trustees of Connecticut State University and its trustees, officers, employees and agents from legal responsibility for any action related to the implementation of the Drug Screening and Education program or the release of information and records as authorized by the terms of the Program.

Student-Participant: _____
Date of Birth: _____ Date: _____
Parent/Guardian of minor: _____
Date: _____

CONNECTICUT STATE UNIVERSITY

For prescription and non-prescription medications

Please list all prescription and non-prescription drugs taken in the last six months. Be sure to include the name of the drug, the amount taken (mgrs. or mls.), date, the length of time the drug(s) were taken and why.

PLEASE PRINT

Athlete's Name _____ Today's Date _____

Prescription Drugs:

(include birth control)

<u>Drug Name</u>	<u>Dosage</u>	<u>Duration & Reason</u>	<u>Date</u>
(prescribed by our Doctors, through the training room or by your own doctor)	(amt. taken milligrams or milliliters)		
e.g., Ampicillin	250 mgs.	1 cap. 4x/day for	2/86

Non-prescription Drugs:

(mylanta, cold medication, pain killers, caffeine products - e.g., "no-doze", etc.-- purchased over the counter)

<u>Drug Name</u>	<u>Dosage</u>	<u>Duration & Reason</u>	<u>Date</u>
e.g. Aspirin	1 tablet	1 tab. 3x/day for 1 wk.--tendonitis	Mar. 10-15, 1986

Athlete's Signature _____ Date _____

FOR OFFICE USE ONLY

Date Filed Initially _____ Updated _____

COMMENTS: