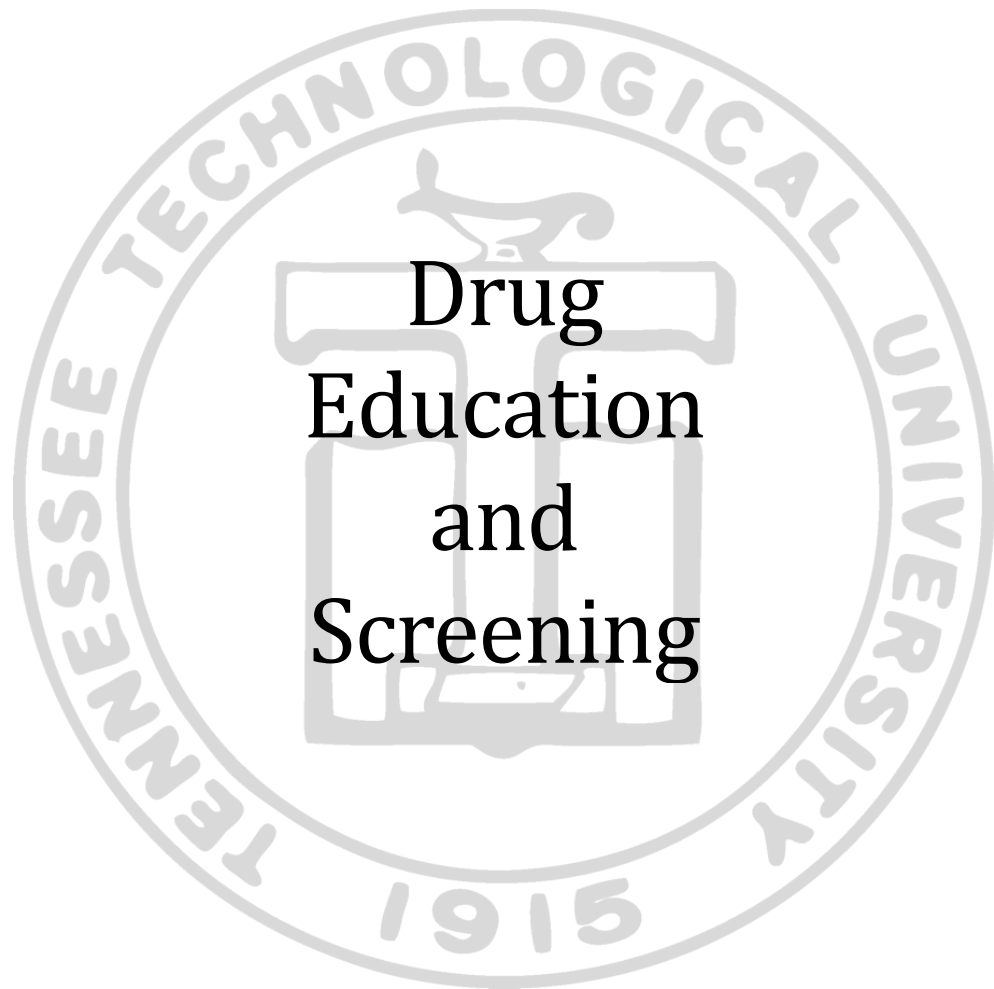


Tennessee Technological University Policy No. 955



Effective Date: July 1, 2019

Policy No: 955

Policy Name: Drug Education and Screening

I. Purpose

This policy defines for the intercollegiate athletics programs at Tennessee Tech the policies and procedures associated with drug education and screening for banned substances. This policy is separate and distinct from the NCAA drug testing policy, procedure, and program.

II. Review

This policy will be reviewed every three years or whenever circumstances require review, by the Director of Athletics or the Faculty Athletics Representative, with recommendations for revision presented to the Athletics Committee, Administrative Council, and University Assembly.

III. Policy/Procedure

- A.** Education Effort: Tennessee Tech will provide drug and alcohol education to all new student-athletes and will continue to provide educational programming on an occasional basis as determined by the Director of Athletics.
- B.** Consent for Testing: As a condition of participation in intercollegiate athletics at Tennessee Tech University, each student-athlete will be required to sign a consent form agreeing to undergo drug testing and authorizing the release of test results in accordance with this policy.
- C.** Failure to consent or comply with the requirements of this policy may result in suspension from participation, or termination of eligibility to participate in intercollegiate athletics at Tennessee Tech.
- D.** Tennessee Tech will annually advise student-athletes about the purpose and procedure of drug testing and student-athletes will have the opportunity to ask questions regarding the information contained in the policy.
- E.** A student-athlete or team may be tested as often as deemed necessary, either on the recommendation of the Head Coach and approval of the Director of Athletics, or by recommendation of the Director of Athletics. The Director of Athletics may also approve alternative sanctions for specific situations including but not limited to team testing.
- F.** An individual student-athlete's test results may be released only to the Director of Athletics or his/her designee, the Head Athletics Trainer, team physicians, a parent or guardian, the head coach of his/her sport, and any other institutional officials with a legitimate need to know.
- G.** Select Types of Drug Testing: A student-athlete may be subject to any of the following types of drug testing:

- 1.** Unannounced Random Testing: Student-athletes will be selected at random from the official institutional squad list or an entire team may be chosen if there is suspicion of widespread drug use.
- 2.** Preseason Screening: Student-athletes may be subject to pre-season drug testing and will be notified of such by the Head Coach, Head Athletic Trainer, or Director of Athletics at any time prior to first competition.
- 3.** Reasonable Suspicion Screening: A student-athlete may be subject to testing at any time when the Head Coach, Head Athletic Trainer, or Director of Athletics determines there is individualized reasonable suspicion to believe the participant is using a prohibited drug. Such reasonable suspicion may be based on objective information as determined by the Director of Athletics or by an Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Head Athletic Trainer, Assistant Athletic Trainer, or Team Physician, and deemed reliable by the Director of Athletics or his/her designee.
 - a.** Reasonable suspicion may include, without limitation, the observed possession or use of substances appearing to be prohibited drugs, an arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances, or an observed abnormal appearance, abnormal conduct, or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances.
 - b.** Indicators that may be used in evaluating a student-athlete's abnormal appearance, conduct, or performance include, but are not limited to, class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, changes in academic or athletic motivational level, emotional condition, mood changes, and contact with law enforcement agents or security personnel.
 - c.** If suspected, the Head Athletic Trainer will notify the student-athlete of the reasonable suspicion and the student-athlete must stay with a member of his/her coaching staff, the athletics administration staff, or the sports medicine staff, until an adequate specimen is produced.
 - d.** The possession and/or use of illegal substances may be determined by means other than urinalysis. When an individual is found to be in possession of or using such substances, he/she will be subject to the same procedures that would be followed in the case of a positive urinalysis. Any student-athlete found to be in possession of an illegal substance on the campus of Tennessee Tech will be subject to Tennessee Tech Policies [172](#) and [302](#).
- 4.** Postseason/Championship Screening: Any participant or team likely to advance to postseason championship competition may be subject to additional testing. Testing may be required of all team members or individual student-athletes at any time within thirty (30) days prior to the postseason competition. If a student-

athlete tests positive, he/she will not be allowed to compete at the postseason event and will be subject to the sanctions herein.

5. Reentry Testing: A student-athlete who has had his/her eligibility to participate in intercollegiate sports suspended as a result of a positive drug test under this policy may be subject to follow-up testing prior to regaining eligibility. The Head Athletic Trainer shall arrange for re-entry testing after a time period that is deemed appropriate by the Director of Athletics and the Head Coach.
 6. Follow-Up Testing: A student-athlete who has returned to participation in intercollegiate athletics following a positive drug test under this policy shall be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.
- H. Prohibited Drugs and Other Substances**
1. Drugs: The drug screening process may include analysis of, but not limited to, the [NCAA list of banned-drug classes](#). Tennessee Tech requires that all student-athletes notify the Sports Medicine staff of any prescription medication or dietary supplements that he/she may be taking. The Sports Medicine staff will not disclose information regarding legal drug use except on a need to know basis. Tennessee Tech reserves the right to test for any substances not contained on the NCAA banned drug list and may test at cut-off levels that differ from the NCAA program.
 2. Dietary Supplements: Many dietary supplements or ergogenic aids contain banned substances. Using dietary supplements may result in a positive drug test. Student-athletes who are currently taking or intend to take any dietary supplements are required to review the product with the Head Athletic Trainer. Student-athletes may use the Drug Free Sport Resource Exchange Center to obtain current and accurate information about dietary supplements, but ultimately the student-athlete is responsible for possible consumption of a banned substance and positive drug test.
 3. Tobacco: All student-athletes must follow NCAA and Tennessee Tech rules regarding tobacco use. The use of tobacco products is prohibited by all game personnel (e.g. coaches, student-athletes, athletic trainers, managers, and game officials) in all sports, during practice and competition.
 4. Alcohol: All student-athletes must follow Tennessee Tech [policy](#) and team rules regarding alcohol use. Head coaches are required to provide written notice to student-athletes about team rules related to alcohol use.
- I. Procedures:**
1. Specimen collection will be based on the procedures used by Tennessee Tech's NCAA-compliant vendor's collection protocol. These procedures will include the option of urinalysis screening or a swab screening, as determined by the Director of Athletics.

2. A student-athlete shall report to a designated area at a specified time, and the student-athlete will be given reasonable notice.
 3. All swab screenings will be administered by a member of the Sports Medicine Staff. If a student-athlete tests positive for a banned substance during a swab screening, he/she may request a urinalysis screening, which will be completed immediately.
 4. The student-athlete will be required to produce a satisfactory amount of urine for testing.
 5. During the time that the urine specimens are being collected, a representative from the Department of Athletics shall be present.
 6. This representative shall witness the collection and will aid in the proper storage of the specimen for transport to the lab.
- J. Consequences:**
1. First Positive Test
 - a. The Head Athletic Trainer shall notify the Head Coach and the Director of Athletics.
 - b. The student-athlete's parent or guardian shall be notified in writing by the Head Athletic Trainer.
 - c. The Head Coach, with the affected student-athlete, shall jointly telephone the student-athlete's parent or guardian.
 - d. The Head Athletic Trainer shall discuss the violation with the student-athlete and refer the student-athlete to counseling for the use of prohibited substances. The student-athlete will not be eligible for competition unless all obligations and requirements of the counseling program, as determined by the director of the counseling program, have been met.
 - e. The student-athlete will be retested within 30 days, provided the retest date is sufficient to allow the substance to be eliminated from the body.
 - f. Each Head Coach shall have a written team policy for any additional consequences for a student-athlete with a first positive test. Such policy must be approved in advance by the Director of Athletics.
 2. Second Positive Test
 - a. The Head Coach will be notified by the Head Athletic Trainer.
 - b. The student-athlete shall be immediately suspended from the team for the remainder of the season.
 - c. The student-athlete's parent or guardian shall be notified in writing by the Head Athletic Trainer.
 - d. The Head Coach, with the affected student-athlete, shall jointly telephone the student-athlete's parent or guardian.
 - e. Tennessee Tech will not renew any athletically-related financial aid at the end of the academic year.

- f.** The Head Coach may recommend to the Director of Athletics that the student-athlete be reinstated for the next season with convincing evidence of rehabilitation. The Director of Athletics will be the final decision making authority.
- 3.** Third Positive Test
 - a.** The Head Coach shall be notified by the Head Athletic Trainer.
 - b.** The student-athlete shall automatically be suspended from the team for the remainder of his/her career at Tennessee Tech, and his/her athletically-related financial aid will be forfeited for the remainder of the student's career at Tennessee Tech.
 - c.** The student-athlete's parent or guardian shall be notified in writing by the Director of Athletics or designee.
- K.** A failure to execute the drug testing consent form, an unexcused absence from a drug test, or a refusal to provide a sample will be treated as a positive drug test.
- L.** Safe Harbor Program - Student-athletes will have the opportunity to self-disclose the use of illegal or NCAA-banned substances prior to being selected for a drug test. The student-athlete will remain eligible provided the student-athlete accepts his/her placement into a counseling program. When all the obligations and requirements of the counseling program have been met as determined by the director of the program, he/she shall be released. If the student-athlete fails to meet the requirements, then he/she will be considered to have a first positive test. A student-athlete will only have the opportunity of utilizing the safe harbor program one time.
- M.** Second Sample Testing
 - 1.** Tennessee Tech will collect two samples. If the student-athlete believes the test is invalid or incorrect, the student-athlete must challenge the test by providing a written request to test the second sample.
 - 2.** The Director of Athletics or his/her designee must receive this request within 48 hours, absent good cause, of the student-athlete's positive notification.
 - 3.** The second sample will be tested at the expense of the student-athlete.
 - 4.** Any reevaluation shall be administered the next business day (within 72 hours).
 - 5.** If the reevaluation indicates that the student-athlete was free of the prohibited substance, Tennessee Tech and the Department of Athletics will reinstate the student-athlete to his/her respected team and will reimburse the student-athlete the cost of the additional screening.
- N.** Appeal of positive drug test
 - 1.** A student-athlete may appeal a positive drug test finding by sending a written appeal to the Director of Athletics within five (5) business days of the notification of the positive test result, absent good cause.

2. The Director of Athletics or his/her designee will serve as the chair of the Drug Screening Appeals Committee, which will consist of the following individuals:
 - a. Director of Athletics or designee
 - b. Faculty Athletics Representative or designee
 - c. Head Athletics Trainer or designee
 - d. Faculty member of the Athletics Committee
 - e. Team Physician or alternate designated by the Director of Athletics
3. The chair of the committee must provide a written response to the student-athlete within five (5) business days after receiving all relevant information toward the appeal, absent good cause. The decision of the committee is final.
- O. Tampering with a drug test or manipulating a sample is a serious violation and subject to a separate penalty as determined by the Director of Athletics in consultation with the head coach.

IV. Interpretation

The President or his/her designee has the final authority to interpret the terms of this policy.

V. Citation of Authority for Policy

NCAA Bylaw 10; OVC Constitution and Bylaws

VI. Approved by:

Athletics Committee:	11/8/2018
Administrative Council:	1/23/2019
University Assembly:	4/17/2019