

Tennessee Technological University Policy No. 955



Effective Date: July 1, 2019

Policy No: 955**Policy Name: Drug Education and Screening**

Revised Date: June 10, 2020

I. Purpose

This policy defines the rationale and procedures for the Tennessee Tech Department of Athletics drug education and screening for banned substances programs. This policy is separate and distinct from the NCAA drug testing policy, procedure, and program. The specific objectives included in this goal are:

- To protect the health, safety and welfare of the student-athlete;
- To identify, address, and treat student-athletes with substance abuse problems and concerns;
- To inform and educate student-athletes and other associated individuals about substance abuse;
- To promote fair competition by Tennessee Tech student-athletes;
- To protect the institution's integrity;
- To prepare student-athletes to lead a healthy and successful lifestyle throughout and upon the conclusion of their enrollment at Tennessee Tech.

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 as determined by the Director of Athletics.
- B.** Consent for Testing: As a condition of participation in intercollegiate athletics 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.** Safe Harbor Provision: 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 or her placement into a psychoeducational program administered by the Tennessee Tech Counseling Center. When all the requirements and obligations of the counseling program have been met, as determined by the director of the program, the student-athlete shall be released from the program. If the student-athlete fails to meet the requirements, he or 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 in his or her career.

- F.** 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.
- G.** An individual student-athlete's test results may be released only to the Director of Athletics or designee, the Director of Sports Medicine, team physicians, a parent or guardian, the head coach of his or her sport, and any other institutional officials with a legitimate need to know.
- H.** 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.
 - 2.** Preseason Screening: Student-athletes may be subject to pre-season drug testing and will be notified of such by the Head Coach, Director of Sports Medicine, 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, Director of Sports Medicine, 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, Director of Sports Medicine, Assistant Athletic Trainer, or Team Physician, and deemed reliable by the Director of Athletics or 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 Director of Sports Medicine 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 TTU Policy 172 (Alcohol and Drugs) and TTU Policy 302 (Student Conduct).
- 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 Director of Sports Medicine 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 designee.

IV. Testing Procedures

A. Initial Testing

- 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 or 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.
 7. A failure to execute the drug testing consent form, an unexcused absence from the drug test, or a refusal to provide a sample will be treated as a positive drug test.
 8. The Department of Athletics may decide to utilize an independent company to conduct the testing, on- or off-campus. The company will follow the above procedures other than having a Department of Athletics representative present.
- B. Second Sample Testing**
1. Tennessee Tech or an independent company will collect two samples at the time of the initial testing. If the student-athlete believes the test result from the first sample is invalid or incorrect, the student-athlete may challenge the test by providing a written request to test the second sample.
 2. The Director of Athletics or designee must receive this request from the student-athlete desiring to appeal 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 maximum).
 5. If the reevaluation indicates that the student-athlete was free of the prohibited substance, the Department of Athletics will reinstate the student-athlete to his or her respected team and will reimburse the student-athlete the cost of the additional screening.
- C. 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 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. Director of Sports Medicine 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 Drug Screening Appeals Committee must provide a written response to the student-athlete within five (5) business days after receiving all of the relevant information toward the appeal, absent good cause. The decision of the committee is final.
- 4. 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. At minimum, the test shall be considered a failed test.

V. Reentry/Retest Policy

Following a positive test, a follow-up test shall be administered at the appropriate time when any residual drug from the substance that caused the initial positive test should no longer be in the body. If levels of a substance which triggered the initial positive test are significantly lower but still not at zero, a panel consisting of the Director of Athletics, Director of Sports Medicine, Team Physician and an Associate Athletics Director determined by the Director of Athletics shall determine whether this constitutes a factual second positive test, or whether it might simply be residual contamination, based upon available literature regarding drug testing science. The Head Coach may make a presentation to this panel with the permission of the Director of Athletics.

All drug tests are subject to Department of Athletics appeal through the Drug Screening Appeals Committee.

VI. Prohibited Drugs and Other Substances

- A. Alcohol Consumption
 - 1. Underage Alcohol Consumption: The Department of Athletics recognizes that the consumption of alcohol under the age of 21 is illegal and prohibits the consumption of alcohol by student-athletes prior to legal age for consumption.
 - a. First Offense: Each team will have written consequences for alcohol consumption as a minor. These consequences will be approved in advance by the Director of Athletics and will be provided to student-athletes on the team.
 - b. Second Offense: Each team will have written consequences for a second offense for alcohol consumption as a minor and these consequences will be provided to student-athletes on the team. These consequences shall be approved in advance by the Director of Athletics. At a minimum, the student-athlete will be referred to the TTU Counseling Center and will be required to complete a psychoeducational program for alcohol abuse offered by the Counseling Center. If the student-athlete does not cooperate with the counseling center or does not complete the program within the prescribed time period, the student-athlete will be suspended from all team activities until the program is completed.

- c. Third Offense: Each team will have written consequences for a third offense for alcohol consumption as a minor and these consequences will be provided to student-athletes on the team. These consequences shall be approved in advance by the Director of Athletics. At a minimum, the student-athlete shall be suspended from all team activities for a minimum of fourteen (14) calendar days. The student-athlete will have to report to a counselor at the student-athlete's expense. The TTU Counseling Center can refer the student-athlete to a counselor, or the student-athlete may choose a counselor independently. The counselor must certify that the student-athlete has completed the necessary counseling session(s) to return to team activities.
- d. Fourth Offense: With a fourth offense for alcohol consumption as a minor, the student-athlete shall be suspended from all team activities and shall enter a treatment program at the student-athlete's expense. With successful completion of the treatment program, the student-athlete may request reinstatement to the team. The decision for reinstatement shall be made jointly with the Head Coach and Director of Athletics. If the student-athlete is not reinstated to the team, any athletically-related financial aid will not be renewed at the conclusion of the award period.
- 2. Legal Age Consumption: Student-athletes will be discouraged from using alcohol, as consumption may impair athletic performance. If a student-athlete is legally charged with an alcohol-related offense, or is involved in an incident where alcohol is felt to have contributed to behavior that brings negative publicity to the Department of Athletics, the following consequences shall be applied:
 - a. First Offense: Each team will have written consequences for a first offense of legal age alcohol consumption and these consequences will be provided to student-athletes on the team. These consequences shall be approved in advance by the Director of Athletics.
 - b. Second Offense: Each team will have written consequences for a second offense for legal age alcohol consumption and these consequences will be provided to student-athletes on the team. These consequences shall be approved in advance by the Director of Athletics. At a minimum, the student-athlete will be referred to the TTU Counseling Center and will be required to complete a psychoeducational program for alcohol abuse offered by the Counseling Center. If the student-athlete does not cooperate with the counseling center or does not complete the program within the prescribed time period, the student-athlete will be suspended from all team activities until the program is completed.
 - c. Third Offense: Each team will have written consequences for a third offense for legal age alcohol consumption and these consequences will be provided to student-athletes on the team. These consequences shall be approved in advance by the Director of Athletics. At a minimum, the student-athlete shall be suspended

from all team activities for a minimum of fourteen (14) calendar days. The student-athlete will have to report to a counselor at the student-athlete's expense. The TTU Counseling Center can refer the student-athlete to a counselor, or the student-athlete may choose a counselor independently. The counselor must certify that the student-athlete has completed the necessary counseling session(s) to return to team activities.

- d. Fourth Offense: With a fourth offense of legal age alcohol consumption, the student-athlete shall be suspended from all team activities and shall enter a treatment program at the student-athlete's expense. With successful completion of the treatment program, the student-athlete may request reinstatement to the team. The decision for reinstatement shall be made jointly with the Head Coach and Director of Athletics. If the student-athlete is not reinstated to the team, any athletically-related financial aid will not be renewed at the conclusion of the award period.

B. Marijuana and Other Illegal Drug Use

1. First Positive:

- a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
- b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
- c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
- d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
- e. There will be no student-athlete suspension or dismissal unless the Head Coach receives approval from the Director of Athletics.
- f. If the drug is a [Schedule One](#) drug other than marijuana, in addition to above, the student-athlete must immediately enter a drug treatment program at the student-athlete's expense. The Tennessee Tech Counseling Center can recommend a program or the student-athlete may choose a program. If the student-athlete does not cooperate with the treatment program or counselor or does not complete the treatment program in a timely manner, the student-athlete will be suspended from the team and from all team activities until the program is completed as determined by the counselor of the treatment program. Following an initial positive test for a controlled substance, the student-athlete will be subject to probable cause testing for the rest of his or her athletic career. A retest will not be administered prior to the passage of a minimum length of time expected to allow any residual substance (that triggered the positive test) to be cleared from the body.

2. Second Positive:

- a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.

- b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will be referred to Tennessee Tech Counseling Center and shall be required to complete a psychoeducational program for drug abuse offered or recommended by the Counseling Center. If the student-athlete does not cooperate with the Counseling Center or does not complete the program on a timely basis as determined by the Counseling Center or program, the student-athlete will be suspended from all activity until the program is completed.
 - f. The student-athlete will be suspended for one competition. If tested during the off-season, the one game suspension shall be administered at the first regular season contest of the next season. The Head Coach has the right to recommend increased suspension or dismissal from team if deemed necessary. Any increased suspension or dismissal from team must receive approval of the Director of Athletics.
 - g. If the drug is a Schedule One drug other than marijuana, the student-athlete must continue with a drug treatment program, and will be suspended from competition for the next competitions which would equal 30% of the maximum allowable team competitions. If the violation is in the off season or at the end of the season, the suspension will carry over into the next season. If the student-athlete does not cooperate with the treatment program or counselor or does not complete the treatment program in a timely manner, the student-athlete will be suspended from all team activities until the program is completed as determined by the counselor of the treatment program.
3. Third Positive:
- a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will report to a counselor at the student-athlete's expense and complete any recommended counseling session(s). The Tennessee Tech Counseling Center can refer the student-athlete to a counselor, or the student-athlete may choose the counselor. The student-athlete may enter a rehab facility at the student-athlete's expense if the student-athlete chooses not to participate in

counseling. If the student-athlete does not cooperate with the counselor or does not complete the program on a timely basis as determined by the counselor, the student-athlete will be suspended from all team activities until the program is completed.

- f. The student athlete will be suspended from 10% of the maximum allowable games by sport. If the violation occurs in the off season or end of a season, the suspension will carry over into the next season. The Head Coach has the right to recommend increased suspension or dismissal from the team with the approval of the Director of Athletics.
 - g. If the drug is a Schedule One drug other than marijuana, in addition, the student-athlete will be suspended for 30% of the maximum allowable games by sport. If the violation occurs in the off season or end of a season, the suspension will carry over into the next season. The Head Coach has the right to recommend increased suspension or dismissal from the team with the approval of the Director of Athletics.
4. Fourth Positive:
- a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will be removed from the team and will have his/her financial aid withdrawn immediately. The student-athlete may appeal for reinstatement of athletic-related financial aid using the procedures outlined in TTU Policy 909 (Student-Athlete Appeals and Transfers).
 - f. If the drug is a Schedule One drug other than marijuana, the student-athlete will be dismissed permanently from the team and athletic financial aid will be removed. The student-athlete may appeal for reinstatement of athletic-related financial aid using the procedures outlined in TTU Policy 909 (Student-Athlete Appeals and Transfers).
5. Head Coach Authority: The Head Coach has the option to recommend to the Director of Athletics the suspension, increase of suspension length or removal of the violating student-athlete from the team and removal of financial aid at the first opportunity, based on the following circumstances:
- a. Failure to successfully complete and/or participate in the recommended treatment plan (including but not limited to unexcused absences, failure to comply with requirements of the program, nonparticipation, dismissal from treatment program, etc.).

- b. Has a history of failure to meet expectations of a Tennessee Tech student-athlete as determined by the Head Coach and approved by the Director of Athletics.
- C. Performance Enhancing Drugs:
 - 1. First Positive:
 - a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and the Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parent/guardian.
 - e. The student-athlete will be suspended from all team activities for 14 days and will be withheld from competition for 10% of the NCAA maximum allowed games for that sport. The suspensions from competition would carry over to the next season, if necessary.
 - f. The student-athlete will be referred to the Tennessee Tech Counseling Center and will be required to complete a psychoeducational program for drug abuse offered by the Counseling Center. If the student-athlete does not cooperate with the counseling center or does not complete the program on a timely basis as determined by the counseling center, the student-athlete will be suspended from all team activity until the program is completed.
 - g. The Head Coach has the right to recommend increased suspension or dismissal from team if deemed necessary. Any increased suspension or dismissal from team must receive approval of the Director of Athletics.
 - 2. Second Positive
 - a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and the Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parent/guardian.
 - e. The student-athlete will be removed from the team for one calendar year
 - f. Athletically-related financial aid will be removed immediately. The student-athlete may appeal for reinstatement of athletic-related financial aid using the procedures outlined in TTU Policy 909 (Student-Athlete Appeals and Transfers).
 - g. After one year, the student-athlete may appeal for team reinstatement to the Director of Athletics. Reinstatement of the student-athlete. The re-awarding of

athletic financial aid is at the sole discretion of the Director of Athletics in consultation with the Head Coach.

D. Tobacco Products and Nicotine Delivery Systems

1. The Department of Athletics will discourage tobacco and nicotine use in all forms. NCAA Bylaw 17.1.10 prohibits student-athletes from using tobacco products during practice and competition and TTU Policy 171 (Prohibition on Smoking and Electronic Nicotine and Non-Nicotine Delivery Systems) prohibits the use of tobacco and electronic nicotine and non-nicotine delivery systems on Tennessee Tech property. For the purpose of this policy, tobacco and nicotine and non-nicotine delivery systems will be considered the same, and the only exception to this policy will be items that would enable a student-athlete to stop using tobacco or nicotine (nicotine gum, patches, etc.) used at the direction of a physician.
 - a. First Offense: The student-athlete using tobacco products and electronic nicotine and non-nicotine delivery systems at an athletic event or function will be suspended for the remainder of the athletic event or function.
 - b. Second Offense: The student-athlete using tobacco products and electronic nicotine and non-nicotine delivery systems at an athletic event or function a second time will be suspended for the remainder of the athletic event or function and will be suspended for the team's next practice.
 - c. Third Offense: The student-athlete using tobacco products and electronic nicotine and non-nicotine delivery systems at an athletic event or function a third time will be suspended for the remainder of the event or function and will be suspended for the next competition (carrying over to the next season, if necessary).
 - d. Fourth Offense: The student-athlete using tobacco products and electronic nicotine and non-nicotine delivery systems at an athletic event or function will be suspended for the remainder of the athletic event or function, and will be suspended for the next three competitions (carrying over to the next season, if necessary).
 - e. Fifth Offense: The student-athlete using tobacco products and electronic nicotine and non-nicotine delivery systems at an athletic event or function for a fifth time will be suspended for the remainder of the athletic event or function and will be suspended from the team indefinitely. In addition, the student-athlete's athletic aid will be terminated at the end of the semester. The student-athlete may request reinstatement to the team to the Director of Athletics with proof of a successful completion of a tobacco cessation program. Reinstatement of the student-athlete and the re-awarding of athletic financial aid is at the sole discretion of the Director of Athletics in consultation with the Head Coach.

E. Nutritional Supplements

1. The Department of Athletics will educate student-athletes regarding nutritional supplement use. Nutritional or dietary supplements can be dangerous to a student-athlete's health and may contain NCAA banned drugs. Supplements are not required to be tested for purity, effectiveness or safety before going to market. Supplement labels may not accurately reflect what is in the bottle or package. Many student-athletes have lost eligibility for using a supplement they thought was safe, only to test positive because the supplement was contaminated with a banned steroid or stimulant. High levels of caffeine and other stimulants may undermine athletic performance and negatively impact health. Many supplements, including energy products and vitamin packs, may contain multiple sources and high levels of caffeine.
 2. Before a student-athlete uses a nutritional supplement, he or she should consult with a Sports Medicine staff member or the Director of Sports Nutrition. A staff member can recommend a position on the supplement, but the student-athlete is responsible for any supplements consumed.
 3. A student-athlete should not use a nutritional supplement unless it is specifically approved by the Director of Sports Nutrition or the Director of Sports Medicine.
 4. Any student-athlete who tests positive for a banned substance during a test will not be able to claim an exemption from penalty due to use of a nutritional supplement.
- F. Misuse of Prescription and Over-the-Counter Medication
1. First Positive:
 - a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. There will be no student-athlete suspension or dismissal unless the Head Coach receives approval from the Director of Athletics.
 2. Second Positive:
 - a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.

- d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will be referred to Tennessee Tech Counseling Center and shall be required to complete a psychoeducational program for drug abuse offered by the Counseling Center. If the student-athlete does not cooperate with the Counseling Center or does not complete the program on a timely basis as determined by the Counseling Center, the student-athlete will be suspended from all activity until the program is completed.
 - f. The student-athlete will be suspended for one competition. If tested during the off-season, the one game suspension shall be administered at the first regular season contest of the next season. The Head Coach has the right to recommend increased suspension or dismissal from team if deemed necessary. Any increased suspension or dismissal from team must receive approval of the Director of Athletics.
 - g. If the drug is a Schedule One drug other than marijuana, the student-athlete must continue with a drug treatment program, and will be suspended from competition which would equal 30% of the maximum allowable team competitions. (If the violation is in the off season or at the end of the season, the suspension will carry over into the next season.) If the student-athlete does not cooperate with the treatment program or counselor or does not complete the treatment program in a timely manner, the student-athlete will be suspended from all team activities until the program is completed as determined by the counselor of the treatment program.
3. Third Positive:
- a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will report to a counselor at the student-athlete's expense and complete any recommended counseling session(s). The Tennessee Tech Counseling Center can refer the student-athlete to a counselor, or the student-athlete may choose the counselor. The student-athlete may enter a rehab facility at the student-athlete's expense if the student-athlete chooses not to participate in counseling. If the student-athlete does not cooperate with the counselor or does not complete the program on a timely basis as determined by the counselor, the student-athlete will be suspended from all team activities until the program is completed.

- f. The student athlete will be suspended from 10% of the maximum allowable games by sport. If the violation occurs in the off season or end of a season, the suspension will carry over into the next season. The Head Coach has the right to recommend increased suspension or dismissal from the team with the approval of the Director of Athletics.
- 4. Fourth Positive:
 - a. The Director of Sports Medicine shall notify the Director of Athletics and Head Coach.
 - b. The Director of Sports Medicine shall notify the student-athlete's parents/guardians in writing.
 - c. The Head Coach and Director of Sports Medicine will meet with the student-athlete to discuss drug abuse and a treatment plan.
 - d. The Head Coach and student-athlete will call the student-athlete's parents/guardians.
 - e. The student-athlete will be removed from the team and will have his/her financial aid withdrawn immediately. The student-athlete can appeal for reinstatement of athletical-related financial aid using the procedures outlined in TTU Policy 909 (Student-Athlete Appeals and Transfers).
- G. CBD Usage
 - 1. Department of Athletics staff members shall educate each student-athlete that the use of CBD products may trigger a positive test for THC (marijuana). Student-athletes will be prohibited from using CBD products unless prescribed by a physician. If a student-athlete tests positive for marijuana or THC, the use of CBD products will not be accepted as an excuse for a failed test unless prescribed by a physician.
 - 2. The use of CBD products not prescribed by a physician will be treated with the same penalties as in Section D. If THC from the use of CBD products is present in a test, the penalties shall be the same as marijuana.

VII. Willful Non-Cooperation

In the event a student-athlete willfully does not comply with any of the requirements discussed in this policy, the student-athlete may be dismissed from the team, and athletical-related financial aid may be withdrawn immediately. The noncompliance determination is at the sole discretion of the Director of Athletics. In the event of dismissal from the team, the student-athlete may appeal to the Director of Athletics and in the event of cancellation of athletical-related financial aid, the student-athlete may appeal using the procedures outlined in TTU Policy 909 (Student-Athlete Appeals and Transfers).

VIII. Team Testing

Head Coaches may have specific team testing for drug use with separate and unrelated penalties for positives from team testing. Team testing will follow the procedures of all normal testing

protocols. Penalties for positives in team testing must be outlined in writing in advance and approved by the Director of Athletics.

IX. Financial Aid Appeals Process

NCAA legislation requires member institutions to provide a student-athlete an opportunity to appeal the decision to remove athletic-related financial aid. TTU Policy 909 (Student-Athlete Appeals and Transfers) is the process for such student-athlete appeals.

e. Interpretation

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

f. Citation of Authority for Policy

NCAA Bylaw 10; OVC Constitution and Bylaws

g. Approved by:

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