



TATES CREEK HIGH SCHOOL

Substance Use & Drug Testing Policy

Revised 6/1/2017

TATES CREEK STUDENT ATHLETE SUBSTANCE TESTING POLICY

STATEMENT OF PURPOSE

Despite much negative publicity, illegal drug use continues to hold an appeal to high school students. In a recent random survey of Tates Creek students, almost 20% of the students surveyed indicated engaging in illegal drug use during the last school year. Sixty-two percent of the students surveyed stated that they had been with another student who had engaged in illegal drug use during the last year. Research shows that peer pressure is the number one reason for high school students to engage in the use of illegal drugs. The purpose of this policy is to provide our students, through education and random drug testing, with the tools to resist the pressure to engage in these dangerous and illegal activities.

DEFINITIONS

Drug Testing: The process of collecting and testing, using accepted industry standards, urine samples from student athletes who participate in athletic programs of Tates Creek High School.

Drugs tested: The collected urine specimens shall be tested for the following drugs: THC (marijuana), opiates, PCP, Amphetamines, methamphetamines cocaine, and such other abused, illegal, or banned substances, including alcohol and steroids, as shall be determined by the Council. Upon recommendation of the Drug Testing Committee, the SBDM Council shall consider amending the policy to include these new substances. (A student taking prescription drugs which tests positive will have an opportunity to disclose this fact confidentially to the Medical Review Officer.)

Student Athlete: Any student participating in interscholastic athletic programs sponsored by the Fayette County School District.

Sport Season: Fall, Winter, and Spring seasons begin on the first day of practice allowed by the Kentucky High School Athletic Association and end the last game of the season.

Random Testing: A member of the Administration and Athletic Director will generate a random selection of athletes to be tested for each testing period.

POLICY STATEMENT

Tates Creek High School is conducting a mandatory drug testing program for student athletes. Its purpose is threefold: (1) to provide for the health and safety of all Student Athletes; (2) to mitigate the effects of peer pressure by providing a legitimate reason for Student Athletes to refuse to use illegal drugs or to abuse alcohol; and (3) to encourage Student Athletes who use drugs or alcohol to participate in drug or alcohol treatment programs. The Principal, Athletic Director, or designee will conduct an annual orientation and educational session on drug abuse issues for all student athletes and coaches.

PROCEDURES FOR STUDENT ATHLETES

Consent: Each student wishing to participate in any interscholastic athletic program and the student's custodial parent or guardian shall consent in writing to drug and alcohol testing pursuant to the School's drug testing program. Written consent shall be in the form attached to this policy as Appendix A. No student shall be allowed to participate in any interscholastic athletic program without such consent. The test for alcohol will require the student to submit to a Breathalyzer test and the student athlete and his/her family agree that the student will submit to such a test under the terms of this agreement.

Student Selection: All student athletes will participate in the mandatory testing during their current athletic season. In addition, random testing will be conducted periodically during the Athletic Season. Selection for this random testing will be done at the discretion of the school administration. The Principal shall take all reasonable steps to assure the integrity, confidentiality and random nature of the selection process including, but not necessarily limited to, assuring that the names of all participating Student Athletes are included on the rosters and assuring that the identity of students drawn for testing is not known to those involved in the selection process.

SCOPE OF TESTS

If a lab urine test is required, the testing lab will be instructed to test for one or more drugs. Urine samples will be screened for the presence of drugs identified in the definition section of this policy.

LIMITED ACCESS TO RESULTS

The testing lab will be authorized to report results only to the Principal or to such person as the Principal may designate in the event the Principal is absent. Results of tests will be sent to the Medical Review Officer from the Drug Testing Lab. Upon notification of a confirmed positive test, the Medical Review Officer shall notify the Head Coach. A meeting will be scheduled including a member of the Administration, the Athletic Director, the Head Coach and the family of the student who tested positive to determine the application of the appropriate consequences outlined below.

FIRST POSITIVE RESULT

For the first positive result, a parent conference will be held with the Principal, and the Student Athlete will be given a choice between two options:

Option 1: Participation in, and successful completion of, an approved drug/alcohol assistance program. The program selected will be at the family's choice from a list of approved programs provided by the school's nurse. Under this option, the family agrees that the student will submit to weekly urine testing for eight weeks. The drug assistance program and urine testing shall be done at the family's expense. (In the case of an alcohol violation, the family agrees to weekly Breathalyzer tests.) The student may continue to participate in the athletic program as long as the student athlete cooperates in the drug/alcohol assistance program and has negative urinalysis/breathalyzer tests. The student will be permitted to participate in the athletic program as long as each drug test indicates progressively lower levels of the illegal drug. The approximate "half-life" of (THC) marijuana is two weeks and by approximately 4 weeks the typical student should test negative for (THC) marijuana.

Option 2: Suspension from participation in interscholastic athletics for the remainder of the current season and the next athletic season.

SECOND POSITIVE RESULT

For the second positive result in any two consecutive calendar years, the Student Athlete will be suspended from participating in athletics for the remainder of the current season and the next athletic season for which the student is eligible.

THIRD POSITIVE RESULT

For the third positive result in any two consecutive calendar years, the Student Athlete will be suspended from participating in athletics for the remainder of the current season and the next two athletic seasons for which the student is eligible.

SELF-REFERRAL (CANNOT BE A SELF-REFERRAL ON MANDATORY TEST DAY NOR ON RANDOM TEST DAY)

- 1 An Administrator/Parent conference will be required when a student initiates a self-referral.
- 2 After a self-referral, a student athlete will be ineligible to participate in their sport until he/she has enrolled in the drug assistance program.

NON-PUNITIVE NATURE OF POLICY

No Student Athlete shall be penalized academically, nor face any consequences from the Student Code of Conduct for testing positive for illegal drugs. The results of drug tests pursuant to this policy will not be documented in any student's academic records.

WHAT CONSTITUTES A SUBSTANCE USE VIOLATION

The following is a list of verifiable substance use violations by student athletes:

- 1 Any coach personally observes a substance use violation.
- 2 Any administrator or staff personally observes a substance use violation.
- 3 A police report to the school outlining a substance use violation.
- 4 A personal confession by a student athlete of substance use abuse.
- 5 A violation reported by a parent or guardian of a student athlete.
- 6 A positive urinalysis or positive Breathalyzer.
- 7 A refusal to take either urine screening test or lab urine test or Breathalyzer.

**** No substance abuse violations will be based on hearsay evidence alone.*

APPEALS PROCESS

All violations may be appealed to the Drug Advisory Committee. This committee will be made up of one administrator, one counselor, one teacher, one community member and the Athletic Director. The Athletic Director at Tates Creek High School will be the Chair of the Drug Advisory Committee. The Principal, or his designee, will determine the membership of the committee on an annual basis. The family has five days within which to make any appeal.

APPENDIX A

The testing program shall be conducted as follows:

1. Prior to attending tryouts for an Athletic Team, the student participant and a parent or legal guardian of the student participant must read this Policy and must **ACKNOWLEDGE, IN WRITING, THAT THEY HAVE READ THE POLICY AND PROCEDURES, UNDERSTAND THE POLICY AND PROCEDURES, AND AGREE TO BE BOUND BY THE TERMS AND CONDITIONS CONTAINED IN THE POLICY AND PROCEDURES.** The student participant and a parent or legal guardian of the student participant must also sign the "Student and Parent or Guardian Consent to Perform Urinalysis for Drug Testing" Form before the student will be permitted to try out for any Athletic Team.

2. Immediately prior to giving a urine specimen, each student participant shall complete a "Consent to Test and Chain of Custody Form". The Forms shall identify the student participant only by a confidential number and shall be placed in a sealed package, which shall be forwarded to the testing laboratory along with the urine specimen in the event of an "apparent positive" test result. A positive test result shall require disclosure of any prescription drug for which the student tests positive to the Medical Review Officer.

3. Testing shall be done at the following times:
 - All student participants shall be tested within their respective season following selection of the Athletic Team. This shall be the only test that shall be announced prior to administration of the collection of the urine specimen.
 - All student participants shall be subject to random testing at any time between the student's selection to the Athletic Team and the date of the last game of the season for the Athletic Team. Scheduled times for random tests shall be selected by the Head Coach of each Athletic Team.

4. Prior to each random test, a member of the Administration and Athletic Director will generate a random group selection of athletes to be tested for each testing period. The suggested guidelines are from 10% to 25% of the athletes on the roster.

5. The administration and athletic director approved by the Council shall determine which student participants are to be tested by the random drawing of names from among all student participants on the Athletic Team.

6. The collection of urine specimens and the scientific analysis of the collected specimens shall be conducted by individuals trained and certified by a professional testing laboratory recommended by the Drug Testing Advisory Committee and approved by the Council.

7. Collection procedures for urine specimens shall be developed, maintained and administered by the testing personnel (an individual trained and certified by a professional testing laboratory or a representative of the testing laboratory) in such a way as to minimize any intrusion or embarrassment for each student, ensure the proper identification of students and the student's specimen, minimize the likelihood of the adulteration of a urine specimen and maintain complete confidentiality of test results. To that end, the procedures must require:

The presence of a coach of the students' Athletic Team or the Bates Creek Principal or an Assistant Principal immediately prior to the collection process to ensure proper student identification;

The testing personnel shall provide each student present for the collection process a receptacle for the collection of urine. The student shall be permitted absolute privacy during the collection process;

Immediately prior to entering the private bathroom facility utilized for the collection process, the student shall be required to leave all personal belongings (including jackets, purses, book bags, pocket contents, etc.) in the custody of the Bates Creek representatives present for student identification;

Prior to entering the private bathroom facility utilized for the collection process, the testing personnel shall treat the water in the private bathroom facility with a coloring substance (frequently referred to by testing laboratories as "blueing the water") to prevent a student from attempting to dilute or otherwise adulterate the urine specimen;

Within four (4) minutes following the collection of the urine specimen, the testing personnel shall utilize a temperature strip to test the temperature of the urine specimen. Urine specimens testing below a temperature of 90 degrees Fahrenheit shall be discarded and the student shall be required to produce another urine specimen. A student producing a urine specimen testing above a temperature of 100 degrees Fahrenheit shall be subject to having the student's body temperature taken (orally only) by testing personnel. If the differential between the student's body temperature and the temperature of the urine specimen is not within an acceptable range (as outlined in this section) the student will be required to produce another urine specimen.

8. The collection of urine specimens for the initial test and the random testing shall be conducted on the Tates Creek premises.
9. All scientific analysis of the collected specimens shall be conducted by the Testing Laboratory or an individual trained and certified by a professional testing laboratory. Each specimen shall initially be tested using a "Rapid Screen Test Kit". Initial apparent positive results will be shipped via overnight mail to a certified Testing Laboratory and must be confirmed by gas chromatography/mass spectrometry ("GC/MS"). If the initial presumptive positive result is not confirmed by the CC/MS technique, the test shall be deemed to be negative. Only after the CC/MS confirmation shall a test result be reported as positive by the Medical Review Officer.
10. When there is an initial apparent positive result on the Rapid Screen Test, which is then confirmed by the Testing Laboratory or by the individual indicated in No. 9 above, written confirmation of the positive test result shall then be forwarded by the Testing Laboratory to Medical Review Officer. The Medical Review Officer shall verify and confirm the results and provide the results (negative and positive) to the student and the parent(s) or legal guardian(s) of the student participants tested. A positive test may be defended by the disclosure to the Medical Review Officer of any prescription drugs currently taken for which the student tests positive. If the Medical Review Officer determines there is a reasonable medical explanation for the positive test result, then the school shall be sent a negative test result for the student. Failure of a student and his parent or guardian to cooperate with the Medical Review Officer shall result in a violation of the policy. As soon as practical after the informing the parents, the Medical Review Officer shall notify the Principal who shall notify the Head Coach. All test results are confidential and shall be maintained in the Principal's (private) office under the strictest security.

11. The test results forwarded to the Principal shall indicate that the test results were confirmed by GC/MS and shall indicate the name of the individual for whom the test results are being reported; the type of test indicated on the custody and control form; the date and location of the test collection; the identity of the persons or entities performing the collection and analysis of the specimens and reporting the test results; and the verified results of the controlled substance test, and if positive, the identity of the controlled substance(s) for which the test was verified positive. Test results shall be forwarded to the Principal in a manner to ensure that the Principal cannot determine that any test was a presumptive, positive test unable to be confirmed by GC/MS.

12. In the event that a student participant's urine specimen produces a positive result (after the GC/MS confirmation), the Principal and Head Coach shall meet with the student participant and the student's parent(s) or legal guardian(s) to discuss the test results. At this meeting, the Principal or Head Coach shall advise the student participant and the student's parent(s) or legal guardian(s) of further procedural rights under this Policy.

13. Any refusal by a student participant to be tested shall result in the immediate suspension of the student from all Athletic Teams for the remainder of the respective athletic season. The student's parents or legal guardians shall be notified by the Principal of the refusal and suspension. The student will not be permitted to participate in the next athletic season until he or she complies with the terms of this Policy.

16. If a student is 18 years of age or will turn 18 years of age during the sports season, the student must agree to release all test results to the student's parents or legal guardians.

17. Any student who is not present on the day of drug testing must report to the drug testing office of the company the school has chosen. The student will be ineligible to participate in athletics until they have completed the drug test at that location and verification is given to the athletic director.

18. When the student's athletic eligibility has ended under KHSAA rules, all records in regard to this Policy concerning each student participant shall be destroyed, and at no time shall these results or records be placed in the student participant's academic file or be voluntarily turned over to any law enforcement agency, or used for any purpose other than those stated herein. For students who transfer from Tates Creek or otherwise do not fulfill the requirements for graduation, the records of that student shall be destroyed one (1) year after the student turns 18 years old.

**TATES CREEK HIGH SCHOOL SUBSTANCE USE
AND DRUG TESTING POLICY STUDENT,
PARENT/GUARDIAN CONSENT TO PERFORM
URINALYSIS FOR DRUG TESTING**

I have read and understand the contents of The Bates Creek High School Substance Use and Drug Testing Policy. I understand that by signing this document, I am obligated to pay \$5.00 for the test, as well as abide by the terms and conditions of the Bates Creek High School Substance Use and Drug Testing Policy. I further understand that compliance with this policy is a precondition of participation in athletics at Bates Creek High School.

(X) Student's Signature Date

(X) Parent or Guardian's Signature Date

(X) Athletic Director's Signature Date

Tates Creek High School

Principal—Marty Mills

Associate Principal—Ann Shaw

Associate Principal—Justin Cheatham

Athletic Director—John Dixon