

Paul Laurence Dunbar High School

Drug/Alcohol Policy

**Revised
February 12, 2018**

WHAT IS THE PURPOSE OF THE DRUG/ALCOHOL POLICY:

To create a safe, drug **and alcohol** free environment for students and assist them in accessing help when needed.

WHO WILL THE DRUG/ALCOHOL POLICY IMPACT?

All students participating on a Dunbar athletic team will be required to follow the drug/alcohol policy, student code of conduct and discipline procedures of PLD High School. 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 or provide a hair specimen for Drug/Alcohol Testing” Form before the student will be permitted to try out for any Athletic Team. 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 parent(s) or legal guardian(s). Student’s that play multiple sports will pay a one-time drug testing fee that will cover all sports participation for the school year.

WHEN AND HOW LONG WILL THE ATHLETE BE REQUIRED TO FOLLOW THE POLICY?

a) All student athletes shall be tested within four (4) weeks following selection to the Athletic Team.

b) All student athletes shall also be subject to random testing between the student’s selection (tryout) to the Athletic Team and the date of the next selection (tryout) for the next season for the Athletic Team. Athletes will be subject to random testing and consequences during the season and off season of the school year.

For example:

Fall sports year = July 15, 2017 – July 15, 2018

Winter sports year = October 15, 2017 – October 15, 2018

Spring sports year = February 15, 2018 – February 15, 2019

WHAT WILL THE DRUG/ALCOHOL TEST CONSIST OF?

Testing shall be accomplished by obtaining a specific specimen from the student athlete. The type of specimen will be determined by the athletic director, assistant athletic director and administration. The specific types of specimen’s that could be obtained are as follows: urine, hair, saliva, and breathalyzer. The analysis of one or more of the specimen’s obtained from the student participant will be analyzed and testing procedures shall be established, maintained and administered to ensure;

- (a) randomness of selection procedures,
- (b) proper student identification,
- (c) that each specimen is identified with the appropriate student participant,
- (d) maintenance of the unadulterated integrity of the specimen, and
- (e) the integrity of the collection and test process as well as the confidentiality of test results

HOW WILL THE TESTING PROGRAM BE CONDUCTED?

1. The collection of the specimen shall be conducted on the Paul Laurence Dunbar High School premises.
2. Scheduled times for random tests shall be selected by the Athletic Director and the Assistant Athletic Director.
3. Student athletes will be selected for testing through a random drawing determined by the Athletic Director, Assistant Athletic Director and School Administration.
4. Student athletes selected to be tested will be escorted by a PLD faculty member to the testing location.
5. The collection of the specimens and the scientific analysis of the collected specimens shall be conducted by individuals trained and certified by a professional testing laboratory and approved by the Council.
6. Immediately prior to giving a 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 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.
7. 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 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.
8. 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.

WHAT ARE THE PROCEDURES FOR COLLECTING A SPECIMEN?

Collection procedures for 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 the student, ensure the proper identification of students and the student’s specimen, minimize the likelihood of the adulteration of a specimen and maintain complete confidentiality of test results. To that end, the procedures must require:

- a. The presence of the Athletic Director or Assistant Athletic Director immediately prior to the collection process to ensure proper student identification;

- b. The testing personnel shall provide each student present for the collection process a receptacle for the collection of the specimen. The student shall be permitted absolute privacy during the collection process;
- c. 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 Dunbar representatives present for student identification;
- d. Prior to entering the private bathroom facility utilized for the collection process of urine, 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;
- e. 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 is not within an acceptable range (as outlined in this section) the student will be required to produce another urine sample.
- f. The testing personnel will assist with the collection of hair, saliva or breathalyzer.

WHAT IF A STUDENT REFUSES TO BE TESTED?

In the event that a student refuses to be tested the student shall be excluded from participation on all athletic teams for the remainder of the school year.

WHAT IF A STUDENT ALTERS A TEST OR USES A DECEPTIVE PRACTICE TO CIRCUMVENT THE RESULTS OF HIS/ HER TEST?

In the event that a student alters a test or uses a deceptive practice to circumvent the results of his/ her test, the student shall be excluded from participation on all athletic teams for the remainder of the school year.

Or

The student shall receive consequences as if were a positive test.

WHAT IF A STUDENT PARTICIPANT TESTS POSITIVE?

In the event that a student participant’s 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 shall advise the student participant and the student’s parent(s) or legal guardian(s) of further procedural rights under this Policy.

WHAT IF A PARENT REQUESTS TO APPEAL OR CONTEST THE POSITIVE RESULT?

The parent may arrange another drug/alcohol test with a facility of choice at the parent’s expense. If the parent chooses to have another drug/alcohol test the results must be submitted to the Athletic Director and Administration within 24 hours.

WHAT HAPPENS WHEN A POSITIVE RESULT REQUIRES DISCIPLINE?

When a student on an athletic team is disciplined at the school level, by the administration, the student athlete will be required to follow the consequences outlined in the code of conduct and the consequences outlined in this policy. The student athlete is subject to be disciplined from the time they are chosen for the team until the next tryout for the same team. Example: fall sports tryouts are July 15, 2017 – the student will be subject to consequences until the next tryout on July 15, 2018. Consequences applied after the conclusion of the season or during the off season will be carried over to the next season. Students playing more than one sport – the consequences will carry to the next sport played.

WHAT HAPPENS WHEN A STUDENT HAS A FIRST OFFENSE DURING THE FALL SEASON AND HAS A SECOND OFFENSE DURING THE WINTER SPORT SEASON?

The student will receive consequences for a second offense even though it is the first offense for that sporting season.

WHAT ARE THE CONSEQUENCES FOR A STUDENT WHO TESTS POSITIVE ON AN ALCOHOL/DRUG TEST AND/OR A STUDENT WHO IS IN POSSESSION OF OR UNDER THE INFLUENCE OF ALCOHOL/DRUGS?

When a student athlete is selected to participate on an athletic team at Paul Laurence Dunbar High School all violations of the drug/alcohol policy shall accumulate for the school year. Violations will accumulate from fall sport season to winter and spring sport seasons during the same school year. For example: Student commits first violation during a fall sport and then commits a second violation during the winter sport. The student will receive consequences for a second violation.

WHAT HAPPENS WHEN A STUDENT ATHLETE VIOLATES THE DRUG/ALCOHOL POLICY DURING HIS/HER OFF SEASON OR ON SCHOOL PROPERTY/SCHOOL EVENTS?

The student athlete will be required to follow the consequences outlined in the code of conduct and the consequences outlined in this policy.

WHAT HAPPENS WHEN THE STUDENT'S ATHLETIC ELIGIBILITY ENDS?

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 Dunbar 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.

First Violation:

1. The Student Athlete shall be suspended for 20% of the regular season contests allowed by the KHSAA (20% of the total regular season games not the remaining number of games if a violation is in the middle or end of the season). If necessary the suspension shall carry over to the athlete's subsequent participation on another Athletic Team and/or the following season. The Student Athlete will also follow the consequences in the student code of conduct and the discipline procedures of PLD High School, if the student is under the influence of, or possession of drugs and/or alcohol on FCPS grounds or at any FCPS function/ event.
2. Before reinstatement to full participation on the team (after serving the 20% suspension and the consequences imposed from the code of conduct) the Student will submit a new drug/alcohol test (at parent expense) following the same procedures utilized for random testing. A positive result shall be treated as a second violation.

3. While suspended, the student athlete is expected to participate in all team activities except the contest (game warm-up and game participation). A student athlete serving a suspension for one sport may try out for a second sport and must fulfill the unexpired portion of the previous suspension.

Second Violation:

1. The Student Athlete shall be suspended for 40% of the regular season contests allowed by the KHSAA (40% of the total regular season games not the remaining number of games if a violation is in the middle or end of the season). If necessary the suspension shall carry over to the athlete's subsequent participation on another Athletic Team and/or the following season. The Student Athlete will also follow the consequences in the student code of conduct and the discipline procedures of PLD High School, if the student is under the influence of, or possession of drugs and/or alcohol on FCPS grounds or at any FCPS function/ event.
2. Before reinstatement to full participation (after serving the 40% suspension and the consequences imposed from the code of conduct) the Student must submit a new drug/alcohol test (at parent expense) administered in accordance with the same procedures utilized for random testing. A positive result shall be treated as a third violation.
3. While suspended, the Student Athlete is expected to participate in all team activities except the contest (game warm-up and game participation). A Student Athlete serving a suspension for one sport may try out for a second sport and must fulfill the unexpired portion of the previous suspension.

Third Violation:

The Student Athlete shall be excluded from participation on any Athletic Team at Paul Laurence Dunbar High School for the remainder of the student's interscholastic eligibility.

*****Coaches have the authority to administer consequences beyond the consequences listed in the drug/alcohol policy.**

Adopted 3.13.18

Reviewed 2.12.2018

**PAUL LAURENCE DUNBAR HIGH SCHOOL
DRUG/ALCOHOL TESTING POLICY
STUDENT, PARENT/GUARDIAN CONSENT TO
PERFORM URINALYSIS FOR DRUG TESTING**

I have read and understand the contents of the Paul Laurence Dunbar High School Drug Testing Policy. I understand that by signing this document, I am obligated to pay \$25 for the test, as well as abide by the terms and conditions of the Paul Laurence Dunbar High School Drug/Alcohol Testing Policy. I further understand that compliance with this policy is a precondition of participation in athletics at Paul Laurence Dunbar High School.

Print Student Name

(X) Student's Signature

Date

Print Parent or Guardian's Name

(X) Parent or Guardian's Signature

Date

Print Athletic Director's Name

(X) Athletic Director's Signature

Date