The University of West Alabama Athletic Department
Drug, Tobacco, and Alcohol Policy

Introduction
The administration of The University of West Alabama recognizes a responsibility to ensure each student a safe, healthy, and supportive educational environment. Part of the administration’s responsibility is to periodically take necessary precautions which provide for the welfare and safety of our student-athletes, coaching staffs, sports medicine staff, administration, and support personnel. Unfortunately, substance abuse is a serious problem in our society. Drug use can be detrimental to the physical and mental well-being of our student-athletes and university support personnel. It is our desire to discourage the use of illegal drugs, tobacco, and alcohol, both on and off campus, and to provide a learning environment that is drug free at every level of the educational and athletic process. UWA student-athletes are viewed as leaders and role models and, as such, are respected and emulated by other individuals in the West Alabama Community. Leadership brings additional responsibilities. While off campus, student-athletes represent the University and depict its character. Therefore, it is expected that individuals at The University of West Alabama exhibit leadership qualities and respectable character while off campus, as well as on campus. With this in mind, our existing drug screening policy (only those targeted by the NCAA) has been revised to include a random testing procedure for all student-athletes in all sports on a biannual basis. In addition, a Drug Education and Awareness program will be instituted for all student-athletes on a biannual basis. We have endeavored to implement a drug screening policy that will neither embarrass nor punish the individual, but rather discourage the use of drugs and illegal substances and allow the university the opportunity to intervene as early as possible should the presence of drugs be discovered within the athletic department. This program is intended to be a helpful component of the overall physical and mental educational and conditioning program at The University of West Alabama. Every effort will be made to administer this policy in a reasonable, fair, and equitable manner. Please read the following policy and sign the Drug Screening Policy consent form (must be signed by parent or legal guardian if the student-athlete is under the age of eighteen). If you have any further questions concerning any part of this drug, tobacco, and alcohol policy, please feel free to contact the Athletic Director, Dee Outlaw, at (205) 652-3784.

Effective Date
This policy is effective as of ______________.

Purpose
1. To establish and define written policy and procedures for The University of West Alabama to: A) educate eligible student athletes as to the dangers of drug, tobacco, and alcohol abuse, B) periodically drug screen a select number of eligible student athletes and C) drug screen any eligible student athlete where a reasonable suspicion exists concerning unlawful use of controlled substances.
2. To promote the health, academic, and athletic progress of each student athlete at The University of West Alabama.
3. To encourage eligible individuals to develop healthy, responsible lifestyles.
4. To discourage any drug use and abuse by eligible student-athletes at The University of West Alabama.
5. To identify any eligible student-athlete who may be using illegal drugs or controlled substances and to identify the illegal drug or controlled substance.
6. To identify any chronic dependency and ensure that it is treated and addressed properly to the fullest extent of our available resources.
7. To provide reasonable precautions to ensure that each eligible student-athlete is exposed to safe and effective academic and athletic environments by minimizing the dangers associated with drug/alcohol/tobacco abuse.

8. To provide reasonable safeguards in order that every eligible student-athlete is medically competent to participate in university related activities.

9. To re-emphasize to eligible student-athletes their responsibility as a positive role model, both on and off campus.

10. To empower eligible student-athletes with a reason to say “NO” to drug use and abuse.

11. To provide guidance, counseling, and treatment to eligible student-athletes who test positive by referring them to the appropriate professional help as indicated.

**Definitions**

1. **Controlled Substance**- any substance as defined by the NCAA’s list of banned-drug classes. The list consists of substances generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete.

2. **Positive Test**- A drug screening test will be considered positive once the “confirmation” or second test has been completed from the same specimen and confirms the results of the initial test. A positive test is defined as a test which indicates, in the opinion of the outside private laboratory performing the testing, that an eligible student-athlete has used a prohibited or controlled substance based on traces of that substance detected in the student-athlete’s urine specimen. A drug screening test will also be considered positive if it is discovered by the outside laboratory that the provided urine sample has been altered or where foreign substances have been added to the sample in an effort to destroy or disguise traces of prohibited substances.

3. **Eligible Student-Athletes**- any student-athlete participating in intercollegiate athletics at The University of West Alabama including the following sports: 1) football, 2) volleyball, 3) men’s basketball, 4) women’s basketball, 5) baseball, 6) softball, 7) men’s cross country, 8) women’s cross country, 9) men’s rodeo, and 10) women’s rodeo. Note: this also includes any student-athlete who is ineligible by NCAA guidelines, but is still listed on the roster of any one of the above listed teams. Student athletic trainers, managers, and other student support personnel will also be included in the list of eligible student-athletes only if their immediate supervisor deems it appropriate.

4. **Reasonable Suspicion**- Shall be defined as, but not limited to, the following observations:
   A) Reduced quality of academic or athletic performance,
   B) Patterns of unexcused absence from academic classes or athletic meetings,
   C) Inability to get along with others; excessive withdrawal or isolation,
   D) Frequent tardiness to academic classes or athletic meetings,
   E) Decreased manual dexterity,
   F) Impaired short-term memory,
   G) Periods of unusual hyperactivity, irritability, or drowsiness,
   H) When a denoted administrator, coach, or support staff has suspicion through the sense of smell, sight, or sound, or
   I) Presence or possession by a student-athlete of illegal or controlled drugs or drug related paraphernalia,

5. **Incident**- Shall be defined as 1) a positive drug test, or 2) a situation where a student-athlete covered under this policy is determined to be using or in possession of a controlled substance at an event as defined under this policy.

6. **Events**- this program applies to the following events:
A) All on campus activities whether during or after normal school hours, and both between and within semesters,

B) All school related field trips, activities, parties, athletic events, and other extra curricular, whether such activities are on or off campus, or

C) Student-athletes’ misconduct relating to the use of illegal drugs or controlled substances outside of the University or the University’s athletic setting. In recognition of this fact, off campus activities involving association with illegal drugs or controlled substances will be included in the administration of this policy when the actions of the eligible student-athlete could have an unfavorable effect on the general safety and welfare of other student-athletes, University students, University employees, or University support personnel. Events of this nature will be reviewed by the athletic director and University administration on a case by case basis to determine the extent and severity of the incident. In cases where appropriate, the student-athlete will be referred to the University’s student life committee.

**Policy Statement**

**Periodic Random Drug Screening**

The University of West Alabama will periodically randomly drug screen a select number of eligible student-athletes. Several, not to exceed four, drug screening tests may be conducted during the course of the academic year. Additionally, the NCAA may also require a mandatory drug screening test during each semester of the academic year. The NCAA may also require a drug screening test if a team is selected for post-season championship play. The drug screening tests will test for the most frequently abused drugs in Alabama and our local area. This may include, but are not limited to, alcohol, cocaine, marijuana, amphetamines, opiates, PCP’s, and anabolic steroids. The drugs included in the testing procedure may be increased or decreased at the discretion of the athletic director or administration of The University of West Alabama. A list of the specific drugs tested for in the drug screen is available through the UWA athletic director.

**Reasonable Suspicion Drug Screening**

The University of West Alabama reserves the right to test any eligible student-athlete for the use of prohibited drugs and controlled substances when actions of said individual student-athlete are such to provide reasonable suspicion of the use of prohibited drugs or controlled substances. Refer to Definitions, 4. Reasonable Suspicion above for criteria for testing.

Any coach, UWA administrator, UWA support staff, UWA faculty, or parent may report reasonable suspicion to the athletic director. Reports should be in writing stating the incidence, times, dates, and involved parties. The athletic director in conjunction with the student life committee will then decide on the appropriate course of action.

**Individuals on school property not specifically covered by this policy**

Individuals discovered on University property, with or without permission, who are discovered to be using or in possession of a controlled substance or alcohol will be immediately requested to leave the premises and may be reported to the university campus police or local law enforcement.

**Costs**
Costs associated with the drug screening program will be covered as follows:

1. The initial drug screening fee will be assumed by The University of West Alabama Athletic Department.
2. The cost for a second drug screening of the same specimen; used for confirmation of the first “positive” test will be assumed by The University of West Alabama Athletic Department.
3. A challenge by the student athlete of the drug screening, where subsequent drug screening is required by an outside private laboratory, will totally be the responsibility of the student athlete or his/her parent(s) or guardian(s).
4. Any additional testing required or requested will be the responsibility of the student-athlete or his/her parent/guardian.

UWA Drug Testing Procedure & Recommendations

The University of West Alabama will enact a procedure for randomly testing all of its athletes for the use of illegal drugs and substances banned by the National Collegiate Athletic Association (NCAA). The NCAA mandates that all student athletes sign a consent form allowing for their random selection for drug testing prior to being allowed to compete in collegiate athletics. Along with this NCAA form, each student-athlete will also be required to sign a UWA drug screening consent form (if the student athlete is under the age of 18, both consent forms must also be signed by a parent or guardian). This will allow UWA to randomly select student-athletes from all of its NCAA or NIRA (National Intercollegiate Rodeo Association) sponsored athletic events.

Each student-athlete will be randomly selected from a database by the athletic director or by the outside private laboratory. The athletic director will select one or more student-athletes from each sport sponsored by UWA in both the fall and spring semesters for testing. There will be no prior notice of the date or time of such testing. The dates of the tests will not be disclosed until the athletic director feels it necessary to notify the involved parties. Students-athletes that have been randomly selected by the athletic director or by the outside private laboratory will be notified in writing two days prior to the date of the test. The student athlete must then confirm their test date and time with the site coordinator (person denoted by the athletic director as coordinator of the administration of the test). The student-athlete is then required to sign a statement denoting that he/she was informed concerning his/her selection for testing, testing time, and date of the test. Each of these signed statements will be kept in the athlete’s permanent medical file in the head athletic trainer’s office. The student athlete will again be informed by the site coordinator that failure to attend and take part in the drug testing program will require the athletic director to immediately terminate his/her eligibility for the remainder of the academic year or until the athlete has acquired and passed an equal drug test, sanctioned by UWA, at their own cost.

The method of testing will be urinalysis and the urine samples will be collected and tested by an out of town private laboratory utilizing generally accepted pathological methods. The collection and coding of specimen samples will be executed in such a manner as to insure confidentiality. Specimen samples will be identified by number only. Appropriate “chain of custody” methods will be exercised to insure complete integrity of the specimen. Prescription or over-the-counter medications shall be disclosed to the University or private laboratory prior to providing a urine sample or on the day immediately following the drug screen procedure. Medications disclosed after the drug screen procedure might require written confirmation from the prescribing physician or pharmacist if requested by the athletic director. It is recognized that
some legal, acceptable medications may result in a “positive” test result and will not be cause to
implement any type of disciplinary procedures.

The site of the drug test will be determined by the athletic director (it is recommended
that the test be administered in the football locker room in Homer Field House). The time will
be set by the athletic director with consultation from the site coordinator. The test will be
administered by Medical Pathology Laboratory, Ltd. of Meridian, MS at a cost of $20.00 per test
(plus an additional $25.00 for each test that is returned as “positive” for confirmation purposes).
The athletic training staff, coaching staffs, and athletic administrators will be recruited to help
with administration of the test. Also, the athletic director must provide various drinks and fruits
at the test site for the selected student-athletes.

Once the student-athlete has reported and signed in for the sample collection, he/she must
remain until an adequate urine sample has been acquired. The sample will be collected and
sealed for transportation per the instruction of Medical Pathology Laboratory, Ltd. The
laboratory results of the drug screening will be reported exclusively to the athletic director and
kept confidential. An anonymous number known only to the testing laboratory and the athletic
director will identify each eligible student-athlete on a master list. The athletic director reserves
the right to notify the President of the University, head coach of that sport, and the athletic
training staff of the drug screening results.

All initial positive tests can be challenged. A second test on the same urine specimen at
the same private laboratory will be performed to assure that no error has occurred with all costs
assumed by the University’s athletic department. Student-athletes or their parent/guardian are
extended the option to obtain a sample of the positive urine specimen for their use in obtaining
additional confirmation test(s) from their preferred source at their expense. Such additional
confirmation test(s) are considered solely to satisfy parent/guardian concerns and will have no
bearing on changing the outcome of the initial “positive” test result. Disciplinary procedures
will be administered based on the results of the initial or subsequent test conducted by Medical
Pathology Laboratory, Ltd.

Student-athlete(s) receiving a positive confirmation on the drug test, will be immediately
removed from athletic competition and start the system of counseling, treatment, and drug
education outlined in the UWA athletic department drug and alcohol policy.

**Disciplinary Procedures**

Any student-athlete receiving a confirmed “positive” drug test from Medical Pathology
Laboratory, Ltd. will be treated in the following fashion.

1. He/she will be immediately removed from any NCAA athletic competition or practice
   at The University of West Alabama for the remainder of the academic year per
   NCAA guidelines.
2. The student-athlete will be ineligible for 12 consecutive months from the initial date
   of the initial “positive” test.
3. The student-athlete who is ruled ineligible as a result of a positive drug test by The
   University of West Alabama may be subject to additional testing by The University
   of West Alabama (testing performed by Medical Pathology Laboratory, Ltd.) at any
time during their period of ineligibility at cost to the student-athlete or their
   parent/guardian. A second “positive” test will reinstitute the above disciplinary
   procedures from the date of receipt of the second “positive” test result.
4. The student-athlete who is ruled ineligible as a result of a positive drug test by The
   University of West Alabama will be subject to a mandatory exit test by Medical
   Pathology Laboratory, Ltd. before the last month of their minimum period of
ineligibility (e.g., the 11th month of a minimum of one year suspension), with the results of the retest provided to The University of West Alabama athletic director. The cost of the retest(s) will be the responsibility of the student-athlete or their parent/guardian.

5. Any student-athlete at The University of West Alabama who receives a “positive” drug test will be required to attend intervention and counseling through the University Counseling and Student Development Center. This service is provided at no cost to the student-athlete.

6. Any additional intervention or treatment deemed appropriate by the University Counseling and Student Development Center and/or desired by the student-athlete will be provided with all costs being the responsibility of the student-athlete and/or their parent/guardian.

7. The student-athlete’s scholarship will still be effective throughout the remainder of the academic year, but each student-athlete on scholarship will be referred to the University’s Student Life Committee. The Student Life Committee will hear the student-athlete’s case and rule on the status of the scholarship or any additional disciplinary action that they deem necessary.

8. Once the student-athlete’s eligibility has been restored, they will be subject to drug testing by UWA or the NCAA at any time during the rest of their career at The University of West Alabama.

9. The penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a controlled substance.
Drug Testing Consent Form

For: UWA student athletes
Action: Sign and return to your director of athletics
Due Date: At the time your intercollegiate squad first reports for practice or prior to your pre-participation physical examination.
Required by: The athletic administration of The University of West Alabama
Purpose: To assist in certifying eligibility

To Student-Athlete at The University of West Alabama

You must sign this form to participate (i.e., practice or compete) in intercollegiate athletics at The University of West Alabama.
The requirement that you sign this form is spelled out in The University of West Alabama Athletic Department Drug, Tobacco, and Alcohol Policy.
If you have any questions, you should discuss them with your director of athletics.

Drug Testing Consent

By signing this form, you affirm that you are aware of the The University of West Alabama Athletic Department Drug, Tobacco, and Alcohol Policy, which provides:
A student-athlete who is found to have utilized a substance on the NCAA list of banned drugs shall be declared ineligible for further participation in regular-season and postseason competition in all sports. The University’s Athletic Department or student may appeal to The University of West Alabama Student Life Committee for restoration of the student-athlete’s eligibility if the University’s Athletic Department concludes that circumstances warrant restoration.

A student-athlete who tests positive on the drug screen provided by Medical Pathology Laboratory, Ltd. shall be ineligible to participate in regular-season and postseason competition for one calendar year (i.e., 365 days) after the positive drug test. The student-athlete shall remain ineligible for all regular-season and postseason competition for one calendar year after the student-athletes positive drug test, and until the student-athlete retests negative (provided by Medical Pathology Laboratory, Ltd) and the student-athlete’s eligibility is restored by the University’s Athletic Department.

If the student-athlete tests positive a second time he/she will lose eligibility for another calendar year (365 days) starting with the date of the second positive drug test. In addition, the penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a controlled substance.
The University of West Alabama’s Athletic Department will adopt the NCAA list of banned drugs for the criteria of testing, and shall authorize methods for drug testing of student-athletes on a year-round basis.

You agree to allow The University of West Alabama’s Athletic Department to drug test you in relation to any participation in intercollegiate athletics sanctioned by The University of West Alabama.

You were provided an opportunity to review the procedures outlined by The University of West Alabama Athletic Department Drug, Tobacco, and Alcohol Policy.

You understand that this consent and the results of your drug tests, if any, will only be disclosed to the athletic director, and when appropriate to the head coaches, and sports medicine staff.

You agree to disclose your drug testing results only for purposes related to your eligibility for participation in regular-season and postseason competition.

You affirm that you understand that if you sign this statement falsely or erroneously, you violate The University of West Alabama Athletic Department’s policies and procedures and you will further jeopardize your eligibility.

You understand that if you are under the age of eighteen (a minor), you must have this form co-signed by a parent or legal guardian.

You agree to follow all of the criteria outlined in The University of West Alabama Athletic Department Drug, Tobacco, and Alcohol Policy

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**What to do with this form:** Sign and return it to your director of athletics at the time your intercollegiate squad first reports for practice or competition or prior to pre-participation physical exams. This form is to be kept in the director of athletics’ office for six years.