



Student Athlete Drug Testing Policy

Statement of Need & Purpose:

North Central Missouri College (NCMC) is concerned for the health and welfare of its student athletes, hereafter referred to as athlete(s). It recognizes substance abuse dependency may interfere with an athlete's health, academic achievement, individual athletic performance and a team's success. It is the intent of the NCMC Athletic Department to educate and inform athletes of the effects of substance abuse and dependency, thereby enabling athletes to make responsible decisions and allowing NCMC to maintain the integrity of collegiate competition. The purpose is threefold:

1. to provide for the health and safety of all athletes;
2. to undermine the effects of peer pressure by providing a legitimate reason for athletes to refuse to use illegal drugs; and
3. to encourage athletes who use drugs to participate in drug treatment programs. The program is designed to create a safe drug-free environment for student athletes and to assist them in getting help when needed.

Policy

The National Junior College Athletic Association (NJCAA), in accordance with the National College Athletic Association (NCAA) Drug Testing Policy, encourages member institutions to conduct drug testing for the purpose of the well-being of the athlete. Each athlete must consent to be tested for illegal drugs before participating in any athletic competition. Removing the athlete from competition is not the primary objective of NCMC's policy. Rather, the purpose is to deter the use of drugs, counsel, educate, and help those student athletes who may test positive. Violation of this policy will result in the athlete being subject to the sanctions listed in the policy. In addition, the student may be subject to disciplinary action under the rules and procedures described in the Student Conduct Code.

Drug Use & Alcohol Testing Policy to be non-Punitive

No student athlete will be penalized academically for testing positive for illegal drugs, banned substances, or other items listed below. The results of drug use tests pursuant to this policy will not be documented in any of the athlete's academic records.

Drugs Defined

Drugs for which athletes will be tested:

1. Required - Tests will be conducted for marijuana (THC), cocaine, opiates, methamphetamines, amphetamines, PCP, benzodiazepines, barbiturates, methadone, oxycodone, MDMA.
2. Optional - NCMC reserves the right to test for any other drugs banned by the NCAA or the NJCAA.



Athletes are cautioned to consult the list of NCAA banned-drug classes whenever buying any over-the-counter nonprescription drug. Many common cold medicines and medications for allergy treatments contain small amounts of banned substances (e.g. Co-Tylenol, Sudafed, etc.) that might produce a positive test result.

The athlete should also inform his/her private physician of the NCAA banned-drug classes list prior to receiving any prescription. In either case, the athlete will be asked to declare prior to departmental drug testing, any type of drug being used, even if the drug is not listed on the NCAA banned-drug list.

Drug Testing Procedures

All athletes will be given an overview of the policy by their coaches and be instructed to view the policy on the NCMC Athletics website. All athletes are required to sign the 'Consent to Drug Testing and Authorization for Release of Test Results Form' prior to initial participation in any athletic competition each year. A minimum of two random athletic department drug tests will occur during the course of one academic year. Anywhere from 5% - 20% of the athletes will be chosen by a process of random selection. If at any point an athlete becomes enrolled in the drug testing protocol, they will be automatically entered into every athletic department drug test, along with any testing involved with the protocol for that academic year.

Athletes who display behavior and/or physical signs and symptoms which lead to a "reasonable suspicion" of drug use may also be required to test at any time in the year. Reasonable suspicion shall be based on the totality of the circumstances, including without limitation: abnormal conduct or significant deterioration of performance, direct observation of drug use or related impairment, a credible report of drug use from an NCMC administrator or coach, or evidence that a student-athlete has made, sold, possessed or used drugs on campus.

Alcohol

NCMC does not condone the illegal or otherwise irresponsible use of alcohol. It is the responsibility to know the risks associated with alcohol use and abuse. It should be understood that the possession or consumption of alcoholic beverages by individuals under the age of 21 is a violation of state liquor laws. Likewise, it is illegal for anyone to supply alcoholic beverages to persons under the age of 21. Athletes will face the consequences of residence life policy and punishments set by their Head Coach, if violations occur while they are a residence on campus.

Athletes will face the sanctions listed below if following alcohol related incidents occur off campus:

1. Driving under the influence (DUI / DWI) or other motor vehicle violations involving alcohol
2. Public intoxication
3. Drunk and disorderly
4. Other violations of the law involving alcohol, including possession if underage



Self-Referral Program

Any athlete may refer himself/herself for evaluation or counseling by contacting their head coach, a member of the athletic training staff, or an athletics department administrator. Athletes must understand that by self-referral, they are voluntarily entering themselves into the drug testing protocol and will be tested every time the athletic department performs a departmental drug test. Below are the provisions of the self-referral program.

1. An athlete may not initiate self-referral after he / she has been informed of their participation in an impending substance abuse test.
2. An athlete cannot enter the self-referral program at any time after a positive test. This includes the entire time of athletic eligibility for that athlete while at NCMC.
3. There will be no team or administrative sanctions imposed upon the athlete from the athletic director for seeking professional help through the self-referral. Head coaches may impose team or administrative sanctions at their discretion.
4. A treatment plan arranged through NCMC office of counseling services will be put into place upon self-referral. In addition, follow-up testing will occur frequently while in the self-referral program.
5. An athlete testing positive on the initial testing after entering this program will not be subject to applicable sanctions. However, a positive test in subsequent retest or failure to adhere to treatment program will result in the appropriate administrative sanctions consistent with a first offense.
6. Self-referral does not exempt an athlete from NJCAA sanctions in the event of NJCAA year round and championship testing.

Testing Method

NCMC athletes will be notified of selection for testing by his/her head coach no more than 48 hours in advance of the test. Testing will be conducted at Wright Memorial Hospital in conjunction with their testing lab. Failure to appear will be counted as a positive test and the athletes will enter drug testing protocol. Original results will be gathered, and any results that trigger a positive, are sent for further lab testing to confirm results by Wright Memorial Hospital. The college may use and distribute test results as provided by law.

Procedures for Positive Test Results:

1. Athletes will be notified of a positive test result by Athletic Director and their head coach.
2. Athletes will meet with Athletic Department Staff to review test results and discuss all ramifications of a positive test.
3. Athletes that tested positive will be assisted with finding professional substance abuse care.
4. Athletes found responsible for violating this policy will be subject to the sanctions described.

Sanctions

Sanctions may be imposed upon any athlete found to have violated this policy. More than one sanction may be imposed for any violation and the sanctions may be enhanced, i.e., of a greater severity than would usually apply to a given type of misconduct, if the athlete has violated the Student Conduct Code



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or this policy previously. All athletes found in violation of this policy will be subject to additional drug testing with the frequency and timing to be determined by the Director of Athletics and the Head Coach.

Sanctions will be determined by the Athletic Director and the Head Coach and may include one or more of the following:

1. Suspension from games, tournaments, or matches (described under “Suspension from Competition and Dismissal”)
2. Community Service-including community service related to drug education
3. Discretionary sanctions-including, but not limited to, educational programming, substance abuse or mental health assessment, counseling, or other treatment
4. Dismissal from the team and potential loss of athletic related financial aid

The length of the suspension must meet the minimum suspension periods described in the following tables and will be determined by the Athletic Director and Head Coach. Athletes will be excluded from dressing for games and traveling to team competitions (unless the suspension is set to expire during a road trip). However, an athlete may be suspended for a longer period of time, and be excluded from practices and other team related activities, may be dismissed from the team, or forfeit their athletic related financial aid as a result of one or more offenses as determined by the Head Coach. Suspensions that occur during the athlete’s championship season will begin immediately. Athletes who violate this policy while out of season or cannot fulfill the suspensions in their current championship season (injury, ineligible, red shirting, etc.), will serve the remainder of their suspension following year.

FIRST OFFENSE

SPORT MINIMUM SUSPENSION

Sports	Suspension of Games / Tournaments
Baseball	4
Basketball	2
Cross Country / Track	1
Dance	2
Flag Football	1
Golf	1
Softball	4

1. Athlete will participate in drug counseling sessions with a counselor provided by NCMC for 6 weeks from the date of the positive test results are received.
2. Athlete will notify their parents by phone the results of a positive test result, in the presence of the Head Coach.

SECOND OFFENSE

1. Athlete will participate in drug counseling sessions with a counselor provided by NCMC for 6 weeks from the date of the positive test results are received.
2. Athlete will notify their parents by phone the results of a positive test result, in the presence of the Head Coach.



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- Athlete will be subject to a drug test at their expense after their game suspension and six week counseling session. The student can compete after completing their game suspensions. If the result of this test is positive, they immediately trigger the third offense.

SPORT MINIMUM SUSPENSION

Sports	Suspension of Games / Tournaments
Baseball	8
Basketball	4
Cross Country / Track	1
Dance	4
Flag Football	2
Golf	2
Softball	8

THIRD OFFENSE

Dismissal from the team and forfeit of athletic related financial aid.

Appeals

The sanctions imposed as a result of a violation of this policy may be appealed by the athlete to the Vice President of Student Affairs or Athletic Director within five (5) business days of the decision. Such appeals will be in writing and will be delivered to the Vice President of Student Affairs or Athletic Director. The Vice President or Athletic Director will determine if the sanctions imposed will be stayed pending the outcome of the appellate decision. An appeal will be limited to a review of the written record and supporting documents for one or more of the following purposes:

- To determine whether the case was handled in conformity with prescribed procedures. Deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.
- To determine whether the sanction(s) imposed were appropriate for the violation in which the athlete was found to have committed.

The Dean of Student Services and Athletic Director may affirm, reverse, or modify the decision regarding the sanctions imposed.



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Drug test results will be confidential to the extent provided by law.

Any athlete who refuses to be tested will be considered drug positive and will face appropriate sanctions.

Athletes who test positive for banned substances will be subject to the sanctions outlined in NCMC's Student Athlete Drug Testing Policy.

By signing this document, I acknowledge that I have received and reviewed NCMC's Student Athlete Drug Testing Policy and this Consent to Drug testing and Authorization for Release of Test Results Form. I Understand the Policy and this Form and am signing the Form voluntarily with full knowledge of its meaning and content. I hereby consent to drug testing as outlined in the Policy, I hereby authorize the release of my drug test results to the College for its use and distribution as provided by law, and I hereby understand and agree that a positive drug test result will subject me to sanctions as outlined in the Policy, all as a condition to my participation in student athletic activities at NCMC.

Printed Name of Athlete: _____

Student/Athlete: _____

Signature

Date

Parent/Guardian (if under the age of 18): _____

Signature

Date