

THE UNIVERSITY OF ARIZONA STUDENT-ATHELETE SUBSTANCE ABUSE EDUCATION AND TESTING POLICY

I. DEFINITIONS

The following definitions will apply as used in this Student-Athlete Substance Abuse Education and Testing Policy (Policy):

- A. **Intercollegiate Athletics (ICA)** – sports sanctioned by the National Collegiate Athletic Association (NCAA) and the Pac-12 Conference.
- B. **Department** – the University of Arizona’s (UA) department of intercollegiate athletics.
- C. **Student-Athlete (SA)** – a student as defined by NCAA bylaw 12.02.13 in the NCAA Division I Manual.
- D. **Director of Athletics (AD)** – the Vice President of ICA and Athletic Director and his/her designee.
- E. **Coordinator** – the Department’s Drug Testing Coordinator or his/her designee.
- F. **Lab** – a company under contract with the Department and certified by the Drug and Alcohol Testing Industry Association to perform and interpret drug tests.
- G. **Banned Substances** – those performance enhancing and/or street drugs listed in the appendices hereto. As used herein, this term includes medications prescribed for another person or used in violation of instructions as prescribed. For purposes of this Policy, the Sanctions applicable to Street Drugs will also apply to alcohol and tobacco (including smokeless tobacco and e-cigs) if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc).
- H. **Random Testing** – a drug test administered unannounced using a computerized or other method designed not to target a specific individual.
- I. **Reasonable Suspicion** – a drug test administered based on an articulable and creditable reason to believe a(n) SA is using drugs in violation of this Policy. The evidence supporting the suspicion must be reasonably reliable and should be clearly documented in writing. Reasonable Suspicion includes, but is not limited to:
 - 1. Current or past involvement with the criminal justice system for drug or alcohol related activities; and
 - 2. Physiological or behavioral indications of possible impairment from drugs or alcohol (e.g., increase/decrease in weight in a short period of time, increased injury rate, excessive and unexplained absences from class or athletic activities, mood swings, etc).
- J. **Suspension** – inability to participate in Countable Athletically Related Activity (as defined by the NCAA Bylaw 17.02.1), practices or competitions, and to access ICA facilities and support services (with the exception of academic and medical services).

II. INTRODUCTION

Participation in ICA is a privilege, not a right. Therefore, SA's agree to abide by the rules and regulations set forth in this Policy and to the sanctions set forth herein for violating those rules and regulations. The purpose of this Policy is to provide substance abuse education to SA's in order to promote their health, safety, welfare, and fair competition. This Policy shall be interpreted consistent with the University of Arizona Statement on Drug Free Schools and Campuses and federal and state laws, as applicable. This Policy addresses ICA's Policy and is separate from NCAA drug testing.

This Policy and its administration are subject to modification by the AD or the President of the University. SA's will receive prompt notice of the relevant changes. Amendments to the policy will not take effect retroactively.

III. SA DRUG EDUCATION

A major component of this Policy is education. There are two facets to the educational program:

- A. Explanation of this Policy's testing program to SA's and others; and
- B. Dissemination of information to SA's and those associated with athletic teams regarding:
 - 1. Drugs, alcohol, nutritional supplements, and tobacco;
 - 2. Their use and abuse; and
 - 3. How such use or abuse affects the SA, his/her team, and teammates.

The testing program will be explained to the SA as followed:

- A. A presentation will be made to each ICA team in order to outline and review this policy, its purposes and implementation, and sanctions for violating it.
- B. An internet link of this Policy will be given to SA's at their annual team certification meeting. They will be asked to sign a form acknowledging receipt of the Policy and consent to testing. Any SA who does not sign the consent form or who does not submit to drug testing as set forth in this Policy will not be allowed to participate in ICA and will lose his/her athletic scholarship and/or grant in aid.

IV. SA COUNSELING

Voluntary counseling is available to SAs as follows:

- A. At confidential sessions, the team physician and/or psychologist will determine, along with the SA, the course of any further medical treatment.
- B. A(n) SA may seek counseling at any point to help with any issue involving substance abuse or use. Counseling does not preclude the SA from being selected for Random Selection.

V. SA DRUG TESTING

Drug testing is designed to be fair, reliable, and to respect the privacy of the SA.

A. General Provisions:

- 1. The testing program consists of two types of testing:
 - a. Random Testing for Banned Substances.
 - b. Reasonable Suspicion testing for Banned Substances.
 - c. The protocol for collection, chain of custody, and the sanctions for positive tests shall be the same for both Random and Reasonable Suspicion testing.
- 2. Test results shall be considered medical records and filed accordingly. The Coordinator may retain a copy of such test results to implement this Policy.

B. Random Testing:

Random Testing will be conducted throughout the calendar year with or without notice. The Coordinator may require each SA to provide an initial baseline specimen upon enrollment.

C. Reasonable Suspicion Testing:

- 1. If there is Reasonable Suspicion that a(n) SA is using a Banned Substance, the SA will be immediately removed from athletic participation, evaluated by CATS medical staff, and will not be allowed to return until medically cleared. Additionally, the SA will be required to provide a specimen sample for testing by the Coordinator.
- 2. The SA may appeal the decision that Reasonable Suspicion exists (see **Section H**).

D. Specimen Collection and Chain of Custody:

- 1. Upon notification of testing, the SA must present himself/herself at the specified collection site at the designated time for testing. Specimen collection will be carried out under the direction of the Coordinator.
- 2. Urine will be the primary method of testing. ICA participation may be subject to Suspension until the SA produces the required specimen

under conditions prescribed by the Coordinator, which may include an alternative testing method (e.g., saliva test) if a(n) SA:

- a. Fails within a reasonable period of time to produce a required testable urine specimen; or
 - b. Provides a second dilute sample (specific gravity below 1.005 (1.010 if measured with a reagent strip)), pH greater than 7.5 or less than 4.5 (with a reagent strip).
3. Specimen collection will be carried out in a private area under the supervision and observation of the Lab specimen collector.
 4. Upon collecting the sample, the Lab will arrange for the specimen to be maintained with appropriate documentation of the chain of custody.
 5. Scientifically accepted screening techniques will be used to determine the presence of Banned Substances. If the sample tests positive, it will be reconfirmed using a secondary technique.

E. Conduct That May Be Sanctioned by ICA:

1. ICA or other positive results for Banned Substances;
2. Self-admission of Banned Substances usage after notification of a drug test;
3. Evaluation and/or admittance to a medical facility in connection with suspected use of a Banned Substance;
4. Specimen
 - a. Manipulation – the use of any product, including excessive water consumption, used for the purpose of providing a dilute urine sample or substitution of a urine sample; and/or
 - b. Adulteration – the use or attempted use of any chemical or product (including water) added directly to the urine sample for the purpose of interfering with the testing procedures used to identify the presence of Banned Substances.
5. Possession of a Banned Substance including, but not limited to, an arrest or citation therefor.

F. Medical Responses to Positive Test Results:

Notwithstanding any other provision of this Policy, a positive test for any drug may, in the judgment of a physician, require the immediate and/or indefinite suspension of a(n) SA for health and safety reasons. This determination will be made by the head team physician after consultation with the SA's head coach and the Head Trainer.

G. Sanctions:

The following chart sets forth the Sanctions for violating this Policy for both Street (X) and Performance Enhancing (O) drugs while enrolled at the University of Arizona. The appropriate Sanctions described in the chart will apply each time a(n) SA violates this Policy.

Number of times SA is Subject to Sanctions Under This Policy While Enrolled at the University				X = Sanctions for Street drugs O = Sanctions for Performance Enhancing drugs
1	2	3	4	Sanction ^(a)
X	X	X	X	Notify Team Physician, Head Athletic trainer, Head Coach, the AD, ICA Sport Psychologist, and Parents/legal guardians ^(b)
X	X	X		Mandatory testing at ICA's discretion for a full year starting from the date of the violation
X	X			Mandatory assessment(s) and treatment recommendations as directed by the ICA Physician and Psychologist ^(c)
	X			SA shall be withheld from the ICA program for 10% of the team's scheduled competitions ^(d)
O		X		Suspension from the ICA program for a full year from the date of the violation ^(d)
		X		Athletics scholarship recommended for non-renewal
	O		X	Athletic eligibility canceled permanently at the University and immediate cancellation of scholarship with ineligibility for renewal

- (a) Head Coaches have the discretion to impose harsher penalties than prescribed in this chart if set forth in written team rules. The AD shall have the discretion to impose harsher penalties based on egregious conduct including, but not limited to:
- i. Usage of Banned Substances during or immediately before competitions or practices;
 - ii. Supplying Banned Substances to other SA's;
 - iii. Arrest or hospitalization for usage or possession of a Banned Substance; and
 - iv. Damage to the reputation of the SA's team or sport, Department, or the University of Arizona.
- (b) Notification of the SA's parents/legal guardians is at the discretion of the AD. Other University officials may be notified when the AD determines that the relevant official has a legitimate institutional interest in receiving the information.
- (c) The SA will agree to completion in timely manner. Unexcused failure to complete as agreed to will result in the SA being withheld from participation in ICA until completion.

- (d) Ten percent of the team's scheduled competition shall be defined by AD. Additionally, if there is no clear date of violation, the AD may determine the date based on the totality of the circumstances. If the total penalty exceeds the number of competitions remaining in the current season, then the suspension shall continue into the following season of eligibility until the sanction is satisfied.

H. Appeals:

1. Appeals are limited to the following:
 - a. a determination that Reasonable Suspicion exists;
 - i. If the SA files an appeal based on the lack of Reasonable Suspicion, the collected specimen will be tested;
 - ii. However, the results will be held in confidence by the Coordinator until the Appeals Committee renders a decision on whether Reasonable Suspicion existed.
 - b. the accuracy of a test result; and
 - c. any sanction resulting from a positive drug test;
2. A(n) SA desiring to file an appeal shall deliver a written notice of appeal to the AD within three business days of notification of a positive test result or determination of Reasonable Suspicion. Failure to timely deliver the notice of appeal to the AD shall be deemed a waiver of the SA's right to appeal.
3. If a(n) SA files a timely appeal, a hearing will be set before a Committee consisting of three UA personnel not affiliated with the current case. The Committee, appointed by the Coordinator, shall be comprised of at least one medically credentialed person, the Faculty Athletics Representative or his/her designee, and one University employee not employed by the Department.
4. The Coordinator will appoint a chairperson from the Committee, who shall conduct the hearing and make evidentiary and procedural rulings as appropriate.
5. A Department representative, who may be the AD, may present an opening statement followed by such a statement by the SA.
6. The Department representative will present evidence in support of the SA's violation of this Policy. The SA may challenge such evidence and present evidence in opposition to such violation.
7. The Department representative may present rebuttal evidence.
8. A Department representative will present evidence of the SA's usage of a Banned Substance and/or the basis of Reasonable Suspicion. The AD may present for the Department.
9. The SA will be given an opportunity to present evidence in opposition to the Department's contentions.
10. Each party will provide a packet consisting of its position statement and evidence it will rely upon to the Coordinator no later than four business days prior to the scheduled hearing. The Coordinator will

provide a copy of each party's packet to the other party within three business days of the appeal hearing.

11. The SA may choose to have representation present at the appeal. Only legal counsel may have a speaking role at the hearing. No other representatives may address the Committee.
12. The Department will have the burden of proving by a preponderance of the evidence that either:
 - a. Reasonable Suspicion exists;
 - b. The test result was accurate; or
 - c. The Sanction imposed for a positive drug test or any conduct listed in §V.E. was appropriate and not contrary to this Policy.
13. Formal rules of evidence will not apply and hearsay is admissible.
14. After all evidence is presented the ICA Representative may make a closing argument followed by a closing argument by the SA and a rebuttal statement by the ICA Representative.
15. The Committee will decide the issues before it by a majority vote within five working days of the hearing. The chairperson will notify, in writing, the head team physician or designee, the SA, his/her team trainer, his/her head coach, the Coordinator, and the AD of the Committee's decision.
16. The hearing shall be recorded. The decision of the Committee is final and may not be appealed. A written record of the Committee's decision, including the evidence considered by the Committee, will be maintained by the head team physician, the Coordinator, and/or the AD.

VI. TOBACCO USE

Use of tobacco products (e.g., cigarettes, cigars, pipes, and smokeless tobacco) poses serious health threats to SA's. The U.S. Surgeon General, National Cancer Institute, Center for Disease Control, and the National Institute for Dental Research do not recommend the use of any tobacco products. Additionally, the University of Arizona is a tobacco free campus.

VII. ALCOHOL USE

Possession and consumption of alcohol by minors in the State of Arizona is illegal. Accordingly, SA's under the age of 21 are expected to abide by State law. Responsible consumption or abstinence is expected from SA's over the age of 21. Each head coach may have written team rules regarding the consumption and possession of alcohol which may affect the SA's eligibility for both practice and competition on his/her team.

The following provisions are intended to assist SA's with alcohol related problems, provide treatment for SA's experiencing alcohol related problems, and provide a uniform policy relating to alcohol use by SA's:

- A. A(n) SA who self-admits an alcohol related problem to any Department staff person will be referred to the CATS Medical Team;
- B. Should a(n) SA violate State law, University policy, or a team rule relating to the use of alcohol, the SA will be assessed by his/her team physician and referred to a substance abuse counselor if deemed necessary by the team physician. Applicable sanctions will apply.

VIII. NUTRITIONAL SUPPLEMENT USE

Nutritional supplements are unregulated and may contain dangerous substances. SA's are required to disclose their use of nutritional supplements to the head athletics trainer or team trainer. For specific guidelines on permissible use and purchase of nutritional and/or dietary supplements, reference the ICA's Supplement policy.

APPENDIX A: "PERFORMANCE ENHANCING DRUGS"

This appendix contains a list of prohibited substances. This list is not exhaustive and may change at any time in accordance with guidance from the Center for Drug Free Sport.

Anabolic/Androgenic Steroids and their metabolites

Bolasterone
Boldenone
Chlorotestosterone
Drostanolone
Fluoxymesterone (Halotestin)
Furazabol
Mesterolone
Methandienone (Dianabol)
Methenolone (Primonabol)
Methyl testosterone
Norethandrolone
Norethindrone
19 -Nortestosterone (Nandrolone)
Oxandrolone (Anavar)
Oxymesterone (Theranabol)
Oxymetholone (Anadrol)
Stanozolol
Androstenedione
cis -Androsterone
Dehydroepiandrosterone
Etiocholanolone
Epiandrosterone
11B -Hydroxyandrosterone
11B -Hydroxyetiocholanolone
Testosterone
Testosterone/Epiandrosterone Ratio

Exogenous Testosterone (if not prescribed by a licensed physician in consultation with the Head Team Physician or his/her designee)

Blocking/Masking Agents, for example:

Probenecid
Hydrochlorothiazide
Chlorthiazide
Furosemide
Triamterene
Aprozide

APPENDIX B: "STREET DRUGS"

This appendix contains a list of categories of prohibited drugs. This list is not exhaustive and may change at any time in accordance with guidance from the Center for Drug Free Sport.

AMPHETAMINES

BARBITURATES

BENZODIAZEPINE and METABOLITES

COCAINE METABOLITES

METHADONE

METHAQUALONE

OPIATES

PHENCLIDINE

PROPOXYPHENE

MARIJUANA/TETRAHYDROCANNABINOL (THC)/CANNABINOIDS

JWH – 18 (SYNTHETIC MARIJUANA)

BATH SALTS

TOBACCO - if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc). Additionally, the University of Arizona is a tobacco free campus.

ALCOHOL - if related to the SA's arrest, citation, and/or evaluation/admittance to a medical facility or if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc).

APPENDIX C

**ACKNOWLEDGMENT OF STUDENT- ATHELE (SA)
SUBSTANCE ABUSE EDUCATION AND TESTING POLICY
AND CONSENT FOR DRUG TESTING**

I, _____, was present at my team certification meeting and/or I received notification of the link to the *SA Drug Education and Testing Policy and The University of Arizona Statement on Drug Free Schools and Campuses*.

I hereby consent to have specimens collected and tested for the presence of prohibited drugs in accordance with the provisions of the *SA Drug Education and Testing Policy*. I understand that samples are tested by outside laboratories.

I authorize the release of all information and records, including test results, relating to the testing of my specimen sample(s) to those individuals specified in the *SA Drug Education and Testing Policy*. They include, but are not limited to, my head coach, my team physician, the Head Team Physician, the Head Athletic Trainer, and Vice President of Intercollegiate Athletics and/or designee, members of the Appeals Committee, and my parents/legal guardians. I also agree to release any records where I have been tested for banned substances.

I waive any privilege or right to privacy I may have in connection with the release of such information and records to those individuals. I release The University of Arizona, its Board of Regents, its officers, employees, and agents from any legal responsibility or liability for the release of such information and records to those individuals.

I understand that I may choose not to sign this Form. If I do not sign this form, I understand that I will not be able to participate in intercollegiate athletics at The University of Arizona and that I will, therefore, have to forfeit my athletic scholarship and/or grant in aid.

SA Signature

Parent Signature (If SA is under 18)

Print SA Name

Date

Sport