

## **BRYAN COLLEGE**

### **Substance Abuse Education and Testing Program Policies and Procedures**

Bryan College is committed to the physical, spiritual, and mental health and well-being of its students. The College recognizes that the use of certain drugs, legal or illegal, is not in the best interests of students. To combat the use of illicit drugs, Bryan College has implemented a substance abuse testing program to promote healthy and responsible lifestyles for students. Bryan College reserves the right to alter, amend, or modify this Substance Abuse Testing Policy at any time without prior notice. This policy will be effective as of August 1, 2022, will be reviewed annually by the Director of Sports Medicine and the Director of Residence Life and approved by the Director of Athletics & the Vice President of Student Life, and will be revised as needed.

#### **Purpose:**

The purpose of the Bryan College Substance Abuse Education and Testing Program is multifaceted. The program focuses on the following objectives:

- 1) Deterring the use of drugs and alcohol.
- 2) Identifying substance-abusers.
- 3) Providing drug & alcohol educational services\*.
- 4) Promoting the role of Bryan College students as representatives of the College and positive role models for the youth in the community.
- 5) Counseling students who do not adhere to the requirements of the program.

#### **Program Compliance / Eligibility:**

Being a student at Bryan College is a privilege, not a right. To become and remain a participant within Bryan College, a student must comply with the terms of this program that encompasses drug education, screening, and counseling. By signing Bryan College's Community Life Standards agreement, the student agrees to submit to all tests ordered by Bryan College in order to detect unauthorized drug use. Students must sign the Community Life Standards prior to their participation at Bryan College.

#### **What is Being Tested For / Banned Substances:**

Bryan College utilizes hair testing for ease and accuracy. These tests have a set value that determines a positive or negative test. Below are the types of drugs that are standard on the panel.

- Cocaine
- Marijuana
- Opiates (heroin, codeine, morphine, oxycodone, oxymorphone, hydrocodone, and hydromorphone)
- Methamphetamine
- Ecstasy (MDMA)
- Eve (MDEA)
- Phencyclidine (PCP)

No substance belonging to the prohibited class(es) may be used, regardless of whether it is specifically listed as an example.

#### **Selection / Frequency:**

Bryan College reserves the right to drug test any Bryan College Residential student (BCR - dorm and commuter) who has agreed to the Community Life Standards. Furthermore, Bryan College will drug test any student under suspicion of drug or alcohol use.

#### **"Reasonable Suspicion" Testing:**

In addition to random drug testing, Bryan College reserves the right to screen a student anytime there is reasonable suspicion that he/she may be engaged in the use of banned substances. Reasonable suspicion may be based on objective information provided by faculty, staff, or peers, and deemed reliable by the Director of Residence Life & Student Accountability. Reasonable suspicion may include, without limitation:

- 1) observed possession or use of substances appearing to be prohibited drugs.
- 2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances.
- 3) observed abnormal appearance, conduct or behavior reasonably interpretable as being caused using prohibited drugs or substances.

Among the indicators which may be used in evaluating a student's abnormal appearance, conduct or performance are class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes, and legal involvement. Test collection procedures will follow those listed below.

**Note: In the case of reasonable suspicion, the Director of Residence Life & Student Accountability and the Vice President of Student Life may exercise their discretion in seeking to determine the possession and/or use of illegal substances by means other than follicular analysis. (e.g., Due to the delayed nature of follicular analysis, if recent use (within 120 hours) is suspected, urinalysis may be used to screen for the presence of any banned substances.) Any positive tests will be sanctioned in the same manner as a positive hair test.**

### **Notification Process:**

- 1) Upon selection, students will be notified by the Director of Residence Life & Student Accountability or the Director of Sports Medicine.
  - a. Personnel will call all available phone numbers, attend student's classes, attend student-athlete's practices, etc. to notify the student.
  - b. Personnel WILL NOT leave a phone message on the student's voicemail or with anyone answering the phone besides the student.
- 2) Upon notification, the student will be asked to read and sign a *Bryan College Substance Abuse Testing Notification Form*, notifying him/her of the date, time, and site of the testing, as well as any other special instructions pertinent to the test.
  - a. The student will be instructed to report to the test site with a picture ID at the time of testing.
- 3) It is the Bryan College Test Site Coordinator's responsibility to notify the Director of Residence Life & Student Accountability and/or his/her designee of those individuals that do not report for their test within the scheduled time periods.
- 4) If a student does not report at the scheduled time for his/her test, he/she will be sanctioned appropriately for his/her action. A "no show" will be interpreted as a positive test result, and the student will enter the Bryan College Substance Abuse Program at the appropriate level.

### **Collection Procedures:**

Substance abuse testing will be done via hair sample, with every possible step taken to ensure and maintain the confidentiality of the test results and to ensure the identity and integrity of the sample throughout the collection and testing process.

- 1) Only those persons authorized by the Bryan College Director of Residence Life & Student Accountability and/or his/her designee and/or the Bryan College Test Site Coordinator will be allowed in the specimen collection and processing area.

- 2) All signed copies of the Substance Abuse Testing Notification Forms will be provided to the Test Site Coordinator, and these copies will be accessible to the coordinator throughout the collection process at the Testing Site.
- 3) The Bryan College Director of Residence Life & Student Accountability and/or his/her designee and/or the Bryan College Test Site Coordinator may release a sick or injured student from the collection area or may release a student to return to meet academic obligations only after appropriate arrangements for having the student tested have been made and documented on the Bryan College Substance Abuse Testing Notification Form.
- 4) Upon entering the collection station, the student will show his/her picture ID and will be identified by the Bryan College Test Site Coordinator and/or his/her designee.
- 5) Sample collection will take place in private rooms to ensure the confidentiality and privacy of the student.
- 6) Before providing a sample, the student will be asked by the Test Site Coordinator if they have knowingly violated the Bryan College Substance Abuse Policy.
  - a. Students who admit of their own free will to violating the policy will still be required to provide a hair specimen. They will also be required to pay the \$82.00 fee to cover the cost of the test.
  - b. Sanctions for admitted violators will follow the guidelines set forth below.
  - c. A voluntary disclosure will still be counted as a first positive test regarding the students' cumulative record.
- 7) A hair sample will be collected by a Certified Sample Collector in accordance with the procedure outlined in Psyche medics Training Manual
  - a. The Collector will fill out the Custody and Control Form
  - b. The student will sign the Donor Certification and Authorization for Release of Test Results
  - c. The Collector will collect a hair sample and deposit in the foil receptacle.
  - d. The foil with the sample will be placed in the envelope pouch of the Sample Acquisition Card
  - e. The Sample Acquisition Card (SAC) will be sealed by removing the adhesive strip from the back of FLAP A and folding it over to meet the designated spot on the back of the SAC. Repeat this process for FLAP B
  - f. Once sealed, the Collector will sign and date the red integrity seal.
  - g. The student athlete will read and initial the statement on the SAC.
- 8) The student will collect his/her belongings and immediately vacate the collection area.
- 9) Specimens become the property of Bryan College.
- 10) Failure to sign the Bryan College Substance Abuse Testing Notification Form, arrive at the collection station at the designated time without justification, or provide a hair specimen according to the aforementioned protocol is cause for the same action(s) as evidence of use of a banned substance. The Bryan College Substance Abuse Testing Site Coordinator will inform the student-athlete of these implications (in the presence of witnesses) and will record such on the Substance Abuse Testing Notification Form.

### **Notification of Results:**

- 1) The company responsible for testing will post results in their online dashboard when completed. This information will then be relayed by the Director of Sports Medicine on to the Director of Residence Life & Student Accountability, the Director of Athletics (if the student tested is an athlete), and the student's head coach (if the student is an athlete).
- 2) Upon confirmation, the Director of Residence Life & Student Accountability will notify the student via email of the result, with copies of the email also being sent to those individuals who have a legitimate need to know including the Director of Sports Medicine and/or his/her designee, the Director of Athletics, the team physician (if necessary), or the student's coach.
- 3) IF THE STUDENT FAILS FOR PRESCRIPTION MEDICATIONS, THEY MUST PRODUCE A LEGAL PRESCRIPTION FOR THAT SUBSTANCE WITHIN 48 HOURS OF BEING NOTIFIED OF THEIR FAILING TEST. THIS PRESCRIPTION MUST BE FOR THEM AND NO OTHER PERSON.

## **Positive Drug Test:**

The sanctions for a positive drug test are outlined in [Bryan College's Community Life Standards](#).

- 1) 1. The student will be required to have a confidential meeting with the Director of Residence Life & Student Accountability and/or his/her designee within three (3) days of the positive test notification.
  - a. The student has the option to request that one person of his/her choosing to accompany him/her to this meeting.
- 2) The student's parents/guardians will be notified of the policy violation by the Director of Residence Life & Student Accountability.
- 3) The student will reimburse Bryan College for the cost of the testing process with a charge of \$82.00 being applied to his/her student account.
- 4) Bryan College Counseling Services will be contacted for consultation and education.
- 5) The student will be subject to follow-up testing at a frequency determined by the Director of Residence Life & Student Accountability or the Vice President of Student Life.

## **1. Zero Tolerance:**

Any Bryan College students who engage in the sale or distribution of illegal drugs will be held accountable to the sanctions outlined in the Community Life Standards.

## **Confidentiality:**

All college employees and representatives are expected to respect a student's right to privacy. It is essential that anything seen, heard, read, and/or otherwise obtained remain confidential by all parties involved. It is illegal for any personnel to gain access to patient information, through all means, unless the information is needed in order to treat the patient, or because their job would require such access.

All college employees and representatives are expected to always adhere to the Confidentiality Policy. Violation of the policy may incur corrective action at the discretion of Human Resources.

## **Appeals:**

More information on appealing decisions made by the Director of Residence Life & Student Accountability and the Vice President of Student Life are outlined in the Community Life Standards.

## ATHLETICS

Drug testing completed by Bryan College aligns with but is separate from NAIA sanctioned random drug testing that may occur at any time.

### Selection / Frequency:

Bryan College reserves the right to drug test any current student who has agreed to the Community Life Standards. Furthermore, Bryan College will drug test any student under suspension of drug or alcohol use. All Bryan College student-athletes are subject to drug testing. Selection for drug testing will occur through randomization (utilizing computer software), reasonable suspicion, athletic team testing, and follow-up testing throughout a student-athletes association with Bryan College Athletics. The Director of Athletics, and/or his/her designee will determine the date, time, and site for testing. **All student-athletes are eligible for each test.** Therefore, it is possible that someone may be tested more than once per year.

The testing procedure will follow the above template. The Head Athletic Trainer will notify the student-athlete of testing selection 24 hours prior to the testing time. Once notified, any change of the time or date, must be approved by the Head Athletic Trainer.

### Positive Test

Any student-athlete that tests positive for drug or alcohol use, will be subject to the consequences listed above, as well as, have the possibility of further consequences placed by the Director of Athletics or coach. The student-athlete, coach, and Director of Athletics will all meet to have further discussion on this topic at the discretion of the Director of Athletics. Any consequence passed down will not overrule the above set by Residence Life but be an addition to.

1. The student-athlete may be required to complete a medical evaluation prior to return to athletic participation if a drug posing immediate potential health risk is still suspected to be present in his/her system (e.g., cocaine, stimulants). This will be determined by the Team Physician.

**MEDICAL EXCEPTIONS:** Exceptions will be made for student athletes with a documented medical history demonstrating the need for regular use of the following classes of banned drugs: stimulants, beta blockers, diuretics, and peptide hormones. Documentation of drug use must be provided to the Director of Sports Medicine by the prescribing physician. This documentation should include the medication, medical history, the reason it is being prescribed and the dosage. If a student athlete fails to provide the proper documentation and tests positive, it will be considered a violation and they will be sanctioned accordingly. Student athletes are encouraged to report cold medication, cough syrups, decongestants, etc. to the Director of Sports Medicine.