



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. In an effort to combat the use of illicit drugs, Bryan College has implemented a substance abuse testing program to promote healthy and responsible lifestyles for residential students.

Residential students are defined as those enrolled in on-campus undergraduate programs who live in Bryan College residence halls or other college-approved housing, commute to participate in the on-campus programming, and participate in the traditional campus community experience in Dayton, Tennessee. This classification differentiates from online students who complete their degree programs entirely through distance learning without on-campus residence requirements, and from dual enrollment students who are high school students taking individual college courses while remaining primarily enrolled in their high school programs.

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 September 5th, 2025, and will be reviewed annually by the Vice President for Enrollment Services & Student Life and the Director of Residence Life & Student Accountability, and approved by the Vice President of Athletics & the Vice President for Enrollment Services & 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:

- Deterring the use of drugs and alcohol;
- Identifying substance-abusers;
- Providing drug & alcohol educational services;
- Promoting the role of Bryan College students as representatives of the College and positive role models for the youth in the community;

- 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, which encompasses drug education, screening, and counseling. By signing Bryan College's Community Life Standards agreement, the student agrees to submit to any and all tests ordered by Bryan College in order to detect unauthorized drug use. Residential students must sign the Community Life Standards prior to their enrollment at Bryan College.

What is Being Tested For/Banned Substances:

For all institutional testing, Bryan College utilizes testing services conducted by Physicians Care (455 Chickamauga Dr., Dayton, Tennessee 37321). Below are the types of drugs that are screened for:

- THC
- Barbiturates
- Benzodiazepines
- Methadone
- Amphetamines
- Oxycodone
- Opiates
- Cocaine
- PCP
- Methaqualone

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

Note: Drug testing completed by Bryan College aligns with, but is separate from, NAIA-sanctioned random drug testing that may occur at championship competitions.

Selection / Frequency

General Student Body Testing:

Bryan College reserves the right to drug test any Bryan College Residential student (BCR - dorm and commuter) and graduate students who are still representing the college (i.e. Performing Arts, Athletics) who have agreed to the Community Life Standards. Furthermore, Bryan College will drug test any student under suspicion of drug or alcohol use.

Athletic Testing

All Bryan College student-athletes are subject to drug testing in addition to general student body requirements. Athletic testing includes:

1. **Mandatory Random Testing:** A minimum of three (3) random drug tests will be conducted annually for all student-athletes
2. **For-Cause Testing:** Athletic administration and coaches may initiate drug testing at any time based on reasonable athletic suspicion, including but not limited to:
 - Rapid improvement in athletic performance
 - Significant decline in athletic performance
 - Changes in physical appearance or behavior
 - Other factors that may indicate substance use

"Reasonable Suspicion" 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, coaches, or peers and deemed reliable by the Director of Residence Life & Student Accountability or the Associate Athletic Director (for athletic-related testing). Reasonable suspicion may include, without limitation:

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

Among the indicators that 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.

Note: In the case of reasonable suspicion, the Director of Residence Life & Student Accountability and/or the Associate Athletic Director may exercise their discretion in seeking to determine the possession and/or use of illegal substances by means other than the standard testing protocol. Any non-negative (positive) tests will be sanctioned in the same manner as a non-negative (positive) standard test.

Notification Process

General Student Testing:

The following process will be used in notifying students selected by Student Life:

- Upon selection, students will be notified by the Director of Residence Life & Student Accountability
- Personnel will email the student, call the student, attend the student's classes, etc., in an effort to notify the student
- Personnel WILL NOT leave a phone message on the student's voicemail or with anyone answering the phone besides the student
- Upon notification, the student will be asked to read and sign a Bryan College Substance Abuse Testing Notification Form and an Authorization Form
- Students must report to Physicians Care the same day they are notified of selection for testing

Athletic Testing:

The following process will be used for athletic-initiated testing:

- Upon selection, student-athletes will be notified by the Associate Athletic Director or designee
- The Associate Athletic Director will follow the same notification protocols as outlined above for general student testing
- Athletic testing may occur during practice times, team meetings, or other athletic-related activities
- Students must report to Physicians Care the same day they are notified of selection for testing

Universal Requirements:

- The student will be instructed to report to Physicians Care with both the authorization form provided by the initiating administrator and a valid photo ID
- 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 non-negative (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 conducted by Physicians Care using their standard testing protocols, 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.

- Testing will be conducted at Physicians Care facilities using their standard collection procedures
- Students must present both the authorization form from the initiating administrator and a valid photo ID upon arrival
- Before providing a sample, the student will be asked by Physicians Care personnel if they have knowingly violated the Bryan College Substance Abuse Policy
- Students who admit of their own free will to violating the policy will still be required to provide a specimen and will be responsible for the full cost of the test
- Students will be given adequate time to produce a specimen according to standard procedures
- Admitted violators will follow the guidelines set forth below
- A voluntary disclosure will still be counted as a first non-negative (positive) test in regard to the student's cumulative record
- Sample collection will follow standard procedures established by Physicians Care in accordance with industry standards
- Physicians Care will ship results to a laboratory as requested by the Director of Residence Life & Student Accountability
- Specimens become the property of Bryan College
- Failure to sign the Bryan College Substance Abuse Testing Notification Form, arrive at Physicians Care at the designated time without justification, or provide a specimen according to the protocol is cause for the same action(s) as evidence of use of a banned substance
- Admitted violators will be subject to the Bryan College Community Life Standards in the same way as students who have produced a non-negative (positive) drug test

Notification of Results:

- Physicians Care will notify the Director of Residence Life & Student Accountability of all test results
- **For Athletic-Initiated Testing:** The Director of Residence Life & Student Accountability will immediately notify the Associate Athletic Director of all results from athletic-initiated testing
- Upon receiving results from Physicians Care, the Director of Residence Life & Student Accountability will schedule a confidential, in-person meeting with the student within 3 days of the results to discuss the results of the test
- **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.**

Testing Costs:

- The cost for each drug test will be determined by the testing protocol used
- Bryan College will be automatically invoiced for all drug tests conducted
- **Negative test results:** Bryan College will cover the full cost of the test
- **Non-Negative (Positive) test results:** The student will be responsible for the full cost of the test, which will be applied to their student account

Non-Negative (Positive) Drug Tests:

The sanctions for a non-negative drug test are outlined in Bryan College's Community Life Standards.

- For tests that came back non-negative (positive), Student Life will proceed based on the guidelines found in the Community Life Standards for drug use
- For non-negative (positive) results and after the in-person meeting, the Director of Residence Life & Student Accountability will email a conduct notice to student outlining decisions and sanctions
- Copies of conduct notices will be sent to the Vice President of Athletics and the Vice President for Enrollment Services & Student Life, with copies also being sent to those individuals who have a legitimate need to know including the team physician, coach, etc.
- **For Athletic-Initiated Testing:** The Director of Residence Life & Student Accountability and Associate Athletic Director will work together to notify students of positive results, as this becomes a conduct violation that the Director of Residence Life & Student Accountability carries out according to Community Life Standards
- The student's parents/guardians will be notified of the policy violation by the Director of Residence Life & Student Accountability
- Bryan College Counseling Services will be contacted for consultation and education
- The student will be subject to follow-up testing at a frequency determined by the Director of Residence Life & Student Accountability
- **Student-athletes** 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

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 any and 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 adhere to the Confidentiality Policy at all times. Violation of the policy may incur corrective action at the discretion of Human Resources.

Appeals:

The Community Life Standards lay out the process for all student appeals. Please see the Appeals Process outlined in the Community Life Standards (p. 14).

Medical Exceptions:

Exceptions will be made for student athletes with a documented medical history demonstrating the need for regular use of banned substances. 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.