Illicit drug and alcohol abuse is a rising problem in America today, affecting college campuses and student athletes alike. The Augsburg University Athletic Department feels it is a responsibility to do everything possible to protect the health and welfare of its student athlete. Drug testing is an important part of ensuring the safety of student athletes while participating in intercollegiate athletics. In addition, a program to prevent the use of performance-enhancing substances promotes fair competition in intercollegiate athletics. The NCAA has established a drug-testing program for student athletes, and the Augsburg University program supports the NCAA in this endeavor. Augsburg University reserves the right to require a student athlete to submit to drug testing as a condition of the privilege of participating in intercollegiate athletics. The Augsburg University Athletic Department has formulated a comprehensive drug and alcohol program which includes the following foci: Education, Testing, and Rehabilitation.

**Purposes of the Intercollegiate Athletic Drug Program**

- To adhere to NCAA and Augsburg University Rules and Procedures regarding licit or illicit drug use by student athletes.
- To disseminate information and educate student athletes about problems associated with drug and alcohol abuse.
- To identify student athletes who are using or abusing illicit drugs or alcohol and provide avenues for remediation.
- To ensure all student athletes, parents and University officials that the Augsburg University Intercollegiate Athletic Department is committed to providing a drug-free environment for all athletic programs.
- To protect the reputation and integrity of the Augsburg University Athletics Program.

**Drug Testing Advisory Council (DTAC)**

The drug testing advisory council shall consist of:

- Team Physician – Dr. B.J. Anderson, Boynton Health Services
- Head Athletic Trainer – Missy Strauch
- Athletic Director – Jeff Swenson
- Head Coach for team

The Head Athletic Trainer shall be the coordinator for the advisory council. Physicians and council members who are responsible for direct patient care shall be qualified in their respective fields in accordance with community standards and regulations. Counselors from the Augsburg University Center for Wellness and Counseling will be
the first referral unless student athlete have previous relationship with off campus 
clinician.

**Drug Education**
Annually an Augsburg University certified athletic trainer will meet with all teams to 
discuss drug and alcohol use and to review the Athletic Department Alcohol and Drug 
Testing Program including all policies and procedures. Behavioral responsibilities and 
disciplinary expectations will also be fully discussed at that time.

**Consent to Participate**
As a requirement for participation in Augsburg University intercollegiate athletics, each 
student athlete must sign a consent form agreeing to possible participation in the 
alcohol and drug testing program. Authorized consent releases test results in 
accordance with this policy. Student athletes are given an opportunity to ask questions 
regarding the information contained in the policy, the testing program, or other related 
issues before signing the consent form. Failure to consent to or to comply with the 
requirements of this policy may result in suspension from participation or termination of 
eligibility in intercollegiate athletics at Augsburg University.

- **Voluntary Education**
  - Any student athlete who feels they have a problem with alcohol or drugs, 
    may request assistance through the Sports Medicine Staff, Team 
    Physician, or Center for Wellness and Counseling. Any request shall not 
    be treated as a positive test and the student athlete shall be 
    treated/counseled in a manner appropriate to the situation. Any positive 
    test (or equivalent) occurring after such voluntary participation shall be 
    treated as a positive test.

**Student Athlete Responsibility**
The Augsburg Athletic Department holds high expectations for how student athletes live 
and interact with one another on campus and in the community. Student athletes 
voluntarily choose to be a part of athletic teams and, by signing the consent form, also 
acknowledge and accept being held accountable for their actions. As a rostered 
member of an Augsburg University athletic team, participating in any events or activities 
authorized by the department, you are required to provide proof of compliance with the 
Augsburg University Alcohol and Drug Testing Program. It is the student athlete’s 
responsibility to present a urine specimen free from banned substances, illicit 
medications, or evidence of inappropriate use of alcohol. Any urine sample testing 
positive will be considered valid and that of an active user. Testing may occur 
throughout the calendar year, including the summer. In addition, all student athletes 
participating in NCAA postseason competition are subject to further testing by the 
NCAA. Both Augsburg University and the NCAA honor State and Federal confidentiality 
laws.
Prohibited Substances
The Augsburg University Athletic Department drug screening process may include an analysis of, but is not limited to, the NCAA list of banned-drug classes. The NCAA banned-drug classes are as follows: stimulants, anabolic agents, diuretics, street drugs, peptide hormones and their related compounds. If a student athlete is prescribed any of these medications by a physician, they should be declared to their Certified Athletic Trainer prior to the start of each season. For an ongoing updated listing of the NCAA banned-drug classes, student athletes are urged to review the NCAA’s web site at www.ncaa.org or contact the Head Certified Athletic Trainer. Augsburg Athletics reserves the right to test for substances not listed on the NCAA Banned Drug Classes List and to test at detection levels that vary from those of the NCAA. The University’s Student athlete Alcohol and Drug Testing Program is separate from the NCAA’s drug testing programs in areas including, but not limited to, banned substances, sanctions imposed, and levels of detection.

Use of Dietary Supplements
Supplements are currently not regulated by the FDA and many dietary supplements or ergogenic aids contain banned substances. Often the labeling of dietary supplements is inaccurate and misleading. Using dietary supplements may lead to negative side effects and may cause positive drug tests. Student athletes who are currently taking or intend to take dietary supplements or ergogenic aids are required to review the product with the Certified Athletic Trainer for his/her sport.

- Student athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at www.drugfreesport.com or the Dietary Supplement Resource Exchange Center (REC) at www.drugfreesport.com/rec for information on dietary supplements, ergogenic aids and other banned substances.

Tobacco Policy
Augsburg University and the NCAA prohibits the use of tobacco products by all game personnel (e.g., coaches, student athletes, athletic trainers, managers and game officials) in all sports during practice and competition. See NCAA Bylaws 11.1.5 and 17.1.7. Any student athlete who violates this tobacco policy shall be disqualified for the remainder of that practice or competition. The Athletic Director or designee will sanction other game personnel (e.g. coach) who violate this tobacco policy on a case-by-case basis.

Athletic Department Staff Responsibility
All Athletics Department coaching and administrative staff must be aware of and committed to the Alcohol and Drug Testing Program. No athletics staff member shall encourage or advise any student athlete to take performance-enhancing or non-therapeutic drugs, nor shall any staff member issue or assist student athletes in obtaining any performance-enhancing or non-therapeutic drugs. Staff members shall advise and educate student athletes against these types of substances and shall report the use, or suspected use, of performance-enhancing and/or non-therapeutic drugs by a student athlete to an appropriate
athletic department administrator. All athletics staff members shall direct student athletes who desire to use dietary supplements to the Certified Athletic Trainer for that sport. Any staff member found to be in violation of this policy is subject to disciplinary action and/or dismissal.

Testing Procedures

1. Unannounced Random Testing:
All student athletes are subject to unannounced random testing at any time throughout the year. This will ensure the health, safety and well-being of the student athlete and promote fair competition in intercollegiate athletics. The Head Athletic Trainer will select student athletes from the official roster by using a random number system. On the day of testing, the Head Coach is given a list and is expected to inform all athletes on this list, in person, and immediately bring them to the athletic training room to produce a urine sample. All testing will be done before practices, it is recommended that the coaches have the athletes report to them immediately upon arrival to the athletic facility. Any refusal of this random test will be considered a positive test.

2. Reasonable Suspicion Screening
A student athlete may be subject to testing at any time when the Head Coach, Assistant Coach, or Certified Athletic Trainer determines there is individualized reasonable suspicion to believe a student athlete may be using a prohibited substance. Reasonable suspicion may be based on factors including, but not limited to the following:
- 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.
If reasonable suspicion is verified, the Athletic Trainer will notify the student athlete and the student athlete must stay with a member of their coaching staff, or the Sports Medicine staff, until an adequate specimen is produced. When an individual is found to be in possession of such substances, he/she will be subject to the same procedures that would be followed in the case of a positive urinalysis.
- Any use of alcohol, prescription medications or illicit drugs that result in criminal charges shall be treated as a positive drug test and dealt with according to the conditions of Augsburg University’s Alcohol and Drug Program. Student athletes are reminded that the legal age for consumption of alcohol in the state of Minnesota is 21.

3. Providing a witnessed urine sample:
The student athlete will be asked to provide a witnessed urine sample in front of a Certified Athletic Trainer or coach of the same sex. All containers will be sterile and sealed from the manufacturer and handed directly to the student athlete. The student
athlete will be responsible for overseeing their assigned container until delivered to the Head Athletic Trainer. The samples will be tested on site using the Medtox EZ-SCREEN Cup and the contents will be evaluated based on the manufacturer’s concentration guidelines. If a sample is below the minimum specific gravity threshold, or those whose measurements are suspect, the student athlete will be asked to produce another sample until the approved threshold for testing is reached. It is the student athlete's responsibility to report as instructed at the proper place and time until cleared by the medical staff.

Policy Regarding Positive Tests
Positive drug test results are cumulative for the student athlete's athletic career at Augsburg University. Although this policy outlines specific sanctions, a head coach in consultation with his/her sport administrator may enforce a more restrictive team policy or team rule. For health and safety reasons, a Team Physician or Certified Athletic Trainer may withhold a student athlete from practice and/or competition at any time.

Note: A positive drug test result under the NCAA drug testing program will be counted as a positive drug test result under this policy. Furthermore, a student athlete under a drug-testing suspension from a national or international sports governing body that has adopted the World Anti-Doping Agency (WADA) code (e.g. USOC, USADA) shall not participate in NCAA intercollegiate competition for the duration of the suspension. See NCAA Bylaw 18.4.1.5.3.

First Positive Test
If positive specimens are identified, the Head Athletic Trainer will notify the Athletic Director, the Team Physician, and the Vice President of Student Affairs. This is necessary to stay compliant with the Universities requirements of the Clery Act. The Head Athletic Trainer will also notify the student athlete. After notification of a positive drug test, the student athlete will be required to participate in a meeting with their parent/legal guardian or spouse, the Director or Athletics, Head Coach, and the Head Certified Athletic Trainer. The student athlete will be asked to contact the Athletic Department’s Administrative Assistant to arrange this meeting.

- At this meeting and prior to the implementation of any treatment/penalties, or as soon thereafter as is practical, the student athlete will have the opportunity to fully discuss the matter with the DTAC and present any mitigating circumstances which he/she feels important.

Chemical Dependency Evaluation
Within two weeks of the first meeting with the DTAC, the student athlete will be required to meet with a counselor at the Center for Wellness and Counseling. A recommendation may be made to schedule a formal chemical evaluation at Boynton Health Services with the Augsburg University Team Physician. The student athletes’ insurance will be charged for this visit and the student athlete will be responsible for the cost of the visit.
The evaluation process may include, but is not limited to, a diagnosis using standard diagnostic instruments, history, physical examination. When problems other than chemical use/abuse are uncovered, the physician/counselor may refer the student athlete to other appropriate resources. Refusal of the student athlete to meaningfully participate and cooperate in the evaluation and counseling program will result in immediate suspension from the team. Reinstatement may involve a behavioral contract with the Athletic Director, physician, counselor, head coach, and certified athletic trainer outlining their expectations.

Any written documentation regarding the follow-up care or recommendations of the involved student athlete will be released to the Team Physician and to the Head Athletic Trainer to ensure quality care and compliance with such recommendations.

Marijuana Education Program:
- If the student athlete tests positive for marijuana, following the mandatory meeting with parents and DTAC, student athlete will be required to participate in the online Marijuana Education Program. Please follow the required steps:
  - Participate and successfully complete eCHECKUP TO GO, an online marijuana prevention program administered by the Center for Wellness and Counseling (CWC). This program takes approximately 30-45 minutes and must be completed within one week from positive drug test results.
  - The link to eCHECKUP: [https://interwork.sdsu.edu/echeckup/usa/mj/coll/?id=augsburg&hfs=true](https://interwork.sdsu.edu/echeckup/usa/mj/coll/?id=augsburg&hfs=true)
  - At the end of eCHECKUP TO GO, you will be asked, on line, if you want to verify completion of the program. As a part of your required sanction please follow the steps to verify completion and submit the results, using the drop down bar, to “Dianne Detloff.”
  - If you log-out or close your browser before completing the verification, your information will not be recorded and you may have to re-complete the program. Only the Counselor in the CWC will see your results.
  - You have two weeks from the time that the eCHECKUP TO GO verification is sent, to schedule an appointment and meet with a counselor at the CWC. Counselors are very busy so best to schedule right away. **Scheduling your individual appointment with the CWC is the student athletes responsibility.** To do so, please call Dianne Detloff at 612-330-1707 or email her at detloff@augsburg.edu.
  - Failure to complete the sanction by the deadline will result in possible suspension from team activity.

**Follow-up testing**
Following a positive drug test, the student athlete will be subject to random re-tests on any given date. These tests will be done under the supervision of Sports Medicine staff and/or Team Physician.
Refusal or failure of the student athlete to meaningfully participate in the evaluation/counseling process, as defined by this policy, shall result in immediate suspension from the team until such time as the student athlete shall cooperate with such evaluative measures.

**Second Positive Test**
A second positive test, by its very nature, indicates a more serious problem requiring more formal intervention. Upon confirmation of the second positive test, the athlete will be suspended from all competition for a period equivalent to 10% if his/her regular season games. The suspension shall be served starting with the next scheduled game and will be in effect for both regular and playoff competition. If the infraction occurs at the end of the season or during the off-season, the suspension will be served in the next season. If the infraction occurs at the end of the regular season but before a playoff, it shall be served during the playoff.

In addition, the student athlete will be re-evaluated by the team physician and/or DTAC and will be referred to the appropriate treatment on or off campus for a more formal chemical evaluation and treatment plan. In addition, the student athlete will be responsible for carrying out the discharge plans of the treatment facility. Student athletes will sign appropriate authorization forms to ensure that results of the treatment plan, and other program completion documentation are available to the team physician, and DTAC. Failure to comply with athletic department alcohol and drug policy or treatment program recommendations will result in immediate suspension from all competition, practice and training until said compliance is achieved.

**Third Positive Test**
Upon confirmation of a third positive test the student athlete will be suspended from all competition, practice and training for one year.

Augsburg University recognizes that chemical dependence (as opposed to chemical use or abuse) is a chronic disease requiring abstinence from all mood-altering chemicals (including alcohol) and is associated with the possibility of relapse.
- Any student athlete having been diagnosed as having the disease of chemical dependency, and having cooperated with appropriate treatment, and who has sustained a relapse, may not be treated as a third positive test if the student athlete reacquires his sobriety, cooperates with relapse treatment recommendations, or if necessary, reenters treatment and aftercare.
- If a second relapse occurs, the student athlete will be subject to the consequences of a third positive test.

**Reinstatement**

After completing appropriate treatment, and at the end of the suspension, the student athlete will be eligible to apply for reinstatement to the athletic program. Reinstatement
will not be considered automatic. The DTAC will review said application and will meet with student athlete prior to making a final decision regarding reinstatement.

- Participation in treatment goals, maintenance of sobriety, academic performance and social functioning shall be requirements for reinstatement.

**Conclusion**

It is believed and hoped that the implementation of the Alcohol and Drug Testing Program will serve to benefit all connected with intercollegiate athletics at Augsburg University.