UNIVERSITY ATHLETIC DEPARTMENT DRUG
EDUCATION, SCREENING, AND ENFORCEMENT PROGRAM

PS 2200

Purpose: To provide direction for the development, implementation, and oversight of a
program to ensure athletes, coaches, and trainers remain drug-free; both to comply
with the regulations governing official athletic competition and to insure the
education, health, and welfare of the University's student-athletes.

1. The University Athletic Department Drug Education, Screening, and Enforcement Program
(UADDESEP) recognizes that the Athletic Department is concerned about the health, safety,
and welfare of the student-athletes in its intercollegiate programs. Bellevue University aims
to help promote the positive physical and mental well-being of the student-athletes by a
program for drug prevention, education, and screening. This policy and its implementation
will be governed by the Bellevue University Athletic Drug Policy and Screening Committee
(BUADPSC) which consists of the Athletic Director (AD), Head Athletic Trainer (ATC),
Team Physician, Head Coaches, and Dean of Students. All members of the BUADPSC, all
assistant coaches of the University's competitive sports, as well as assistant athletic trainers,
are subject to this policy statement and its requirements along with the student-athletes.
Clarification can be had by substituting the title of the individual's job position in place of
"student-athlete" where appropriate. This policy applies universally, except with respect to
alcohol and/or nicotine for non-student-athletes of legal age.

2. Purpose of the Drug Screening Program:

a. Prevention: Drug testing procedures have been developed with the intent of preventing
any student-athlete from drug experimentation and possible drug abuse and dependency.

b. Education: Bellevue University's Athletic Department shall provide at least one
educational lecture during the school year which will be mandatory for all student-
athletes to attend. The Bellevue University student-athletes are strongly recommended to
enroll in health and first aid courses to educate them about the health risks and dangers
associated with the use/abuse of drugs and alcohol.

c. Treatment and Rehabilitation: To treat and rehabilitate those people who may have a
possible drug or alcohol problem through counseling programs and a peer interaction
group as well as inpatient or outpatient clinical rehabilitation programs.

3. Notification and Consent:

a. All student-athletes at Bellevue University will be informed about the drug screening
policy and informed that they must abide by the policies of the program.
b. All student-athletes at Bellevue University will be required to submit to a urinalysis when requested to do so during each student-athlete's season. Random tests may be administered any time during the year. If the student-athlete fails to report at the drug screen facility at the appointed time, he/she will be considered a positive test and will be disciplined as stated in the discipline procedure statement.

c. The drug policy and program will be provided to each student-athlete and all members of the coaching staff at the beginning of each academic year.

d. Each student-athlete shall be required to sign a notification and consent form stating he or she has read and understands the policy statement and agrees to the ramifications of violating these policies.

e. The student-athlete will be informed that failure or refusal to sign the notification and consent form will result in the disqualification of the student-athlete from participation in practices and games.

4. Confidentiality: Bellevue University will protect the identity of any student-athlete who either admits to a drug/alcohol use/abuse problem or, through testing, is discovered to be using or abusing drugs or alcohol. All information and records under the Athletic Department policy, including test results, will remain confidential and will be released only to the BUADPSC.

5. Types of drugs to be screened include specified in 34 CFR, Part 85, Subpart F; Public Law 101-226; and section 5301 of the Anti-Drug Abuse Act of 1988; and are not limited to:

   a. Amphetamines
   b. Barbiturates
   c. Benzodiazepines
   d. Cannabinoids, or their metabolites
   e. Cocaine, or its metabolites
   f. Methadone
   g. Methaqualone
   h. Opiates, or their metabolites
   i. Phencyclidine
   j. Propoxyphene
   k. Testosterone
   l. Any other drug or steroid prohibited by the NAIA or the NCAA.

6. Frequency of Screening:

   a. Random: Random tests may be performed throughout the academic year at Bellevue University. A student-athlete may be tested if reasonable suspicion exists that he/she has used drugs. Any student-athlete that has been selected for a random, mandatory, or other
drug test must take the test immediately upon request or else such student-athlete shall be
deemed as having failed the drug test.

b. Mandatory: Any student-athlete that tests positive may be re-tested on a regular basis.
This will be determined in accordance with the Student-Athlete Code of Conduct.

c. Reasonable Suspicion: To be considered reasonable suspicion, evidence must be based
on a specific event, occurrence, or behavior which can be explained by the possibility that
the student-athlete has used drugs. These would include, but are not limited to:

(1) direct observation by coaches, athletic trainers, or the team physician involving any
suspicions, medically symptomatic changes inherent to suspected substance abuse;
(2) unexplained absenteeism;
(3) significant changes in behavior;
(4) obviously suspicious conduct;
(5) common sense conclusions of abnormal human behavior;
(6) a previous positive drug test; and/or
(7) evidence in a report from a reliable third party.

Before requiring screening procedures under such circumstances, the athletic staff
member will consult the team physician, the AD, and the University attorney to confirm
probable cause exists to support testing the individual in question.

7. Self Correction: Any student-athlete, in strict confidence, may advise any coach, ATC, team
physician, or AD that he/she suffers from a drug or alcohol use/abuse problem without fear
of jeopardizing his/her athletic eligibility provided:

a. such disclosure is full, complete, and made freely;

b. the disclosure is not made in an effort to avoid an impending drug screen; and

c. he/she agrees voluntarily to submit to, and complete, the counseling and rehabilitation
program designated by the BUADPSC, if requested to do so by the AD.

8. The Collection Procedure: The following collection procedures are contained in the DOT
regulations, 49 CFR part 40. Except for the split specimen, collection facilities should follow
these guidelines for non-DOT collections.

a. To deter the dilution of specimens at the collection site, toilet-blueing agents will be placed
in toilet tanks wherever possible, so the reservoir of water in the toilet bowl always remains
blue.

b. Collector verifies identification of donor with proper identification (by presenting a driver’s
license or other photo ID, or by the Universities’ representative) and completes the
following steps on the DOT Chain of Custody form:
(1) University’s name and address (Bellevue University, 1000 Galvin Road South, Bellevue, NE 68005)
(2) Medical Review Officer (MRO) name and address
(3) Drugs the specimen will be tested for
(4) Type of test, i.e., random, pre-employment, etc.
(5) Donor’s ID number, i.e., Student ID number

c. Collector asks donor to remove any unnecessary outer clothing (coat, jacket) and to leave briefcase, pocketbook, book bag, or other personal belonging outside the collection site.

d. Collector provides receipts for garments and belongings when requested by donor and secures items during collection.

e. Collector instructs donor to wash and dry his/her hands. Once the donor’s hands are washed, the donor will not have access to any water fountain, faucet, soap dispenser, or any other material that could adulterate the specimen.

f. The collector presents donor a wrapped/sealed specimen bottle or collection container. Either the collector or the donor may unwrap or break the seal of the container/bottle.

g. The collector accompanies donor to the bathroom or stall where the donor will provide specimen. The donor shall give his/her specimen in the privacy of a stall or otherwise partitioned area that allows for individual privacy.

h. The collector receives the specimen from the donor.

i. The collector checks the specimen:

   (1) Reads the specimen temperature within four (4) minutes of receiving specimen
   (2) Measures specimen volume to ensure there is at least 60 ml.
   (3) Inspects the specimen for unusual color, odor, or other signs of adulteration.

j. Collector pours specimen from the collection cup/container into the bottle, if separate collection container/cup was used. Temperature of specimen may be read from either collection cup/container or specimen bottle, as long as temperature reading is obtained within 4 minutes and documented on the chain of custody.

k. Collector places lid/cap on specimen bottle then applies tamper proof seal and label.

l. Donor initials the label/seal. Collector dates label/seal. At this point, donor is allowed to wash his/her hands.

m. Donor completes the donor certification section of the form by signing the certification statement and providing his/her date of birth, printed name, and a contact phone number.
n. Collector completes the collector certification section of the Custody and Control form, signing the certification statement, printing his/her name, location of the collection site, and the date of the collection.

o. Collector records any remarks concerning the collection in the “remarks” section of the Custody and Control form.

p. Collector signs the chain of custody block indicating he/she has received the specimen from the donor and prints his/her name and the date. NOTE: The “purpose of change” entry is already pre-printed and explains the transfer of the specimen from the donor to the collector (providing specimen for testing).

q. Collector completes chain of custody “released by” block, signs, and prints his/her name. If the specimen is being prepared for shipment to the laboratory, collector completes the “received by” block by printing the carrier or shipment service name, including the date. Collector then completes “purpose of change” section, explaining the transfer of the specimen from the collector to the carrier or shipment service, i.e., transport specimen to lab.

r. Collector gives donor his/her copy of the Custody and Control form.

s. Collector prepares bottle and two laboratory copies of Custody and Control forms for shipment, placing them in a shipping container.

t. Collector seals shipping container and initials and dates seal on container. Donor may leave collection site.

u. Collector prepares additional copies of Custody and Control form for appropriate distribution: MRO, Athletic Director, collection site copy for filing by collection facility.

v. Collector ships sealed specimen to the laboratory for SAMHSA regulated forensic testing.

w. Laboratory performs forensic testing, reporting results to CMC Medical Centers or to the MRO.

x. Negative test results will be reported to the Athletic Director within 24 hours. Positive test results will be reported 48-72 hours, depending on MRO involvement.

12. Disciplinary Actions:

a. First Positive Screen

(1) Notification of the results will be communicated to the student-athlete, AD, the ATC, and Head Coach.
(2) Penalties will be assessed in accordance with the Student-Athlete Code of Conduct.
(3) The student-athlete will be required to meet with a designated drug treatment/rehabilitation counselor. The student-athlete will assume all financial responsibilities for the drug treatment rehabilitation program. If the student is unwilling to attend counseling sessions, he/she will be treated as having received a second positive drug screen (see below).

(4) The student-athlete will be required to complete a drug screen on a regular basis to insure compliance of the UADDESEP for up to one year after the first positive screen at the expense of the student-athlete.

b. Second Positive Screen

(1) The student-athlete will be informed in writing by the BUADPSC that he/she has been permanently suspended from participation in all athletic activities with loss of athletic financial aid in accordance with the Student-Athlete Code of Conduct.

(2) The student-athlete may appeal, in writing, the sanction to the BUADPSC.

(3) Within seven (7) business days of receipt of the written request of an appeal, the BUADPSC will convene a hearing at which time the student-athlete will have an opportunity to be heard, and to present evidence concerning the reported screening results as well as the pending sanctions. The student-athlete may be accompanied by an attorney, or other person of his/her choice, who may act as an advisor.

(4) The chair of the BUADPSC will give written notification of the BUADPSC's decision to the student-athlete. The decision is final.

13. Selling of Drugs or Possession with Intent to Sell: Any Bellevue University student-athlete arrested for the selling of drugs, or possession of drugs with intent to sell, according to the laws of the state in which the offense occurs, will be immediately suspended from his/her respective team pending legal action. Conviction of any of these offenses will result in immediate release from the team, termination/loss of financial aid, and expulsion from the University.

APPROVED:

Mary B. Hawkins, President

OR: ATH

Effective Date: August 31, 2009

This policy statement supersedes PS 1110, dated July 1, 2000.
BELLEVUE UNIVERSITY DRUG POLICY AND NOTIFICATION FORM
IN COMPLIANCE WITH PS 2200

I certify by my signature below that I have read the Bellevue University Athletic Department Drug Education, Screening, and Enforcement Program (UADDESEP). I also understand, agree, and consent that as part of the requirements from my participation in Bellevue University athletic/sports programs, I will comply with the UADDESEP, and I will provide urine for drug screening analysis as part of the requirements of this program. I will not refuse any such test, nor will I in any way dispute the University’s right to perform such tests on me. I understand the University will take every precaution to maintain the confidentiality of all matters related to the test(s) to be performed, except as indicated in the policy providing for the UADDESEP.

I further agree to inform the team physician and/or head athletic trainer of any and all medications which I may take from time to time, either under prescription from a licensed physician or self-administered. I recognize this information is necessary to assist the team physician and athletic trainer in providing me the best possible medical information to assure accurate test results.

If I am a legal minor, I authorize the Athletic Director and/or head athletic trainer to contact my parent(s) or legal guardian(s) with information relating to positive test results, in accordance with the terms of the UADDESEP.

I understand counseling will be available to me. I also understand I will be responsible for payment for any such counseling services, except as determined by the Dean of Students. I further understand the Athletic Director will be informed of any visit for counseling, but that the information will be limited to attendance at, and compliance with, such counseling sessions. The content of the discussions during counseling, or other forms of treatment related to it, will remain in strictest confidence between myself and the counselor.

Student’s Signature

Date of Student’s Signature

Student’s Name (please print)

Student’s Social Security Number

Parent or Guardian’s Signature, if a minor

Date of Parent/Guardian’s Signature

Student’s Sport

Witness

8/31/09