

DRUG TESTING POLICY

Northwestern Local School District

The Northwestern Local School District Board of Education Drug Testing Policy was formed because of a concern that alcohol and illicit drugs may be used by Northwestern Local School's students. The Northwestern Local School District Board of Education desires to implement a policy which will attempt to provide this district with a safe and healthful student program. This policy reflects the Northwestern Local School District Board of Education and the community's strong commitment to establish a truly drug and alcohol free school program. Because of the pervasive nature of drug use in our area schools, Northwestern Local School District has selected student athletes, students who participate in competitive extra-curricular activities and students who, along with consent from their parents, volunteer to be tested, for inclusion in the testing pool. This policy applies to all athletes, volunteers and extra-curricular activities from grades 7-12.

Alcohol and Drugs

Athletes are prohibited from consuming, dispensing, selling, distributing and/or possessing any form of alcohol, illegal narcotic and/or illegally used drug or drug paraphernalia. Student-athletes present in a situation where any of the above is present leave the party immediately. Remaining at the gathering or party constitutes a violation of this rule.

PURPOSE OF THIS POLICY SHALL BE:

1. To provide a healthy and safe environment to all students participating in the athletic and extra-curricular program.
2. To discourage all students from using drugs and alcohol.
 - a. Students will assume all responsibility for regulating their personal lives in ways that will result in their becoming healthful members of a team and worthy representatives of the school and community.
3. To provide students with the opportunity to become leaders in the student body for a drug free school.
4. To provide solutions for the student who does use drugs and alcohol.
5. To provide the school with positive guidelines and disciplinary policies for violations of the drug free policy.
6. To encourage those students who participate in athletic and extra-curricular programs to remain drug free and alcohol free.

The program does not affect the current policies, practices, or rights of the District regarding student drug and/or alcohol possession or use, where reasonable suspicion by means other than drug testing through this policy.

Students involved in extra-curricular activities need to be exemplary in the eyes of the community and other students. The drug testing and education policy is designed to create a safe, drug free environment for students and assist them in getting help when needed. Although

students risk the loss of continued participation in extra-curricular activities, no student shall be suspended or expelled from school as a result of a certified “positive” test conducted by his/her school under this program.

No student will be penalized academically for testing positive for banned substances. The results of drug tests will not be documented in any student’s academic records.

DEFINITIONS

1. **STUDENT ATHLETE**
Any person participating in the Northwestern Local School District High School or Middle School athletic program and/or contests under the control and jurisdiction of the Northwestern Local School District and/or the Ohio High School Athletic Association (OHSAA).
2. **EXTRA-CURRICULAR**
Any activity of a voluntary nature that does not involve a grade.
3. **ATHLETIC SEASON**
In-season start dates will begin as published by the Ohio High School Athletic Association or sanctioning organization and continue until the completion of awards program for that sport for the Northwestern Local School District. There are three athletic seasons: Fall, Winter, Spring. It is important to note that the Northwestern policy on drug/tobacco/alcohol does not follow seasons. It is in effect 24 hours a day, every day.
4. **RANDOM SELECTION**
A system of selecting athletes for drug and alcohol testing in which each athlete shall have a fair and equitable chance of being selected each time selections are required.
5. **ILLEGAL/ILLICIT DRUGS**
Any substance included in U.S.C. 802 (6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute, or purchase under State or Federal Law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer. We may also test for Nicotine and Steroids.
6. **ALCOHOL**
Any intoxicating liquor, beer, wine, mixed beverage, or malt liquor beverage as defined in the Ohio Revised Code Section 4301.01. The term “alcoholic beverage” includes any liquid or substance, such as “near beer” which contains alcohol in any proportion or percentage. The term “alcoholic beverage” does not include a substance used for medical purposes in accordance with directions for use provided in a prescription or by the manufacturer and in accordance with school district policy and rules related to the use of prescription and non-prescription drugs, provided the substance is a) authorized by a medical prescription from a licensed physician and kept in the original container, which shall state the student's name and directions for use or b) an over-the-counter medicine.

1. RANDOM TESTING

In-session random testing shall be done throughout the school year. Each team may have up to 20% of its eligible students tested per random selection. A student may be tested more than once per season and out of season. In the event of a positive result, the specimen will be sent to a laboratory for confirmation of results and a certified Medical Review Officer will determine the results.

a. Random selection of student athletes:

The Athletic Director, under the Principals supervision, will use a system to ensure that students are selected in a random fashion. This system may include computer generated random numbers or names or by pulling numbers from a pool of numbers equal to the number of eligible student athletes.

b. Scheduling of random testing:

Random testing will be unannounced. The day and date will be selected by the Athletic Director and confirmed with the building administrator. Random testing may be done weekly.

2. DRUGS FOR WHICH ATHLETES MAY BE TESTED:

LSD, Alcohol, Marijuana, Amphetamines, Methadone, Anabolic Steroids, Methaqualone, Barbiturates, Nicotine (Tobacco), Benzodiazepines, Opiates, Cocaine, Propoxyphene (Darvon), or Any substance included in U.S.C. 802 (6), which an individual may not sell, offer to sell, possess, give, exchange, use, distribute, or purchase under State or Federal Law. This definition also includes all prescribed and over-the-counter drugs being used in any way other than for medical purposes in accordance with the directions for use provided for in the prescription or by the manufacturer.

3. COLLECTION PROCESS (Urine Screens)

The student will be notified to report to the collection site. A specimen from the student will be collected as follows and all students must follow this process:

All students must have a picture ID or be identified by the Athletic Director or Principal. No exceptions will be allowed.

Drug testing area must be secured during the testing.

Only lab technicians and students will be witness to the test.

Privacy must be kept for all students.

The Athletic Director is responsible for ensuring that all of the forms are completed and signed by both parent/guardian/custodian and student. No student is to enter the collection site until forms are completed.

When students arrive and cannot give a sample, they will need to start drinking water, pop or juice. After 36 oz. the human body will need to urinate.

No bags, backpacks, purses, cups, containers or drinks will be allowed to enter the collection area. All coats, vests, jackets, sweaters, hats, scarves or baggy clothing must be removed before entering the collection site. Only pants and t-shirts or dresses may be worn in the collection area. Any infringement of the rules will result in the student taking the test over.

Students processed by the lab technician who cannot produce a sample will be kept in a secured area to wait until they can test. If they leave this area they will not be allowed to test. They are not to have contact with anyone until after the sample is given.

Students will be asked to hold out their hands and a sanitizer will be put on their hands or will wash hands with water. The bathroom personnel will add a dye to the toilet.

Students will be asked to urinate directly into the collection cup given to them by the lab personnel. The lab technician will stand outside the stall and listen for normal sounds of urination.

Any and all adulteration of the specimen will be detected and considered the same as a test refusal or 1st time infraction. (The lab checks every sample for adulteration, such as additives you drink or add to urine to change the sample.)

Adulterations: We will treat adulterations and diluted samples as first time offenses. They are not called positives but have the same consequences. A retest will be required within 24 hours.

Any suspicion of tampering with the sample will be brought to the tester's attention. The sample will be sent to the lab for immediate confirmation of tampering.

The sample must be taken in one attempt and be at least 30 ml in size. The student must hand the cup to the lab technician.

Students are not to flush the toilets or urinals. In the event that a student flushes the toilet he or she will be required to give a new sample immediately or the sample will be invalid.

With student watching, the lab technician will recap the sample and hand it to the student who must then return it to the intake technician. In the event that the student does not hand the cup directly to the intake technician, the sample is invalid and a new sample must be taken. If the student leaves the collection area or has contact with anyone, the sample will be invalid and the student will have to give another sample.

This collection procedure is subject to change because of procedural requirements by the testing agency. The School Board reserves the right to change the collection procedure to coincide with the testing guidelines set forth by the testing agency.

When using rapid screens, all non-negative screens will be sent out with a chain of custody to a certified laboratory for confirmation. A Certified Medical Review Officer will verify the positive test.

4. REFUSAL TO TEST

Any student refusing to take the test will be removed from athletic participation for 50% of the total contests in a season, without the possibility to reduce the suspension length. The exact number of contests to be missed will be determined by the Athletic Director for the season(s) or sport(s) participated in.

5. RESULTS OF A POSITIVE TEST

Any positive urine drug test results will be made known to the building administrator, who in turn will notify the parents/guardians/custodians and student.

6. IF A POSITIVE TEST OCCURS:

First Offense

For the first positive result:

Athlete will be removed from athletic participation for 50% of the total contests in a season, plus receive any suspension dictated by the school discipline code. The exact number of contests to be missed will be determined by the Athletic Director for the season(s) or sport(s) participated in. Suspended contests will be determined and the athlete will not be able to participate in the identified contest regardless of whether they were rescheduled. Cancelled contests will not be cause for an adjustment to the suspended contest. Students in clubs or students who have driving privileges will not be able to participate for the length of time that would be equivalent to the length of an athletic suspension. For these scenarios the suspended time begins on the date of the confirmation of a positive result or the determination, via investigation, that a violation has occurred.

For any athlete in violation of the above policy not during the season of his/ her participation, disciplinary procedures will carry-over to the student-athlete's next consecutive season participated in. Athletes must be in good standing at the end of the season for the suspension to not count and will be moved to the next approved season.

During this period, the suspended athlete may be required to be present at all practices/ contests. Failure to do so may result in removal from the team. In the event that an athlete is not given permission to attend practice by the Head Coach and Athletic Director and the athlete wants the suspended contests to count they must complete approved community service for the hours that are equivalent to the hours that would have been spent at practices and contests. The Athletic Director and Principal will be the approving agents for the duration and activity accepted for community service.

No suspension will be involved as a result of random testing, but it would be appropriate disciplinary action if a student was found to be in violation of related school policy on school grounds or at a school event. If a student is issued an out of school suspension, the disciplinary action of missing contests will begin when the student returns to school.

Above suspension period may be reduced to 30% of total season contests, provided that the student-athlete enters an “**Insight**” program or obtain appropriate services of an agreed upon professional assistance agency. This will be at the expense of the student-athlete.

-Insight is generally an educational and self-awareness program to assist students in determining the role alcohol, and/or drugs play in their life. Insight must be done through an approved agency.

-The student-athlete must follow any of the recommendations from the insight program.

-The student-athlete will allow the agency to forward to the administration the letter of completion and any related recommendations

To qualify for the reduction in suspension, the above process must be started before the denial of participation period reaches the 30% mark.

Athletes denied the privilege of athletic participation will only be reinstated, or permitted to remain on the team, at the discretion of the Athletic Director, Principal and/or Head Coach involved. The student may be required, at parent/guardian/custodian expense, to submit to weekly or random testing for the remainder of the current athletic season.

Second Offense

Athlete will be removed from participation in athletics for 100% of the total athletic contests in a calendar year. The time of suspension will begin the day the penalty is issued

Students in clubs or students who have driving privileges will not be able to participate for the length of time that would be equivalent to the length of an athletic suspension. For these scenarios the suspended time begins on the date of the confirmation of a positive result or the determination, via investigation, that a violation has occurred.

Above suspension period may be reduced to 50% of each season contests in the calendar year, provided the student will be required to complete a “**Full Assessment**” program or obtain appropriate services of an agreed upon professional assistance agency. This will be at the cost of the athlete/family.

-Full Assessment is a more in depth procedure involving an interview by a certified drug and alcohol counselor. This may include the gathering information from family members, school personnel, law enforcement agencies to determine the role that alcohol and/or drugs is playing in that person’s life.

-The student-athlete must follow any of the recommendations from the full assessment.

-The student-athlete will allow the agency to forward to the administration the letter of completion and any related recommendations.

To qualify for the reduction in suspension, the above process must be started before the denial of participation period reaches the 50% mark.

Athletes denied the privilege of athletic participation will only be reinstated, or permitted to remain on the team, at the discretion of the Athletic Director, Principal and/or Head Coach involved. The student may be required, at parent/guardian/custodian expense, to submit to weekly or random testing for the remainder of the current athletic season.

Third Offense

Athlete will be removed from participation in athletics for the remainder of his/her academic career. Students in clubs or students who have driving privileges will not be able to participate for the length of time that would be equivalent to the length of an athletic suspension. For these scenarios the suspended time begins on the date of the confirmation of a positive result or the determination, via investigation, that a violation has occurred.

After one calendar year from the date of a third violation, the student may appeal to the superintendent and board of education representative requesting reinstatement. Their decision on this matter is final.

Tobacco

Athletes are prohibited from consuming, dispensing, selling, distributing and/or possessing any form of tobacco. Violations and consequences will follow the same policy as the Alcohol/Drug policy with the intervention program being focused on tobacco use. In the case of a second violation the intervention program would be focused on tobacco use cessation through an approved agency.

Violations are accumulative throughout the student's secondary school career. (Grades 9-12)

SELF REFERRALS

An athlete may give a once a year self-referral, which may be done only twice in 4 years. Self-referrals can only happen before a test is done or before a formal investigation of an alleged violation is initiated. The athlete will not be able to participate in 20% of the total scheduled contests in the sport they are or participating in. If the student is not currently in a sport the consequences will take place in the next sport they participate in. If the 20 % rule is beyond the scope of the remaining contests, the athlete will sit out the rest of the current season and miss the additional contests in the next sport they participate in.

Students in clubs or students who have driving privileges will not be able to participate for the length of time that would be equivalent to the length of an athletic suspension. For these

scenarios the suspended time begins on the date of the confirmation of a positive result or the determination, via investigation, that a violation has occurred. Counseling and additional testing may be required.

Any student who self refers or tests positive may be tested monthly for the remainder of his/her extracurricular involvement until graduation. Testing will be done by Wooster Community Hospitals only so long as this is the company the school selects.

Opt In

All students that are a member of a high school or middle school athletic team or a high school club are automatically included in the pool that the random tests are drawn from. If your child is not in one of the groups and you would still like to have them in the pool of possible students to be tested, you can add them to the pool by paying the high school participation fee. This would not mean that your child would be picked; it simply means that they could be picked.

If you would like your child to be tested on a monthly basis, you can accomplish that by paying, in advance. The test dates would still be random and not announced but your child would be tested. The cost for this is \$15 per test. If you are interested in either of these plans, please see our Assistant Principal/Athletic Director.

Northwestern Local School District INFORMED CONSENT AGREEMENT

STUDENT NAME _____

GRADE _____

AS A STUDENT:

- I understand and agree that participation in athletic/extracurricular activities is a privilege that may be withdrawn for violations of the Northwestern Local School District Drug Testing Policy.
- I have read the Drug Testing Policy and thoroughly understand the consequences that I will face if I do not honor my commitment to the Drug Testing Policy.
- I understand that when I participate in any athletic/extracurricular program I will be subject to and random urine drug & alcohol testing, and if I refuse, I will be removed from athletic participation for 50% of the total contests in a season, without the possibility to reduce the suspension length. I have read the informed consent agreement and agree to its terms.
- I understand this agreement is binding while I am a student in the Northwestern Local School District system.

STUDENT SIGNATURE

DATE

AS A PARENT/GUARDIAN/CUSTODIAN:

- I have read the Northwestern Local School District drug testing policy and understand the responsibilities of my son/daughter/ward as a participant in athletic/extracurricular activities in the Northwestern Local School District.
- I pledge to promote healthy lifestyles for all students in the Northwestern Local School District system.
- I understand that my son/daughter/ward, when participating in any athletic/extracurricular program, will be subject to random urine drug and alcohol testing, and if he/she refuses, will not be allowed to practice or participate in any athletic/extracurricular activities. I have read the informed Consent Agreement and agree to its terms.
- I understand this agreement is binding while my son/daughter/ward is a participant in athletics/extracurriculars in the Northwestern Local School District.

PARENT/GUARDIAN/CUSTODIAN SIGNATURE

DATE

PARENT GUARDIAN/CUSTODIAN PRINTED NAME

WORK PHONE

INFORMED CONSENT AGREEMENT

We hereby consent to allow the student named on the reverse side to undergo urinalysis testing for the presence of illicit drugs, alcohol, or banned substances in accordance with Policy and Procedures for Drug Testing of the Northwestern Local School District.

We understand that testing will be administered in accordance with the guidelines of the Northwestern Local School District Drug Testing Policy for student athletes/extracurricular.

We understand that any urine sample taken for drug testing will be tested only by a Board approved company.

We hereby give our consent to the company selected by the Northwestern Local School District School Board of Education, its employees, or agents, together with any company, hospital, or laboratory designated to perform urinalysis testing for the detection of drugs.

We further give our consent to the company selected by the Northwestern Local School District Board of Education, its employees, or agents, to release all results of these tests to designated School District employees or agents. We understand that these results will also be available to us upon request.

I, the student, hereby authorize the release of the results of such testing to my parent/guardian/custodian.

We hereby release the Northwestern Local School District Board of Education, its employees or agents from any legal responsibility or liability for the release of such information and records.

This will be deemed consent pursuant to the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g as amended, and the Ohio Revised Code 3319.321, for the release of the test results as authorized by the Informed Consent Agreement or as required by law.