

Drug/Alcohol Education, Testing and Treatment Policies & Procedures

Introduction

This Drug and Alcohol Education, Testing, and Treatment Program has been adopted and shall be administered by the Georgia Tech Athletic Association (GTAA). GTAA reserves the right to make changes to this Program as needed, and this Program should not be construed to create a contract between student-athlete and GTAA. Please note that this Program is separate and distinct from the NCAA drug- testing program (including all sanction phases). Information regarding the NCAA drug- testing program is available at <http://www.ncaa.org/>.

Georgia Institute of Technology (Georgia Tech) prioritizes the health, safety and welfare of the student- athletes who participate in its programs and represent Georgia Tech in competitive athletics. Substance abuse is one of the most pervasive issues facing athletics and society today. The use of illegal drugs, misuse of legal drugs and dietary supplements, use of performance-enhancing substances, use of alcohol, and use of tobacco are dangerous and inconsistent with the pursuit of optimal performance and the standards expected of student-athletes at Georgia Tech. Substance use and abuse in sport can pose risks to a student-athlete's health/safety and negatively affect his/her academic and athletic performance. Substance use and abuse in sport may also compromise the integrity of athletic competition and the ideals of Georgia Tech Athletic Association.

For the purposes of this Program, "student-athlete" shall mean any student at Georgia Tech who has been declared eligible for practice and/or competition by NCAA standards.

Mission

The Georgia Tech Athletic Association (GTAA), in an effort to safeguard the health and safety of the student-athlete and to preserve the integrity of collegiate competition, strives to conduct a comprehensive drug and alcohol education, testing and treatment program.

Purpose

This policy was created to benefit and maximize the health and safety of Georgia Tech student-athletes. Random drug testing along with testing based on reasonable suspicion are appropriate to ensure the health, safety, and welfare of student-athletes, to promote fair competition in intercollegiate athletics, to affirm compliance with applicable rules and regulations, to identify student-athletes who are improperly using drugs or alcohol, and to assist in providing therapeutic resources aimed at favorable outcomes. Furthermore, the GTAA recognizes its responsibility to provide educational programming that will support positive decision-making.

The intent of this Program is to prevent substance misuse and abuse by student-athletes through education, testing, and professional guidance.

Education: Provide student-athletes and athletics staff with accurate information about the problems and risks associated with substance use, use and abuse in sport, and promoting health and safety;

Testing: Utilize scientific analysis to detect prohibited substances student-athletes may introduce to their bodies, and utilize testing resources available to support programs outlined in this policy; and

Professional Referral: Facilitate appropriate treatment and rehabilitation of student-athletes.

Alcohol, Tobacco and Other Drug Education

Participants who are educated about substance use in sport are more likely to make informed and

intelligent decisions about usage. In an effort to be proactive in the prevention of drug use, GTAA has mandatory and voluntary processes in place to educate student-athletes about the problems associated with drug use and abuse. GTAA will conduct a drug and alcohol education program for student-athletes at least twice per academic year. This program will inform and clarify for student-athletes and staff the athletic department, institutional, conference and national governing body policies related to alcohol, tobacco and other drugs. Appropriate educational materials will be made available to participants, including this Program and a list of banned substances. Dietary supplements and their inherent risks will be discussed. Participants will have an opportunity to ask questions. All student-athletes and designated staff members are required to attend. Make-up sessions will be made available for participants who must miss a scheduled educational session for an approved reason. Educational materials will also be provided in locker rooms and other high traffic areas (e.g., athletic training room, nutrition center, academic support unit, etc.).

All students at Georgia Tech, including student-athletes, must also fulfill a wellness requirement by taking one of two available courses (APPH 1040/APPH 1050). Both courses cover the importance of personal health. The Total Person Program also requires all student-athletes to participate in various life skills programs, including substance use/abuse education. GTAA may arrange additional educational programs to provide information surrounding drug and alcohol use and abuse.

Consent to Participate

As a condition of participation in intercollegiate athletics at Georgia Tech, each student-athlete will be required to sign a consent form agreeing to undergo drug and alcohol testing and authorizing release of test results in accordance with this Program. Each student-athlete will be given a copy of the institutional Program annually and will be required to participate in an informative session describing alcohol, tobacco and other drug education and testing policies. Student-athletes will be given an opportunity to ask any questions regarding the information contained in the policy, the testing program, or other related issues prior to signing the drug-testing consent form. Failure to sign the consent form or to comply with the requirements of this Program may result in suspension from participation or termination of eligibility to participate in intercollegiate athletics at Georgia Tech.

Alcohol Use

It is the responsibility of every member of the Georgia Tech community to be aware of the risks associated with alcohol use and abuse. Possession or consumption of alcoholic beverages by individuals under the age of twenty-one (21) is a violation of state liquor laws (Minor in Possession/MIP). Likewise, it is illegal for anyone to supply alcoholic beverages to persons under the age of 21. Student-athletes are required to conduct themselves in accordance with Georgia Tech policies, and with federal, state, and local laws. This extends to the recruitment of prospective Georgia Tech student-athletes. Prospective student-athletes visiting campus and socializing with current students are not permitted to participate in any activities that permit and/or include the use of alcohol. Appropriate alcohol use for student-athletes who are twenty-one or older will be determined on a team-by-team, year-by-year basis.

Tobacco Use

Georgia Tech is a tobacco-free campus, meaning the use of any tobacco product by any individual is prohibited on any Georgia Tech property, including athletics facilities. NCAA rules prohibit 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. A student-athlete who violates Institute and/or NCAA tobacco policy is subject to Georgia Tech conduct proceedings and review for

NCAA violation.

Dietary Supplements

GTAA personnel shall not distribute or encourage the use of any dietary supplements or ergogenic aids. Many dietary supplements or ergogenic aids contain banned substances. The labeling of dietary supplements is often inaccurate and misleading. Terms such as “healthy” or “all natural” do not mean dietary supplements do not contain a banned substance or are safe to take. Using dietary supplements may cause positive drug tests. Student-athletes who intend to take a dietary supplement not previously approved by the Director of Nutrition or Head Athletic Trainer are required to review the product with the Director of Nutrition and Head Athletic Trainer in advance. Student-athletes are solely responsible for any substance they ingest. All student-athletes are encouraged to use Drug Free Sport AXIS to obtain current and accurate information regarding dietary supplements or ergogenic aids.

Drug Free Sport AXIS may be accessed at <https://www.dfsaxis.com/users/login>. The password is ncaa1.

Prohibited Drugs/Substances

The drug and/or alcohol screening process may include analysis of, but is not limited to, the NCAA list of banned-drug classes. An ongoing updated listing of banned-drug classes may be found on the NCAA’s web site at www.ncaa.org. Prohibited substances that GTAA may screen for include, without limitation, marijuana, PCP, opiates, MDMA (Ecstasy), amphetamines/methamphetamines, cocaine, masking agents/diuretics, and anabolic steroids. GTAA requires that all student-athletes keep the athletic training staff and/or team physician aware of any prescribed drugs and dietary supplements that he or she may be taking.

Student-athletes must have a current, valid prescription from a licensed physician in order to take any prescription medication. The following not only constitute violations of the prescription drug guidelines, but may be dangerous, illegal, and contrary to the pursuit of health and welfare:

- Taking medication prescribed to another individual;
- Taking prescription medication without a valid prescription;
- Found in possession, selling or otherwise distributing prescription medications; and,
- Taking expired prescription medication.

A positive drug test for, or possession of, prescription medication under any of these circumstances will be viewed as a positive finding and appropriate action(s) will be taken.

NOTE: GTAA reserves the right to test for substances not contained on the NCAA banned-drug classes list and may test at cut off levels that differ from the NCAA program.

Specimen Analysis

The drug screening process may include, but is not limited to, the following biological specimen collection methods:

Urine Testing. Most common and preferred collection method.

Saliva Testing. Available if a student-athlete is not able to provide a specimen during the urine testing process or if the testing agency is concerned about the integrity of the urine sample.

Eligibility and Selected Types of Drug Testing

All student-athletes included in this Program are subject to the types of testing outlined below.

Unannounced Random Screening

Random screening will take place throughout the academic year. The Director of Athletics or his/her designee will work with the designated drug testing partner to generate random samples of student-athletes listed on active rosters/squad lists. All student-athletes listed on active rosters/squad lists are subject to random testing at any time.

Reasonable Suspicion Screening

A student-athlete may be subject to testing at any time when the Director of Athletics or his/her designee determines there is individualized reasonable suspicion to believe the participant may be using a prohibited substance. Such reasonable suspicion may be based on objective information as reported to and determined by the Director of Athletics or his/her designee. Reasonable suspicion may include, but is not limited to:

- Observed possession or use of substances appearing to be prohibited drugs;
- Campus conduct inquiries (e.g., housing, Office of Student Integrity, etc.) that involve allegations/charges concerning the possession, use, or sale of prohibited drugs or substances;
- Arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances; or
- Observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances. Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct, or performance are: class attendance, significant academic performance changes, athletics practice/activity attendance, increased injury rate or illness, change in physical appearance, change in academic/athletics motivation level, emotional condition, mood changes, and legal involvement.

Postseason/Championship Screening

The Director of Athletics or his/her designee may conduct drug screenings for qualifying teams and/or individuals in advance of any postseason/NCAA championship opportunity. A resulting positive test enters the individual student-athlete into the Follow-up phase of this Program.

Re-entry Screening

A student-athlete with eligibility to participate in intercollegiate sports suspended as the result of a drug or alcohol violation will be required to undergo re-entry drug and/or alcohol testing prior to regaining eligibility. The Director of Athletics or his/her designee shall arrange for re-entry testing in consultation with the treatment professionals and therapeutic plan in place.

Follow-up Screening

After a positive drug test, a student-athlete will be retested at a frequency determined by the Director of Athletics or his/her designee and in consultation with the treatment professionals and therapeutic plan in place.

Notification and Reporting for Collections

The student-athlete will be notified of and scheduled for testing by GTAA. Notifications of testing shall consist of a face-to-face meeting with the student-athlete, a phone conversation with the student-athlete, and/or an electronic mail notification with receipt confirmed by the student-athlete. The Director of Athletics or his/her designee will notify the student-athlete of the date and time to report to the testing station. Notification will occur no more than 24 hours prior to the test.

The Director of Athletics or his/her designee will be in the testing station to certify the identity of the student-athlete(s) selected. The Director of Athletics or his/her designee must remain in the collection station until all student-athletes complete the collection process. **The student-athlete will have two (2) hours to produce an accepted sample. Inability to produce an acceptable sample in two hours will result in a positive test.**

ALL COLLECTIONS AND/OR TESTING UNDER THIS PROGRAM SHALL BE OBSERVED COLLECTIONS.

Laboratory Analysis/Reporting Results

Urine samples will be collected by a reputable third-party agency that will abide by the World Anti-Doping Agency code of ethics as it relates to the testing of samples. Furthermore, GTAA certifies that no sample will be sent to a laboratory for the sole purpose of monitoring an athlete for the detection of banned or performance enhancing substances in order to circumvent a positive drug test. Each sample will be tested in accordance with this policy to determine if banned drugs or substances are present and the appropriate sanctions will apply for positive results.

Refusal to Submit to Testing

Any refusal to submit to testing shall be treated as a positive test for banned substances and student-athletes will be subject to all applicable sanctions. If the collectors and/or laboratory report an attempt to substitute, manipulate, or adulterate a specimen, the student-athlete will be deemed to have refused to submit to testing.

All student-athlete information and records associated with the GTAA drug-testing program will be confidential and will be released only to those individuals with a legitimate need to know.

Results and Follow-Up

Refusal to sign a consent form prohibits a student-athlete from participating in any intercollegiate sport at Georgia Tech. Any student-athlete who tests positive for a banned substance or who refuses to submit to a required drug test, and/or who violates the terms of the safe harbor program as described in this policy shall be subject to the actions listed below along with sanctions as provided in the Student- Athlete Code of Conduct.

Notwithstanding anything herein to the contrary, a team physician maintains independent medical authority to withhold a student-athlete from practice and/or competition if such practice and/or competition would pose a threat to the health and safety of the student-athlete or his/her competitors. In such cases, only the team physician may release a student-athlete to resume competition and/or practice.

All findings under this Program are cumulative over the course of a student-athlete's eligibility and enrollment at Georgia Tech.

Screening Results

GTAA will apply the cutoff levels utilized by the NCAA for the purposes positive findings under this Program, but retains the right to recommend substance abuse assessment and treatment for results at lower levels.

Positive results that may be a result of prescription medication will be verified with the sports medicine

staff. All medications require a valid prescription and in some cases additional documentation (e.g., ADD/ADHD verification) be kept on file with the sports medicine staff. Failure to do so may result in a positive test and/or failure to support an appeal of the GTAA and/or NCAA drug testing sanctions. Results of all screenings will be sent to the Director of Athletics and/or the drug testing program administrator. Results will be shared with other designated individuals as necessary, including but not limited to the team physician, head coach, head and designated sport athletic trainer, assessment coordinator, and treatment professionals.

A positive result for more multiple substances on the same screening is processed as one positive result for the purposes of this Program.

A student-athlete and/or GTAA retains the right to request follow-up testing of specimen B collected as part of all screenings.

First Positive

The following individuals will be notified of a first positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, and drug testing program administrator.

The student-athlete will be required to meet with one or all of these individuals following a first positive test to review the results.

The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.

The student-athlete will be required to undergo a substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.

The student-athlete will also be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the director of athletics or his/her designee.

Second Positive

The following individuals will be notified of a second positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, drug testing program administrator, and Conduct Review Panel.

The student-athlete will be required to meet with one or all of these individuals following a second positive test to review the results.

The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.

The student-athlete will be required to undergo an additional substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should

additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.

The student-athlete may be subject to sanctions or punitive action as outlined in the student code of conduct to be determined by the director of athletics or his/her designee.

The student-athlete will also be subject to re-entry testing (in the case of withholding) and follow-up testing. Testing will be unannounced and will be required at a frequency determined by the director of athletics or his/her designee.

Third Positive

The following individuals will be notified of a third positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, drug testing program administrator, and Conduct Review Panel.

The student-athlete will be required to meet with one or all of these individuals following a third positive test to review the results.

The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.

The student-athlete may be subject to further sanctions or punitive action as outlined in the student code of conduct to be determined by the director of athletics or his/her designee.

The student-athlete will be required to undergo an additional substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.

Responsibility for Assessment, Counseling, and Treatment

A student-athlete is expected to fully comply with the scheduling of and attendance to all assessment, counseling, and treatment sessions. Failure to comply with recommended treatment may result in punitive action as outlined in student code of conduct.

GTAA may incur or require the student-athlete to cover the cost of follow-up treatment.

Voluntary Disclosure/Safe Harbor

A student-athlete who has engaged in prohibited drug use is encouraged to seek assistance from GTAA by voluntarily disclosing his or her use prior to an announced drug test. This disclosure may be made to the team physician, head or designated sport athletic trainer, head coach, sport administrator, director of athletics, or drug testing program administrator.

If the student-athlete seeks assistance prior to being notified that he or she must undergo screening, the impermissible use will not be deemed an offense for purposes of determining sanctions under this policy. A student-athlete will not be permitted to enter the Safe Harbor Program thirty (30) days prior to NCAA or Conference postseason competition.

The following individuals will be notified of a safe harbor disclosure: team physician head and

designated sport athletic trainer, head coach, sport administrator, Director of Athletics, and drug testing program administrator.

The student-athlete entering the safe harbor program will be required to take a drug test immediately to establish a baseline for assessment and follow-up testing.

The Director of Athletics and drug testing program administrator, in conjunction with professional and medical consultation, will determine the level of participation during and the conditions and length of safe harbor protection.

The student-athlete will be subject to re-entry testing and follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

Safe Harbor is to last for a duration of thirty (30) days from date of medical evaluation. Following completion of the 30 days, student-athlete must demonstrate reasonable decrease of substance values in a follow-up test. Should follow-up testing values not improve, test will be considered a positive and be handled accordingly.

Contesting Results

A student-athlete who tests positive for a banned substance may, within seventy-two (72) hours following receipt of notice of the laboratory finding, contest the finding. Upon the student-athlete's request for additional testing of the sample, the Director of Athletics and/or the drug testing program administrator will formally request the laboratory retained by GTAA to perform testing on specimen B. The student-athlete will remain eligible while awaiting the results of specimen B. Specimen B findings will be final, subject to the results of any appeal. If specimen B results are negative, the drug test will be considered negative.

Medical Exceptions

The NCAA and GTAA recognize that some banned substances are used for legitimate medical purposes. Accordingly, the NCAA and GTAA allow exceptions to be made for those participants with a documented medical history demonstrating the need for regular use of such a drug. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, beta blockers, diuretics and peptide hormones. Information regarding exceptions procedures is available at <http://www.ncaa.org/health-and-safety>.

Confidentiality

Every effort will be made to maintain confidentiality in accordance with this Program. The Program has been designed for the protection of all participants as well as others associated with the athletics program. Any information concerning a student-athlete's alleged or confirmed use of a banned substance solicited or received pursuant to this policy shall be restricted to institutional personnel and to parents or guardians as provided herein, except as required by law. Georgia Tech may be required, or asked, to provide information to law enforcement agencies. Under appropriate circumstances, these requests will be honored.