

**UNIVERSITY OF NEBRASKA-LINCOLN
DEPARTMENT OF ATHLETICS
DRUG SCREENING PROGRAM**

I. PURPOSE

The abuse and misuse of drugs is a major problem for all segments of contemporary American society. Student-athletes are not necessarily more likely to abuse chemical substances. However, student-athletes occupy a special position in the University of Nebraska community. They must maintain a high degree of physical fitness and alertness to perform to the best of their capacity in their athletic endeavors. They must adhere rigorously to the highest standards of ethical behavior in their chosen sports. Student-athletes are often viewed as role models by their peers.

These and other demands placed upon a student-athlete by the University community make it essential that the student-athlete participate in a drug-free environment. The emphasis of this drug screening program is not punitive, it is educational and preventive. It is designed to ensure that the student-athlete remain drug free so that he or she may continue as a student-athlete at Nebraska and benefit from the mental and physical health associated with participation in intercollegiate athletics.

While the Athletics department makes every effort to educate student-athletes concerning the dangers of drug use, drug screening is done to identify any student-athlete who is using a prohibited substance, to ensure that the student-athlete is medically competent to participate in intercollegiate athletics, and to minimize the risk of being injured or causing injury to another student.

The Role of Drug Education

The department will conduct programs to acquaint student-athletes with the hazards of using both performance enhancing drugs and so-called “street” or “illicit” drugs, as well as the misuse of prescription drugs. The purpose of these educational programs is to familiarize the student-athlete with the scope of the problem, the facilities and procedures available to student-athletes who experience problems with drug use, and to provide the tools necessary to live a life free from the problems associated with drug use. Lectures and educational programs are provided for the benefit of the student-athlete. The student-athlete will also be required to participate in drug assessment, education, and counseling. Student-athletes committing a drug offense pursuant to this program will be required to participate in further education and counseling.

II. PROCEDURES

A. Banned Substances

The following are a list of substances for which the student-athlete may be tested for:

- Stimulants
- Cocaine
- Marijuana (THC & Derivatives)
- Anabolic Steroids and Masking Agents
- Opiates and synthetic opiates (Morphine, Codeine, Demerol, Heroin, etc.)
- Barbiturates
- Natural and manufactured hallucinogens
- Drug analogs (designer drugs), and
- Any other substance banned by the NCAA.

Attached to this document is additional information from the NCAA regarding the classes of drugs banned by the NCAA and examples of these drug classes.

B. Testing Protocol

1. The Associate Athletic Director for Athletic Medicine will ensure that the collection of samples is carried out in a manner suitable for reliability and confidentiality.
2. The Associate Athletic Director for Athletic Medicine will select a process consistent with cost effectiveness.
3. Drug screening shall be conducted at any time and may be subject to change without prior to notice.
4. The Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine will select the number and types of tests administered.
5. Random Testing: Student-athletes will be scheduled for random urine testing a minimum of two (2) times per academic year. Specimens will be collected on a random basis throughout the year (in-season, out-of-season, and summer). Random individual and/or random team testing will be performed as determined by the Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Athletics department's Associate Athletic Director for Athletic Medicine. Student-athletes who have completed their athletic eligibility or are no longer active team participants yet continue to receive an athletic scholarship, as well as medical non-counter student-athletes, shall remain subject to testing.
6. Reasonable Suspicion: A student-athlete selected based on reasonable suspicion may be tested with or without notice. The Senior Associate Athletic Director for

Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine will determine reasonable suspicion. Circumstances which may constitute reasonable suspicion include, but are not limited to, the following:

- Current or past involvement with the criminal justice system for drug-related activities;
 - Prior treatment for a substance problem;
 - Admission of a current substance problem and unwillingness to enter into the Self-Referral Program described in Section IV;
 - Prior positive test for any substance prohibited under this program;
 - Physiological signs;
 - Other reasonable indicia of possible use of or impairment from substances; or
 - A pattern of aberrant behavior.
7. Accelerated Testing: A student-athlete that tests positive under this program will be subjected to accelerated testing. Under accelerated testing, the student-athlete will be tested weekly for the first 2 months after the positive test. After weekly testing concludes, the student-athlete will be subject to monthly testing for the remainder of the academic year.
8. Team Testing: The Athletics department reserves the right to conduct team testing at any time. Such testing will be authorized by the Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine.
9. Baseline Screening: All incoming student-athletes (freshmen and transfers) are required to undergo a one-time baseline drug screen. Baseline drug screening of incoming student-athletes must be completed within 30 days of the start of the academic semester, but may occur earlier. Baseline drug screening shall follow the same policy and procedures as set forth in the University of Nebraska Department of Athletics Drug Screening Program. The baseline screening will not count as one of the incoming student-athlete's two (2) minimum tests for that academic year.

The University of Nebraska emphasizes drug prevention, diagnosis, treatment, and rehabilitation and has implemented the baseline drug screening program to maximize the student-athlete's health, welfare, and safety. Therefore, a positive baseline drug screen will result in the student-athlete's referral to the Associate Athletic Director for Athletic Medicine for mandatory and confidential evaluation and drug education. Following this evaluation, the student-athlete may be referred to mandatory drug counseling. Though a positive baseline screen results in the student-athlete receiving drug assessment, education, and counseling, it does not count as a first offense for reporting purposes of the corrective actions in Section II.E.

Failure to participate in the required evaluation, drug education, and/or counseling will result in immediate suspension from intercollegiate athletics competition, and may result in the loss of the student-athlete's athletic scholarship. Any positive result

from a test which occurs after the student-athlete has successfully completed the required evaluation and drug education program or more than 30 days after the date of the baseline drug screen which produced the positive result will be treated as a first positive test result under the Drug Screening Program.

C. Collection of Urine Samples

1. The athletic medicine staff will administer the collection under the direction of the Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine. A third-party company may be selected to obtain the urine samples in accordance with the protocol set forth in the Drug Screening Program.
2. Collection will be done in a manner and at a time coordinated with the Athletics department's athletic medicine staff. Therefore, the student-athlete may have an unannounced screening prior to the competitive season, during the competitive season, or after the competitive season. Under no circumstances will a student-athlete be given more than 24 hours' notice of the student-athlete's scheduled appointment to provide a urine sample.
3. Urine specimens will be obtained under observation. The specimens will be handled under observation of the student-athlete until sealed and identified by a random number corresponding to the student-athlete's name to ensure confidentiality. Information will be kept by the Associate Athletic Director for Athletic Medicine. All procedures for chain of custody will be followed as identified by the department or third-party company collecting the samples and the testing laboratory.
4. The Associate Athletic Director for Athletic Medicine will have sole possession of the list of names and corresponding random numbers. This information will be kept in a secure manner to avoid breaches of confidentiality.

D. Notification of Results

1. The Associate Athletic Director for Athletic Medicine, or in his absence, the Senior Associate Athletic Director for Performance and Strategic Research will notify a student-athlete of any positive results. If the student-athlete has a concern about a possible false positive test result, he/she must notify the Associate Athletic Director for Athletic Medicine or the Senior Associate Athletic Director for Performance and Strategic Research within one (1) week from the date the student-athlete is notified of the positive test result. The Associate Athletic Director for Athletic Medicine will discuss the student-athlete's concerns, review and determine the circumstances and reliability of the test, and recommend whether it is necessary to repeat the test. The Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine will determine necessary action based upon all available information.

2. The results of the screening test will be provided to the following people.
 - a. Student-athlete,
 - b. Student-athlete's parents/legal guardians and/or the person listed to contact in case of emergency on my "Medical History for Student-Athletes,"
 - c. Director of Athletics,
 - d. Associate Athletic Director for Athletic Medicine,
 - e. Senior Associate Athletic Director for Performance and Strategic Research,
 - f. Sport administrator for any intercollegiate sport in which the student-athlete is a team member,
 - g. Coaches of any intercollegiate sport in which the student-athlete is a team member, and
 - h. Any "other school official with legitimate educational interests" as that term is defined in Regents Policy 5.10.

E. Corrective Actions

1. First Offense

- a. The student-athlete will be required to participate in drug assessment, education and counseling. The student-athlete is required to follow the recommendations of the drug assessment evaluation.
- b. The student-athlete will be subject to Accelerated Testing per Section II.B.7 of this Program and may also be subject to non-random follow-up testing per Section II.B.6 of this Program.

2. Second Offense

- a. The student-athlete will undergo an extensive drug assessment, education, treatment and counseling program. Rehabilitation is required before rejoining the team and may include enrollment in an inpatient drug rehabilitation program or other treatment as recommended by the department's substance abuse professional.
- b. A second positive test result or failure of the student-athlete to comply with the treatment program shall result in the student-athlete being immediately suspended for 10% of the contests or dates of competition in the student-athlete's championship (traditional) competition season. For purposes of this corrective action, any fraction will be rounded down to the next whole number (e.g., 3.6 will be rounded to 3). If the number of competitions remaining in the current season is insufficient for the student-athlete to serve the entire suspension, the balance of the suspension will carry over to be served at the beginning of the following season.
- c. The student-athlete will be subject to Accelerated Testing per Section II.B.7 of this Program and may also be subjected to non-random follow-up testing per Section II.B.6 of this Program.

3. Third Offense

- a. The student-athlete will undergo an extensive drug assessment, education, treatment and counseling program. Rehabilitation is required before rejoining the team and may include enrollment in an inpatient drug rehabilitation program or other treatment as recommended by the department's substance abuse professional.
- b. A third positive test result or failure of the student-athlete to comply with the treatment program shall result in the student-athlete being immediately suspended for 20% of the contests or dates of competition in the student-athlete's championship (traditional) competition season. For purposes of this corrective action, any fraction will be rounded down to the next whole number (e.g., 3.6 will be rounded to 3). If the number of competitions remaining in the current season is insufficient for the student-athlete to serve the entire suspension, the balance of the suspension will carry over to be served at the beginning of the following season.
- c. The student-athlete's Athletics department sponsored financial aid may be revoked.
- d. The student-athlete will be subject to Accelerated Testing per Section II.B.7 of this Program and may also be subjected to non-random follow-up testing per Section II.B.6 of this Program.

4. Fourth Offense

- a. The student-athlete will be permanently dismissed from all athletic participation.
 - b. The student-athlete's Athletics department sponsored financial aid may be revoked.
5. Any student-athlete who does not have a declared positive test as determined by the Associate Athletic Director for Athletic Medicine for 365 days since the last determined positive test result will have one (1) previous positive test result eliminated from the student-athlete's drug testing record.
 6. The corrective actions set forth in the drug screening program are minimum actions. Each head coach may impose more restrictive measures upon consultation, review, and approval of the Sport Administrator in consultation with the Senior Associate Athletic Director for Performance and Strategic Research.
 7. The program requirements and consequences of each offense listed above are subject to modification at the discretion of the Director of Athletics in response to recommendations from the department's substance abuse counselors.

8. Positive tests that are the result of NCAA or Big Ten Conference drug testing programs will not count as positive tests under the University of Nebraska-Lincoln Department of Athletics Drug Screening Program.

III. Failure to Comply with The Drug Screening Program

1. Any student-athlete refusing to be tested will be considered to have tested positive under the Drug Screening Program and be subject to disciplinary action, including but not limited to the Corrective Actions set forth in Section II.E of the program. Possible disciplinary action includes, but is not limited to:
 - a. The student-athlete may be suspended or dismissed from athletic participation, and
 - b. The student-athlete's Athletics department sponsored financial aid may be cancelled.
2. A student-athlete who does not report as directed for a drug test will be immediately suspended from all voluntary or mandatory athletically related activities. The student-athlete will be required to submit an acceptable sample within 24 hours from the time of the student-athlete's initial testing appointment. If a student-athlete fails to provide an acceptable sample within 24 hours of the student-athlete's initial collection appointment, the student-athlete will be considered to have tested positive under this Program and applicable corrective actions for this positive test will be imposed as specified in Section II.E of the program.

In the event a student-athlete is notified of a drug test and willfully and intentionally refuses to test, refuses to make himself/herself available for testing, or tampers with the testing process, the student-athlete will be suspended from all athletics participation and subject to dismissal. The student-athlete's Athletics department sponsored financial aid may also be revoked.

3. A student-athlete who submits consecutive test results that indicate the presence of a banned substance below the cutoff threshold may be considered to have tested positive after a confirmatory review by the Associate Athletic Director for Athletic Medicine and as determined by the Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine.

IV. Self-Referral Program

1. General. Consistent with the educational mission of the Drug Screening Program, the Athletics department has adopted this Self-Referral Program in order to encourage student-athletes to seek voluntarily assistance for drug use or abuse. The Self-Referral Program is designed to allow student-athletes, without fear of disciplinary action, to initiate the process by which drug use or abuse issues are identified, confronted, and

addressed through voluntary participation in assessment, medical evaluation, counseling, and education. Student-athletes may avail themselves of the Self-Referral Program one (1) time during their association with the Athletics department. Student-athletes may not self-refer for assistance regarding the use of anabolic steroids and similar growth enhancing or performance enhancing substances.

2. Procedure. The Self-Referral Program shall be conducted as follows:
 - a. The student-athlete shall advise the Associate Athletic Director for Athletic Medicine of his/her desire to self-refer for assistance with drug use or abuse. Such notification must be made before the student-athlete is notified that the student-athlete has been selected for a drug test pursuant to the Drug Screening Program.
 - b. The student-athlete shall identify the drugs used for which assistance is requested.
 - c. The student-athlete shall submit to an immediate drug test to determine the presence and concentration of drugs in the student-athlete's system. If the drug test reveals the presence of a prohibited substance not disclosed by the student-athlete at the time of self-referral, the student-athlete shall be automatically removed from the Self-Referral Program and subject to corrective action as set forth in the Drug Screening Program.
 - d. The Associate Athletic Director for Athletic Medicine shall meet with the student-athlete, conduct a medical evaluation, as appropriate, and determine the characteristics of the student-athlete's drug use or abuse. Thereafter, the student-athlete shall be required to submit to periodic drug tests as determined by the Associate Athletic Director for Athletic Medicine so that the level of drugs in the student-athlete's system can be continuously monitored. If any drug test reveals the presence of a prohibited substance not disclosed by the student-athlete at the time of self-referral, the student-athlete shall be automatically removed from the Self-Referral Program and subject to disciplinary action as set forth in the Drug Screening Program.
 - e. The Associate Athletic Director for Athletic Medicine shall refer the student-athlete to health care professionals for assessment, counseling, and education as deemed necessary to address issues regarding the student-athlete's drug use or abuse.
 - f. The maximum period of time that a student-athlete can remain in the Self-Referral Program is six (6) weeks unless an exception is granted by the Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine to extend the program based on the medical recommendation of the health care professional who is counseling the student-athlete.

The Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine may release a student-athlete from the Self-Referral Program at any time once the student-athlete has completed all required counseling and education, and it is determined that the drugs in question are no longer present in the student-athlete's system.

The Senior Associate Athletic Director for Performance and Strategic Research in coordination with the Associate Athletic Director for Athletic Medicine may remove a student-athlete from the Self-Referral Program at any time if it is determined that the student-athlete is not fulfilling the student-athlete's obligations under the Self-Referral Program or that the student-athlete is continuing to use the drugs for which the student-athlete self-referred.

- g. While participating in the Self-Referral Program, a student-athlete shall not be subject to drug testing as otherwise required by the Drug Screening Program unless there is reasonable cause to believe the student-athlete may be using a prohibited substance not disclosed by the student-athlete at the time of self-referral, and shall not be subject to the corrective actions listed in Section II.E for positive test results for drugs for which the student-athlete self-referred.
- h. A student-athlete's participation in the Self-Referral Program shall be confidential. However, student-athletes are encouraged to advise their head coach and parents or legal guardians of their decision to participate in the Self-Referral Program.

V. Possession and/or Distribution of Illegal Drugs

1. Regardless of whether an offense is a first-time or repeat offense, a student-athlete who is charged or convicted for possession and/or use of illegal drugs may be subject to appropriate disciplinary measures, including, but not limited to, suspension from athletic participation.
2. A student-athlete charged with of selling or distributing illegal drugs may be immediately and permanently suspended from all athletics participation. A student-athlete convicted of selling or distributing illegal drugs will be immediately and permanently suspended from all athletics participation.