Northern Michigan University Student-Athlete
Drug Education and Testing Policy (Updated August 2015)

INTRODUCTION

This policy is not to be construed as a contract between the college and the student-athletes at Northern Michigan University. However, signed consent and notification forms shall be considered affirmation of the student-athlete’s agreement to the terms and conditions contained in this policy.

The Northern Michigan University ("NMU") student must cope with the typical challenges which are encountered by students universally. Student-athletes must meet these and many additional challenges. Among these are the pressures to win and to perform well in their chosen sport while working to succeed academically. Without appropriate coping strategies, adequate support, and the positive influence of NMU personnel, student-athletes may turn to drug or alcohol use to enhance performance or to deal with these added pressures. It is our goal at NMU to provide an atmosphere that allows student-athletes to reach their full potential without the misuse of drugs or alcohol.

NMU is concerned about the misuse of alcohol, the misuse of prescription drugs, the use of drugs that are not medically indicated, use of unlawful drugs and the use of controlled substances; all of these substances constitute a serious threat to the physical and mental well-being of our student-athletes. The results of research appearing in professional literature indicate that the misuse of alcohol and other drugs may cause harmful physical side effects, some of which are permanent. Other side effects, such as slower reaction time and poorer eye-hand coordination, may contribute to serious injury to student-athletes, their teammates, and their opponents.

The use of performance enhancing drugs imposes a variety of negative consequences for the student-athlete and the student-athlete's teammates. When used, performance enhancing drugs such as anabolic steroids, amphetamines, barbiturates and tranquilizers unduly expose the athlete to exploitation, may artificially induce a temporary advantage, and place the non-user at an unfair competitive disadvantage. In addition, such drugs have been shown to produce organ damage and organ function abnormalities, induce erratic mood swings, increase aggressive behavior, and contribute to genetic defects in offspring, thus expanding the potential negative effects to fellow students, friends, and families. Accordingly, NMU actively discourages their use and must provide an environment that will enable student-athletes to recognize the dangers of these drugs to themselves and others.

Evidence of the use of substances banned by the National Collegiate Athletic Association (NCAA), including performance-enhancing drugs and street drugs, may result in disqualification of the student-athlete from competition.

Therefore, NMU is interested in: 1) promoting the health and physical safety of student-athletes; 2) promoting fair intrateam and intercollegiate competition; and 3) providing an atmosphere that enables student-athletes to reach their full potential without the misuse of drugs or alcohol. The Northern Michigan University Student-Athlete Drug Education and Testing Policy is designed to enable NMU to achieve these goals.
POLICY STATEMENT

Northern Michigan University, a member of the National Collegiate Athletic Association (NCAA), prohibits student-athletes from the non-prescription use of substances described by the NCAA as banned drug classes (see Appendix A). The misuse of prescription drugs, alcohol, tobacco, or any other controlled or illegal substance is also prohibited.

A student-athlete is an individual who is enrolled as a full-time student and is making satisfactory progress toward a baccalaureate or graduate degree; meets the eligibility requirements of the institution, conference, and NCAA; and participates in a sport under the jurisdiction of the NMU Department of Athletics. All student-athletes are subject to this policy, regardless of whether the student-athlete is eligible to compete.

NMU will make every effort to support the student-athlete through education and counseling. However sanctions such as, but not limited to, suspension from participation for a specified time period or barring from competition will be imposed against the student-athlete in the case of:

1) failure to sign the drug testing consent form;
2) findings that the student-athlete has failed to comply with this policy by using a substance banned by the NCAA;
3) failure to comply with mandatory drug testing;
4) failure to participate in a counseling/rehabilitation program, if required, including the signing of any releases necessary to assure compliance with the conditions of the program;
5) violation of any part of the NMU student code, or any local, state, or federal laws that involve the use of drugs or alcohol; and
6) use of tobacco products anywhere on campus and/or during practice or competition.

Sanctions listed under this policy do not prohibit or limit coaches, administrators or NMU officials from taking further action against the student-athlete found to be in violation of this policy.

It is the sole responsibility of the student-athlete to assure that he/she is in compliance with this policy. Student-athletes are required to report and have on file with the Team Physician/athletic training staff any medication(s) being taken while a student-athlete.

However, it is the shared responsibility of all NMU employees to be participants in the process of identifying student-athletes who misuse substances covered by this policy. Department of Athletics staff members are required to act on behaviors which indicate that a particular student-athlete is in violation.
PROGRAM GOALS AND OBJECTIVES

The overall goal of the Northern Michigan University Student-Athlete Drug Education and Testing Policy is to promote a year-round drug free environment in the NMU intercollegiate athletics program. Within the overall goal are the following objectives:

1) To protect the health, safety, and welfare of the student-athlete;
2) To identify, address, and treat student-athlete problems and concerns involving drug and alcohol misuse;
3) To inform and educate student-athletes and others associated with athletic teams about drugs and alcohol, and the effects of their misuse;
4) To protect the institution's integrity; and
5) To maintain fair play in intercollegiate competition by NMU student-athletes.

The first priority of this policy is the student-athlete's health, welfare, and safety. The approach is from a medical perspective, with an emphasis on prevention, diagnosis, treatment, and rehabilitation. Accordingly, notwithstanding any other provision in this policy, the Team Physician may prohibit any student-athlete from practicing or competing for such time as the Team Physician deems medically necessary.

The policy has three main focuses. One is on substances commonly believed to be "performance enhancing," so that student-athletes will not feel compelled to take these health endangering substances in order to compete successfully.

The second focus is on "socially used drugs" because of their potential for dependence and harm. In addition, there is evidence to indicate that the use of these drugs may impair performance and reaction time, possibly resulting in injury to the student-athlete or others during athletic activity.

The third focus is on the consumption of alcohol. Alcohol is involved in over 90% of the undesirable behaviors observed among students on college campuses. Responsible alcohol consumption will be a focal point of the policy.

Education and counseling are the cornerstones of the policy. These activities are conducted to alert student-athletes and coaches to the potential harm of substance misuse. Education and counseling are supplemented with drug testing, since studies have shown that education alone is not a sufficient deterrent to drug use.

The NMU protocol for drug testing is designed to be fair, to achieve reliability of testing results, and to respect the privacy of the student-athlete. Test results are confidential to the extent permitted by law and become part of the student-athlete's medical record. Drug-testing results will not be released to anyone except in accordance with this policy or as otherwise required by law.

This policy and its administration are subject to modification by the Drug Education and Testing Committee (see section VI.A.), the Director of Athletics, or the President of NMU. Amendments proposed by the Drug Education and Testing Committee will be implemented if approved by the Director of Athletics and the President of NMU. Student-athletes will receive prompt notice of the relevant changes. Amendments to the policy will not take effect retroactively.
This is a physician-directed program and will be administered under the direction of the Team Physician. This policy and its sanctions are concurrent with the NCAA Drug Testing Policy. This policy does not apply to participants in intramural athletics or club sports.

I. EDUCATIONAL COMPONENT

A major component of this policy is education. There are two facets to the educational program: 1) explanation of NMU’s drug education and testing program to student-athletes and others; and 2) dissemination of information to student-athletes and those associated with athletic teams regarding drugs, alcohol and tobacco misuse, and how such misuse may affect the student-athlete and his/her team and teammates.

A. Explanation of NMU’s program to the student-athlete.

1. A presentation will be made to each intercollegiate athletic team in order to outline and review this policy, its purposes and implementation, and sanctions for violating it.

2. A copy of this policy will be given to student-athletes at their annual team compliance certification meeting. They will be asked to sign a form acknowledging receipt of the policy and consent to testing.

3. Any student-athlete who does not wish to sign the consent form may choose not to do so and forego participation in intercollegiate athletics. Student-athletes are free to refuse to consent to drug testing under this policy and to consult with others, including legal counsel, before signing the consent documents. However, student-athletes who refuse to be tested in accordance with this policy, which is designed to protect the health and welfare of the student-athlete, will not be permitted to participate in intercollegiate athletics at NMU and will, therefore, lose their athletically related financial aid.

B. Education of student-athletes and others about alcohol and other drugs.

1. Each team and coaching staff will meet annually, and at such other times as may be deemed necessary by the Team Physician, for educational sessions. These sessions will focus on information regarding the dangers of using performance-enhancing substances, illegal drugs, and alcohol.

2. Educational programs will be designed with the following goals:

   a) To inform those associated with intercollegiate athletics how to recognize the warning signs and side effects of specific drugs.

   b) To educate the student-athlete and other appropriate personnel about the problems of drug and alcohol misuse, and how drug and alcohol misuse may adversely affect the student-athlete and his/her team.
c) To encourage discussion about the use of drugs and the consumption of alcohol.

d) To describe rehabilitation and treatment programs and to inform about referral centers.

3. Attendance of the student-athlete at scheduled educational sessions is mandatory. Absence will be permitted only if approved by the student-athlete’s head coach and the Assistant AD for Compliance. The student-athlete must attend a make-up discussion with the Assistant AD for Compliance for each absence.

4. Athletic trainers and other appropriate Department of Athletics personnel, as determined by the Drug-Testing Site Coordinator and/or the Team Physician, should participate in these educational sessions. All coaches are expected to participate in at least one educational session each year.

5. Appropriate Department of Athletics personnel may be expected to attend NCAA drug and alcohol education seminars, and other, similar national clinics and seminars, and to participate in departmental drug education training sessions, in order to keep up-to-date on these issues.

II. COUNSELING COMPONENT

The purpose of the counseling component of this policy is to provide assistance, direction, and resources for student-athletes who need support as a result of positive tests, physician referral, or self-referral.

A. Counseling will be provided by trained specialists identified by the Team Physician. Referrals will originate with the Team Physician, who shall be involved in developing an appropriate treatment plan. Counseling will be confidential. However, the student-athlete’s counselor will inform the Team Physician of the student-athlete’s progress and of any incidents of non-compliance.

B. Self-Reporting Drug Use – “Safe Harbor”: Any student-athlete may refer himself/herself for evaluation or counseling by contacting their head coach, a member of the athletic training staff, or a Department of Athletics administrator.

1. A student-athlete may not initiate self-referral after he/she has been informed of their participation in an impending drug test.

2. The student-athlete’s head coach will be notified, but there will be no team or administrative sanctions imposed upon the student-athlete for seeking professional help through self-referral.
3. A student-athlete will be permitted to remain in Safe Harbor for a reasonable period of time as determined by the treatment plan. However, the student-athlete may not return to participation in intercollegiate sports until the counselor has interviewed the student-athlete following the conclusion of the recommended treatment (or stage of treatment, as applicable) and has determined that re-entry into intercollegiate sports is appropriate. Additionally, a negative drug test may be required prior to returning to participation in competition.

4. A positive subsequent test or failure to adhere to the treatment program will result in appropriate administrative sanctions consistent with a second positive test (or a third positive test if the student-athlete had previously failed a drug test prior to self-referral).

5. While in Safe Harbor, the student-athlete will not be included in the list of student-athletes eligible for institutional drug testing. However, a student-athlete in Safe Harbor will be eligible for selection for NCAA testing and for testing based upon reasonable suspicion.

6. While in Safe Harbor, a student-athlete is subject to testing throughout the 30 day period in 5 instances: 1) Upon entry into the Safe Harbor program; 2) upon exiting the Safe Harbor; 3) NCAA Drug Testing; 4) Reasonable Suspicion; and 5) if required as part of the treatment plan by the counselor.

7. Any and all costs associated with the assessment and any subsequent treatment, counseling or follow-up/re-entry testing may be the responsibility of the student-athlete. In all instances, the Department of Athletics reserves the right to determine the financial responsibility borne by the student-athlete. The decision will be made by the Director of Athletics.

8. Each student-athlete will be allowed one admittance into Safe Harbor, without sanction, during his/her period of athletics eligibility.

9. Self-referral does not exempt an athlete from NCAA sanctions in the event of NCAA year round or championship testing.

III. DRUG TESTING COMPONENT

A. General Provisions.

1. The testing program will consist of three types of testing:

   a) Random testing for performance enhancing drugs;

   b) Random testing for socially used drugs; and

   c) Reasonable suspicion testing for socially used drugs.
2. The protocol for collection, chain of custody, and NMU’s responses to positive tests shall be the same for both random and reasonable suspicion testing.

3. Records of test results are considered medical records and are confidential to the degree permitted by law. The records will be maintained by the Team Physician/athletic training staff, and released only under the circumstances allowed by this policy or as otherwise required by law.

B. Random Drug Testing.

1. Random drug testing will be conducted on an unannounced basis throughout the calendar year. Notice will be given to the student-athlete(s) selected for testing, and their coaches, no more than 24 hours prior to the tests. Notice may be given by the Drug-Testing Site Coordinator or his/her designee by direct contact or telephone.

2. A computerized system or similar mechanism may be used to select student-athletes for testing on a random basis.

3. The Team Physician may require the collection of an initial specimen from each student-athlete as part of the annual pre-season medical screening.

C. Drug Testing Based on Reasonable Suspicion and Past Positive Results.

1. If there is a reasonable suspicion that a student-athlete is using alcohol or other drugs in violation of this policy, the student-athlete may be referred to the Team Physician for medical evaluation and/or testing.

2. "Reasonable suspicion" exists where an observable, articulable basis in fact indicates that a student-athlete is using alcohol or other drugs in violation of this policy (see attached Reasonable Suspicion Testing Checklist).

3. Should the Director of Athletics and the Team Physician determine that reasonable suspicion exists, the student-athlete will be required to provide a specimen sample for testing.

4. The student-athlete may appeal (see section III.G.2.) the Director of Athletics and the Team Physician’s decision that reasonable suspicion exists. If the student-athlete wishes to make such an appeal, he/she shall immediately notify the Team Physician, and the specimen will be stored untested until the Appeals Committee (see section III.G.1.) has rendered a decision on whether reasonable suspicion existed.

5. All individuals with prior positive drug test results will be subject to unannounced drug testing through the remainder of the period they are eligible to participate in intercollegiate athletics.
D. Specimen Collection and Chain of Custody.

1. Upon notification, the student-athlete must present himself/herself at the specified collection site at the designated time for testing. Specimen collection will be carried out under the direction of the Drug-Testing Site Coordinator or designee.

2. Specimen collection will be carried out in a private area under the supervision and direct observation of the specimen collector.

3. Upon collecting the sample, the Drug-Testing Site Coordinator, or designee, will arrange for the specimen to be sent or taken to the appropriate laboratory with appropriate documentation of the chain of custody.

E. Notification of Positive Test Results.

1. The Team Physician, the Drug-Testing Site Coordinator, the student-athlete’s head coach, the Director of Athletics, and, if the student-athlete has one, his/her counselor will be informed of positive test results.

2. The Director of Athletics may notify the President.

3. The Director of Athletics will notify the Dean of Students for processing. The Student Code section of the NMU Student Handbook describes the adjudication procedures for and due process rights of students.

4. Reinstatement petitions and appeals can also result in the disclosure of test results pursuant to this policy.

F. Sanctions for Positive Test Results.

1. Each head coach may have team rules regarding the misuse of drugs that may affect the eligibility for practice and competition of the student-athletes on his/her team. Such team rules may provide for sanctions that are more stringent than those required by this policy.

2. NCAA year-round drug testing program for banned drugs other than street drugs (see Appendix A for the NCAA Banned Drug Classes).

   a) A student-athlete who tests positive for a banned drug other than a “street drug” shall be withheld from competition in all sports for a minimum of 365 days from the drug-test collection date and shall lose a year of eligibility.

   b) A student-athlete who tests positive a second time for a banned drug other than a “street drug” shall lose all remaining regular-season and postseason eligibility in all sports.
c) The penalty for missing a drug test is the same as the penalty for testing positive for the use of a banned drug other than a street drug.

3. NCAA championship testing for street drugs (see Appendix A for the NCAA Banned Drug Classes).

   a) A student-athlete who tests positive for a “street drug” shall be withheld from competition for 50 percent of a season in all sports (at least the first 50 percent of all contests or dates of competition in the season following the positive test).

   b) A combination of two positive tests involving street drugs (marijuana, THC or heroin), in whatever order, will result in the loss of an additional year of eligibility.

   c) The penalty for missing a drug test is the same as the penalty for testing positive for the use of a banned drug other than a street drug.

4. NCAA Championship testing for performance enhancing drugs (see Appendix A for the NCAA Banned Drug Classes).

   a) A student-athlete who tests positive for a banned drug other than a “street drug” shall be withheld from competition in all sports for a minimum of 365 days from the drug-test collection date and shall lose a year of eligibility.

   b) A student-athlete who tests positive a second time for the use of any drug other than a “street drug” shall lose all remaining regular-season and postseason eligibility in all sports.

   c) The penalty for missing a drug test is the same as the penalty for testing positive for the use of a banned drug other than a street drug.

5. NMU sanctions for socially used drugs detected during testing at all times other than during NCAA Championships (see Appendix A for the NCAA Banned Drug Classes):¹

   a) First positive test:

      (1) In the event of a positive test, the Drug-Testing Site Coordinator will report the findings to the Director of Athletics and the Team Physician.

¹ A positive marijuana test will be defined as 5 ng/ml. Other socially used drugs will be considered positive at the NCAA and Substance Abuse for Mental Health Services Association (SAMHSA) standards.
(2) The student-athlete will be required to participate in a meeting with the Director of Athletics (or designee), the student-athlete’s head coach and the Drug-Testing Site Coordinator.

(3) The student-athlete will also be required to notify and inform his/her parents of the positive test while in the presence of the Drug-Testing Site Coordinator and his/her head coach.

(4) The student-athlete will be suspended\(^2\) from 10% of all regularly scheduled competitions during the current championship segment, or the subsequent championship segment if the positive test occurs during the non-championship segment. If the positive test occurs at such a time that the 10% suspension is not completed by the end of the season in which the test occurred, the suspension will be carried over to the championship segment of the next sport season. If the positive test occurs during a student-athlete’s red shirt year, suspension will occur during the next championship segment that student-athlete is eligible to participate.

(5) If the student-athlete receives athletically related financial aid, the student-athlete’s scholarship will be reduced by .10 of a full equivalency scholarship in subsequent years.

(6) The student-athlete will be referred to a counselor for evaluation.

(7) The student-athlete will be required to sign a release of information form to enable the Team Physician to check attendance at any counseling deemed necessary.

(8) The counselor will make the final determination on the number of counseling sessions necessary.

(9) 20 hours of community service within the Department of Athletics with support staff personnel (e.g., Drug-Testing Site Coordinator, Equipment Manager, or facilities staff) must be completed by the student-athlete before the student-athlete can participate in intrasquad or intercollegiate competition.

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\(^2\) For the purposes of this policy, “suspension” from the intercollegiate athletics program means that the student-athlete may not participate in competition. Suspension normally begins at the time the student-athlete is notified of the positive test result, although student-athlete safety must be taken into consideration and the Team Physician along with the Director of Athletics, after receiving input from the student-athlete’s head coach, have the discretion to determine the exact date that the suspension will begin.
(10) The student-athlete will be subject to unlimited drug testing for the remainder of his/her eligibility at NMU from the date of a positive test.

(11) The student-athlete must have consent from the Team Physician prior to returning to the team.

(12) The student-athlete’s head coach, with Director of Athletics approval, has the option to impose additional sanctions including, but not limited to, indefinite suspension, revoking team privileges, travel, dismissal from the team, and/or termination of some or all athletically related financial aid.

(13) An unexcused absence from or refusal to complete any part of the sanctions above will be treated as a second positive test.

(14) Any and all costs associated with the assessment and any subsequent treatment, counseling or follow-up testing may be the responsibility of the student-athlete.

b) Second positive test:

(1) In the event of a second positive test, the Drug-Testing Site Coordinator will report the findings to the Director of Athletics and the Team Physician.

(2) The student-athlete will be required to participate in a meeting with Director of Athletics (or designee), the student-athlete’s head coach and the Drug-Testing Site Coordinator.

(3) The student-athlete will be required to notify and inform his/her parents of the positive test while in the presence of the Drug-Testing Site Coordinator and his/her head coach.

(4) The student-athlete will be suspended from 30% of all regularly scheduled competitions during the current championship segment, or the subsequent championship segment if the positive test occurs during the off-season, or non-championship segment of the season. If the positive test occurs at such a time that the 30% suspension is not completed by the end of the season in which the test occurred, the suspension will be carried over to the championship segment of the next season. If the positive test occurs during a student-athlete’s red shirt year, suspension will occur during the next championship segment that student-athlete is eligible to participate.
(5) If the student-athlete receives athletically related financial aid, the student-athlete’s scholarship will be reduced by .30 of a full equivalency scholarship in subsequent years.

(6) The student-athlete will again be referred to a counselor for evaluation.

(7) The student-athlete will be required to sign a release of information form to enable the Team Physician to check attendance at any counseling deemed necessary.

(8) The counselor will make the final determination on the number of counseling sessions necessary.

(9) 40 hours of community service within the Department of Athletics with support staff personnel (e.g., Drug-Testing Site Coordinator, Equipment Manager or facilities staff) must be completed by the student-athlete before the student-athlete can participate in intrasquad or intercollegiate competition.

(10) The student-athlete will be subject to unlimited drug testing for the remainder of his/her eligibility at NMU from the date of a positive test.

(11) The student-athlete’s head coach, with Director of Athletics approval, has the option to impose additional sanctions including, but not limited to, indefinite suspension, revoking team privileges, travel, dismissal from the team, and/or termination of some or all athletically related financial aid.

(12) An unexcused absence from or refusal to complete any part of the sanctions above will be treated as a third positive test.

(13) Any and all costs associated with the assessment of any subsequent treatment, counseling or follow-up testing may be the responsibility of the student-athlete. In all instances, the Department of Athletics reserves the right to determine the financial responsibility of the student-athlete.

c) **Third positive test:**

(1) In the event of a third positive test, the Drug-Testing Site Coordinator will report the findings to the Director of Athletics and the Team Physician.
(2) The student-athlete will be required to participate in a meeting with Director of Athletics (or designee), the student-athlete’s head coach and the Drug-Testing Site Coordinator.

(3) The student-athlete will be required to notify and inform his/her parents of the positive test while in the presence of the Drug-Testing Site Coordinator and his/her head coach.

(4) Upon a third positive test result, the student-athlete will be dismissed permanently from the NMU Intercollegiate Athletics program.

(5) All athletically related financial aid will be terminated.

G. Appeals.

1. The Appeals Committee shall be composed of the following individuals:

   a) Vice President for Enrollment Management and Student Services or designee;

   b) Director of Public Safety and Police Services or designee; and

   c) Health Center Medical Director or designee.

2. A student-athlete may appeal (a) the Director of Athletics and Team Physician’s determination that reasonable suspicion exists or (b) any sanction resulting from a positive drug test.

   a) A student-athlete desiring to appeal must file a written notice of appeal with the Director of Athletics within five business days of notification of a positive test result.

   b) A hearing will be conducted by the three-person Appeals Committee listed above within five business days of the Director of Athletics receiving the student-athlete’s written notice of appeal.

   c) Evidence of the student-athlete's drug use and all positive test results will be presented to the Appeals Committee.

   d) The student-athlete may argue that (a) reasonable suspicion for the testing did not exist or (b) that the proposed sanctions for a positive test are contrary to this policy.
e) The student-athlete may have an advisor from the NMU community (faculty, staff, or student) present at the hearing; however, the advisor cannot be a licensed or practicing attorney and may not play an active role in the hearing process.

f) The student-athlete will be given an opportunity to present evidence to support his or her contentions, call witnesses, or cross-examine other witnesses presented by the Team Physician (if any appear). The student-athlete will have the burden of proving that (a) no reasonable suspicion for the drug testing existed, or (b) the sanction imposed for a positive drug test was contrary to this policy.

g) The Appeals Committee will decide the appeal by majority vote within five working days of the hearing and will notify, in writing, the Team Physician or designee, the student-athlete, his/her head coach, and the Director of Athletics of its decision. The Director of Athletics may inform other NMU officials of the decision when the Director determines that the relevant official has a legitimate institutional interest in receiving the information.

h) The decision of the Appeals Committee is final and may not be appealed. A written record of the Appeals Committee's decision, including the evidence considered by the Appeals Committee, will be maintained by the Vice President for Enrollment Management and Student Services.

IV. TOBACCO USE

A. NMU Tobacco-free Policy

1. Northern Michigan University is committed to providing a healthy environment for students, faculty, staff and visitors. In the hopes to promote a healthier lifestyle and safer campus NMU became a tobacco-free campus on August 1, 2014. The policy covers all university property and university-owned vehicles. The only excluded areas include:

   a) Public sidewalks and roadways bordering the campus;

   b) Personal vehicles driven or parked on campus that have the windows fully closed; and

   c) NMU Golf Course.
2. The tobacco-free policy prohibits the use of all tobacco products as defined by the American College Health Association, which includes all tobacco-derived or containing products, including cigarettes, vapor cigarettes (e-cigarettes), cigars, cigarillos, hookah-smoked products and oral tobacco (spit and spitless, smokeless, chew, snuff).

B. NCAA Tobacco-free Policy

1. The NCAA prohibits the use of any tobacco product by all game personnel and all student-athletes during practice and competition.

   a) NCAA Bylaw 11.1.5 Use of Tobacco Products - The use of tobacco products is prohibited by all game personnel (e.g., coaches, trainers, managers and game officials) in all sports during practice and competition. Uniform penalties (as determined by the applicable rules-making committees and sports committees with rules-making responsibilities) shall be established for such use.

   b) NCAA Bylaw 17.1.8 Use of Tobacco Products - The use of tobacco products by a student-athlete is prohibited during practice and competition. A student-athlete who uses tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition.

V. ALCOHOL USE

A. Possession and consumption of alcohol by minors in the State of Michigan is illegal. Accordingly, student-athletes under the age of 21 are expected to abide by State law. Responsible consumption or abstinence is expected from student-athletes 21 years of age or older. Student-athletes 21 years of age or older may not consume alcohol on the day of practice or competition until after practice or competition is complete for the day. Any student-athlete who possesses or consumes alcohol in violation of this policy will be subject to the sanctions for socially used drugs.

B. Each head coach may have team rules regarding the consumption and possession of alcohol which may affect the eligibility for practice and competition of the student-athlete on his/her team. Such rules may provide for sanctions that are more stringent than those required by this policy.

C. The following provisions are intended to assist student-athletes with alcohol related problems, provide treatment for student-athletes experiencing alcohol related problems, and provide a uniform policy relating to alcohol use by student-athletes.
1. Should a student-athlete violate State law relating to the use of alcohol and if that violation comes to the attention of any Department of Athletics staff member, the staff member will notify the Drug-Testing Site Coordinator of the violation. The student-athlete will then be assessed by a counselor, if deemed necessary by the Team Physician.

2. Should a student-athlete be suspected of consuming alcohol prior to a practice or competition, the student-athlete will be referred to the Drug-Testing Site Coordinator. The Department of Public Safety and Police Services will be contacted and a breathalyzer test will be performed. If the test is positive, .02 or greater, or if the student-athlete refuses a breathalyzer test, the student-athlete will be withheld from practice or competition and referred to the Team Physician and a counselor for assessment.

3. If the Team Physician determines that a student-athlete has an alcohol misuse problem, the Team Physician and the counselor will establish a treatment plan for the student-athlete.

4. If the student-athlete does not comply with the prescribed treatment plan, he/she will be suspended from the intercollegiate athletics program until the student-athlete has complied with the plan.

5. Self-Reporting Alcohol Use – “Safe Harbor”: If the student-athlete self-refers directly to a counselor for an alcohol misuse problem, the counselor will perform a substance abuse assessment. The Team Physician will be notified in writing of the results of the assessment, including any prescribed treatment plan.

VI. DRUG EDUCATION AND TESTING COMMITTEE

A. The Drug Education and Testing Committee shall be composed of the following individuals:

1. Two Athletic Council representatives, appointed by Athletic Council Chair;

2. The Counseling and Consultation Services Department Head;

3. The Director of Athletics and one administrative staff member from the Department of Athletics appointed by the Director of Athletics;

4. The Team Physician;

5. The Dean of Students;

6. Three coaches appointed by the Director of Athletics;
7. The Drug-Testing Site Coordinator and one additional athletic trainer appointed by the Director of Athletics; and

8. Two student-athletes from the NMU Student-Athletic Advisory Committee (SAAC) appointed by the Assistant AD for Compliance.

B. The duties of the Drug Education and Testing Committee shall include:

1. Administrative responsibilities set forth in this policy.

2. An annual audit of the drug testing program administered under this policy.

3. Assessment of drug testing protocols and procedures and correction of identified irregularities.

4. Submitting an annual report to the Athletic Council.

5. Providing advice about drug education and testing to the Director of Athletics, Athletic Council, Drug-Testing Site Coordinator, head coaches, Team Physician, and student-athletes.
APPENDIX A

2015-16 NCAA Banned Drugs
It is your responsibility to check with the appropriate or designated athletics staff before using any substance

The NCAA bans the following classes of drugs:
1. Stimulants;
2. Anabolic Agents;
3. Alcohol and Beta Blockers (banned for rifle only);
4. Diuretics and Other Masking Agents;
5. Street Drugs;
6. Peptide Hormones and Analogues;
7. Anti-estrogens; and

Note: Any substance chemically related to these classes is also banned.
The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedures Subject to Restrictions:
1. Blood doping;
2. Gene doping;
3. Local Anesthetics (under some conditions);
4. Manipulation of urine samples; and
5. Beta-2 Agonists permitted only by prescription and inhalation.

NCAA Nutritional/Dietary Supplements Warning:
Before consuming any nutritional/dietary supplement product, review the product with the appropriate or designated athletics department staff. There are no NCAA approved supplement products.

1. Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test result.
2. Student-athletes have tested positive and lost their eligibility from using dietary supplements.
3. Many dietary supplements are contaminated with banned drugs not listed on the label.
4. Any product containing a dietary supplement ingredient is taken at your own risk.

Check with your athletic department staff prior to using a supplement.
Examples of NCAA Banned Substances in each Drug Class

Note to Student-Athletes: There is NO complete list of banned substances. Do not rely on this list to rule out any label ingredient.

1. **Stimulants**: amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); methylhexaneamine, “bath salts” (mephedrone); octopamne; DMBA; etc.
   *Exceptions*: phenylephrine and pseudoephedrine are not banned.

2. **Anabolic Agents** (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione): Androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenedione; ostarine, stanozolol; stenbolone; testosterone; trenbolone; SARMS (ostarine); etc.

3. **Alcohol and Beta Blockers** (banned for rifle only): Alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

4. **Diuretics** (water pills) and **Other Masking Agents**: Bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triamterene; trichlormethiazide; etc.

5. **Street Drugs**: Heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073).

6. **Peptide Hormones and Analogues**: Growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); IGF-1; etc.

7. **Anti-Estrogens**: Anastrozole; tamoxifen; formestane; ATD1; clomiphene; SERMS (nolvadex); etc.

8. **Beta-2 Agonists**: Bambuterol; formoterol; salbutamol; salmeterol; higenamine, norcoclaireine; etc.

Additional examples of banned drugs can be found at [www.ncaa.org/drugtesting](http://www.ncaa.org/drugtesting).

Any substance that is chemically related to the class, even if it is not listed as an example, is also banned!

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting the Resource Exchange Center, 877-202-0769, [www.drugfreesport.com/rec](http://www.drugfreesport.com/rec) password: ncaa1; ncaa2; or ncaa3.

It is your responsibility to check with the appropriate or designated athletics staff before using any substance.
APPENDIX B

ACKNOWLEDGMENT OF 2015-16 STUDENT-ATHLETE DRUG EDUCATION AND TESTING POLICY AND CONSENT FOR DRUG TESTING

I, __________________________, was present at my team certification meeting. I received a copy of the Northern Michigan University Student-Athlete Drug Education and Testing Policy.

I hereby consent to have specimens collected and tested for the presence of prohibited drugs in accordance with the provisions of the Northern Michigan University Student-Athlete Drug Education and Testing Policy. I understand that samples are sent to outside laboratories for actual testing.

I authorize the release of all information and records, including test results, relating to the testing of my specimen sample(s) to those individuals specified in the Northern Michigan University Student-Athlete Drug Education and Testing Policy. They include, but are not limited to, my head coach, the Team Physician, the Drug-Testing Site Coordinator, and the Director of Athletics.

I waive any privilege or right to privacy I may have in connection with the release of such information and records to those individuals. I release NMU, its Board of Trustees, its officers, employees, and agents from legal responsibility or liability for the release of such information and records to those individuals.

I understand that I may choose not to sign this form. If I do not sign this form, I understand that I will not be able to participate in intercollegiate athletics at NMU and that I will, therefore, have to forfeit my athletically related financial aid.

Date: ____________________________ Student-Athlete Signature

__________________________
(Print Name): ____________________________

Date: ____________________________ Parent Signature (if student is under 18)

__________________________
(Print Name): ____________________________
**REASONABLE SUSPICION TESTING CHECKLIST**

<table>
<thead>
<tr>
<th>Employee Name: __________________________</th>
<th>Employee Job Title: __________________________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facility: ______________________________</td>
<td>Location of Event: ______________________________</td>
</tr>
<tr>
<td>Observation Date: _____________</td>
<td>Time: ________ a.m./p.m.</td>
</tr>
</tbody>
</table>

Was employee performing a safety-sensitive duty?  
Yes  No

The following observations were made of the employee identified above:

Check ALL **specific and contemporaneous** observations and **document** the following:

**BEHAVIOR**
- unsteady gait, stumbling
- drowsy, sleepy, lethargic
- agitated, anxious, restless
- hostile, belligerent
- irritable, moody
- depressed, withdrawn
- unresponsive, distracted
- clumsy, uncoordinated
- tremors, shakes
- flu-like illness complaints
- suspicious, paranoid
- hyperactive, fidgety
- inappropriate, unhindered behavior
- frequent use of mints, mouthwash, breath sprays, eye drops

**APPEARANCE**
- flushed complexion
- cold, clammy sweats
- bloodshot eyes
- tearing, watery eyes
- dilated (large) pupils
- constricted (pinpoint) pupils
- unfocused, blank stare
- disheveled clothing
- unkempt appearance

**SPEECH**
- slurred, thick
- incoherent
- exaggerated enunciation
- loud, boisterous
- rapidly talkative
- nonsensical, silly
- cursing, inappropriate speech

**BODY ODORS**
- alcohol
- marijuana

Other observations: ____________________________________________

________________________________________________________________________

Supervisor Name *(print or type)* ____________________________  Supervisors Signature ____________________________  Date __________

Additional witnesses (optional)

Witness Name *(print or type)* ____________________________  Witness Signature ____________________________  Date __________

**TEST DETERMINATION**

- DOT
- NON-DOT
- NO Test Conducted

- Reasonable Suspicion Alcohol Test  
  8 hours elapsed for alcohol test
- Reasonable Suspicion Drug Test  
  32 hours elapsed for drug test
- No Test Required  
  Employee transported for medical care
- Employee Refused Test  
  Other (explain): __________________________________

Employee transported to collection site by: __________________________
Time of Transport: ____________ a.m./p.m.  Collection Facility: ____________

*(print or type)*