

University of Iowa Department of Athletics Drug Testing Program

(Updated June 2023)

PURPOSE:

It is the goal of the University of Iowa and the Department of Intercollegiate Athletics to maintain a drugfree environment in which competitive intercollegiate athletics programs are conducted. To that end, the following substance abuse prevention and treatment program will be followed.

POLICY:

The primary emphasis of the University of Iowa Department of Athletics Drug Testing Program (subsequently identified as “the Program” in this policy) is the promotion of good health and excellent academic and athletic performance of the student-athlete. The principle components of the Program are:

- Education offered at first-of-year Certification meetings to alert student-athletes and coaches of the negative effects of drug and/or alcohol abuse.
- A systematic program of drug testing for all student-athletes to prevent any unfair competitive edge as a result of the use of performance-enhancing substances, and to facilitate early intervention for individuals who may have a substance abuse problem.
- Provision of appropriate counseling and treatment plan for individuals with identified confirmed positive results to determine the nature and extent of the drug use.
- A delineation of consequences for individuals identified with confirmed positive results to ensure consistency throughout the Athletics Department.

A. Program Participants

1. Program Administrator
 - Provides oversight and supervision of the Program
 - Coordinates annual review and dissemination of policies related to the Program
2. Medical Director
 - Licensed Psychiatrist
 - Provides general medical oversight of the Program
 - Determines appropriate treatment options
3. Program Manager
 - Assists in coordination and scheduling of student-athlete testing
 - Coordinates documentation of student-athlete participation in educational programs
 - Assists with education programming
 - Assists with initial substance abuse evaluations
 - Communication with Aegis
 - Communication with Aegis on random selection process
4. Drug Collection and Testing Services Vendors
 - Works with Athletics Department personnel to coordinate and schedule student-athlete testing
 - Trained in appropriate collection techniques
 - Utilizes accredited drug testing laboratories for random selection of donors
 - Maintains strict chain of custody for all collected samples

5. Donor

- Any student-athlete who is currently listed as a participant in a University of Iowa Athletics Department sanctioned sport

B. Consent Forms

Each University of Iowa student-athlete (both scholarship and non-scholarship) will be asked to sign forms that:

1. Acknowledge receipt of informational material and understanding of the Program.
2. Agree to undergo testing for drugs by urinalysis or alternative matrix testing as a requirement of the athletics program.
3. Consent to release of results of a confirmed positive drug test to the Medical Director and Director of Athletics or his/her designee (Appendix A).
4. Provide student-athletes an option to consent to the release of drug testing results information to their parents. (Appendix B).

Important: Failure to complete and sign the acknowledgement and/or authorization statement and consent form (Appendix A) will result in the student-athlete's ineligibility to participate in all intercollegiate athletics.

C. Testing Categories

All University of Iowa student-athletes will be subject to periodic unannounced drug screening examinations during their participation in intercollegiate athletics. The Program will test a urine sample for the presence of controlled substances, illegal substances, steroids, and other performance-enhancing substances. Alternative testing matrix (for example, saliva sample testing) may be used by the drug testing coordinator/testing agency.

See Appendix C for a list of drugs banned by the NCAA and for examples of banned substances in each drug class.

All prescription and over-the-counter medications being used by the student-athlete must be on file with the athletic trainer of their respective sport and/or team physician and/or staff psychologist. Failure to do so, and if a drug test result is returned as non-negative, the test result will be a confirmed positive test result. Any attempt to substitute, manipulate, adulterate or dilute a specimen will be considered a confirmed positive test.

Testing categories will include Random (routine) Testing, Follow-up Testing, Suspicion (for cause) Testing, Post-incident Testing (DUI, PAULA or other), and Self-Referral Testing.

Random Testing:

1. The professional testing agency will provide a computer randomized donor pool for each requested test.
2. Testing may occur during the season or off-season. All University of Iowa student-athletes are subject to random selection throughout the year. No full team tests are allowed during a single screening. Individual student-athletes may be tested multiple times throughout the year. It is the responsibility of the Program Manager to ensure that student athletes are not subjected to excessive testing.
3. Student-athletes will be informed that drug testing may occur by the University of Iowa Athletics and the NCAA including prior to or during NCAA Championship events. Student-athletes will be informed who is conducting the test (UI or NCAA) and sign off each time they report to drug testing.

4. Student-athletes will be notified 24-48 hours in advance to report to a collection site.
5. If, after having been formally notified by the Program Manager, a student-athlete fails to report for testing without an excused absence, the coach and Director of Athletics will be notified and the student-athlete will be suspended from practice and competition until another unannounced test can be completed.
6. Testing locations will be selected in order to provide privacy and confidentiality on behalf of student-athletes.

Follow-up Testing:

1. Any student-athlete with prior confirmed positive drug test results may be subject to ongoing unannounced drug testing individually through the remainder of that academic and/or summer term.
2. Frequency of testing will be determined in consultation with the Medical Director.
3. Specimens identified by testing to be unacceptable, e.g. substituted, may lead to follow-up testing as noted in #2 above.

Suspicion (For Cause) Testing:

1. May be requested by the following athletic staff members: sport strength and conditioning coach, sport athletic trainer and Head Coach.
2. The specific athletic staff member making the request is required to fill out the Suspicion Testing request form and submit to their Sport Administrator. Once the Sport Administrator has reviewed the form and discussed with the specific staff member submitting the form, the Sport Administrator will forward the request to the Head Team Physician and the Medical Director. Both the Head Team Physician and Medical Director must approve the request prior to testing.
3. Suspicion testing will not be initiated prior to consultation with the Medical Director. The Head Team Physician and Medical Director may consult with the Director of Sport Performance, Head Coach and/or the Director of Athletics or his/her designee prior to making a final decision on any suspicion test. All suspicion testing must be approved by both the Head Team Physician and Medical Director prior to testing.
4. Suspicion testing may be based on behavioral and/or physiologic criteria, including post-incident, e.g. DUI, PAULA (Appendix E).

Self-Referral Testing:

1. Any student-athlete may refer themselves for evaluation at the beginning of their athletics career at the University of Iowa without being subject to consequences under this policy.
2. Any student-athlete who subsequently self-refers will be subject to University policy.
3. Self-referral will be considered favorably in any decision related to testing results and/or consequences.

D. Testing Limits and Results

1. THC tests with positive levels below 150 nanograms will result in a non-negative record, and an optional education/assessment protocol will be offered to the student-athlete. THC tests with positive levels at or above 150 nanograms will be recorded as a positive record and the individual will be all subject to all expectations listed in the Drug Education Policy.
2. All specimens are analyzed by a laboratory accredited by the United State Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA).

3. All confirmed positive results will be verified on a confirmation sample by mass spectrometry, ensuring accuracy to greater than 99%.
4. All confirmed positive results will be reviewed by the Medical Director prior to release to the donor/student-athlete or other authorized personnel.

E. Treatment

1. The Medical Director will be responsible for all final decisions related to treatment. The scope of the treatment plan will be based on consultation between the Medical Director and appropriate Athletics Department personnel.
2. A treatment plan will be developed by the Medical Director. Options for treatment may include any combination of the following:
 - Counseling/Education
 - Follow-up drug testing
 - Medication
 - Extensive outpatient treatment
 - Inpatient treatment
 - Treatment contract
3. Following successful completion of the counseling/rehabilitation program, the student-athlete will be subject to on-going, individual, unannounced drug testing throughout the remainder of that academic and/or summer term.
4. Failure to comply with the recommended treatment program, refusal to undergo diagnostic evaluation, or refusal of treatment will result in notification to the athletics program and suspension from participation in intercollegiate athletics at the University of Iowa may result.

F. Confidentiality

1. Confidentiality is a basic element of this program. All persons having information related to drug testing and/or treatment will keep this information confidential. All employees working in the Athletic Department at the University of Iowa will be required to sign a confidentiality attestation form accepting responsibility to preserve the confidentiality of this information.
2. All written and electronic records of test results will be maintained in a secure manner.

G. Consequences

1. Consequences are determined by the Department of Athletics Drug Education and Testing Program policy (Appendix F) and may include suspension from participation in intercollegiate athletics and possible reduction or cancellation of any scholarship(s) currently received.
2. If a drug screening test is confirmed positive for exogenous steroids, the student-athlete may be subject to removal from any practice and competition until he/she tests negative. If any student-athlete has a second positive test related to steroids as determined by the medical team or a second increase of the steroid level during follow-up testing, which is consistent with continued steroid use as determined by the Medical Director, the student-athlete may be subject to consequences as outlined in the Department of Athletics Drug Education and Testing Program policy (Appendix F).

H. Appeals

1. Student-athletes are entitled to appeal the imposition of a sanction or suspension utilizing procedures described in the Department of Athletics Student-Athlete Handbook.
2. Student-athletes who have a confirmed positive test may, within 72 hours following receipt of notice of the confirmed positive test, contest the finding. Upon the student-athlete's request

for additional testing of the sample, the Program Administrator will formally request the SAMHSA certified laboratory to re-analyze to reconfirm the original positive finding. The student-athlete may choose to be present (traveling at their own expense) for the re-analysis at the laboratory or request the re-analysis be completed at a different SAMHSA certified laboratory (the cost of the analysis will be incurred by the student-athlete). If the student-athlete does not wish to be present, but desires to be represented, arrangements will be made for a surrogate to attend. The student-athlete or surrogate will attest to the sample number prior to the laboratory conducting the re-analysis. The student-athlete or surrogate will not be involved with any other aspect of the analysis of the specimen (bottle B). Re-analysis findings will be final. If the re-analysis test is negative, the first drug test will be considered negative.

APPENDIX A

The University of Iowa Department of Athletics Consent to Drug Testing and Release of Information

By signing this form, I consent to undergo random testing for the presence of drugs or other substances in accordance with the University of Iowa Athletics Department Drug Testing Program. I understand that this will involve providing a urine sample or alternative testing matrix sample (for example, saliva sample testing). The test will be conducted by and under the supervision of qualified staff.

I understand that all specimens will be analyzed by a laboratory accredited by the United States Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA). All specimens will be identified only by a code number and strict chain of custody procedures will be followed to ensure the integrity of the collection process.

I understand that if I am on any prescription or over the counter medication, I must have this information on file with the team physician as some medications may impact test results. This information must be on file before notification of drug testing occurs. Failure to do so and return of a non-negative test will result in a confirmed positive test.

By signing this form, I authorize confirmed positive test results to be released for the purpose of initiating treatment. I understand that I will be contacted and told of the results by the Director of Athletics and/or his/her designee.

By signing this form, I authorize the disclosure of confirmed positive test results to the coach and appropriate Athletic Department Staff and University of Iowa Administrative Staff.

I understand that a confirmed positive test may result in consequences related to my positive test as outlined in Appendix F. I understand that if I refuse to undergo testing at any time requested or refuse to sign this consent form I will be ineligible to participate in all intercollegiate athletics at the University of Iowa and may lead to termination of my scholarship as applicable.

I understand that this consent is voluntary. I may revoke this consent at any time by contacting the Associate Athletics Director for Compliance in writing. If this consent is revoked, I understand that information released prior to the revocation would not be considered a breach.

I understand that this consent will expire one year from the date of signature.

Print Name

Date

Signature

APPENDIX B
University of Iowa Department of Athletics
Consent to Release Drug Testing Information to Parents/Guardians

I have given written consent to undergo drug testing for the presence of drugs or other substances in accordance with the University of Iowa Athletics Department Drug Testing Program. By signing this form I authorize the results of the drug testing to be released to my Parents/Guardians when, in the opinion of the Medical Director or appropriate Athletic Department Administrators, such a release of information may benefit my course of treatment.

I understand that this consent is voluntary. I may revoke this consent at any time by contacting the Associate Athletics Director for Compliance in writing. If this consent is revoked, I understand that information released prior to the revocation would not be considered a breach.

I understand that this consent will expire one year from the date of signature.

Print Name

Date

Signature



APPENDIX C

2023-24 NCAA Banned Substances

NCAA Division I Bylaw 12 and NCAA Divisions II and III Bylaw 14 require that schools provide drug education to all student-athletes. The athletics director or athletics director's designee shall disseminate the list of banned-drug classes to all student-athletes and educate them about products that might contain banned substances. All student-athletes are to be notified that the list may change during the academic year and that updates may be found on the NCAA website (ncaa.org). They should also be informed of the appropriate athletics department procedures for disseminating updates to the list. It is the student-athlete's responsibility to check with the appropriate or designated athletics staff before using any substance.

The NCAA bans the following drug classes:

1. Stimulants.
2. Anabolic agents.
3. Beta blockers (banned for rifle only).
4. Diuretics and masking agents.
5. Narcotics.
6. Cannabinoids.
7. Peptide hormones, growth factors, related substances and mimetics.
8. Hormone and metabolic modulators.
9. Beta-2 agonists.

Note: This is not a complete or exhaustive list. Any substance chemically/pharmacologically related to these classes also is 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. Examples of substances under each class can be found at ncaa.org/drugtesting. There is no complete list of banned substances.

Substances and Methods Subject to Restrictions:

1. Blood and gene doping.
2. Local anesthetics (permitted under some conditions).
3. Manipulation of urine samples.
4. Tampering of urine samples.
5. Beta-2 agonists (permitted only by inhalation with prescription).

NCAA Nutritional/Dietary Supplements:

Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff.

1. Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
2. Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
3. Many nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
4. All nutritional/dietary supplements are taken at the student-athlete's own risk.

Athletics department staff should provide guidance to student-athletes about supplement use, including a directive to have any product checked by qualified staff members before consuming. The NCAA subscribes only to Drug Free Sport AXIS™ (AXIS) for authoritative review of label ingredients in medications and nutritional/dietary supplements. Contact AXIS at 816-474-7321 or axis.drugfreesport.com (password ncaa1, ncaa2 or ncaa3).

THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES. DO NOT RELY ON THIS LIST TO RULE OUT ANY LABEL INGREDIENT.

Many nutritional/dietary supplements are contaminated with banned substances not listed on the label. It is your responsibility to check with the appropriate or designated athletics staff before using any substance.

Drug Classes	Some Examples of Substances in Each Class	
Stimulants	Amphetamine (Adderall) Caffeine (Guarana) Cocaine Dimethylbutylamine (DMBA; AMP) Dimethylhexylamine (DMHA; Octodrine) Ephedrine Heptaminol Hordenine Lisdexamfetamine (Vyvanse)	Methamphetamine Methylhexanamine (DMAA; Forthane) Methylphenidate (Ritalin) Mephedrone (bath salts) Modafinil Octopamine Phenethylamine (PEA) and its derivatives Phentermine Synephrine (bitter orange)
	<i>Exceptions: Phenylephrine and Pseudoephedrine are not banned.</i>	
Anabolic Agents	Androstenedione Boldenone Clenbuterol Clostebol DHCMT (Oral Turinabol) DHEA Drostanolone Epitrenbolone Etiocholanolone	Methandienone Methasterone Nandrolone (19-nortestosterone) Oxandrolone SARMS [Ligandrol (LGD-4033); Ostarine; RAD140; S-23] Stanozolol Stenbolone Testosterone Trenbolone
Beta Blockers (banned for rifle only)	Atenolol Metoprolol Nadolol	Pindolol Propranolol Timolol
Diuretics and Masking Agents	Bumetanide Canrenone (Spironolactone) Chlorothiazide Furosemide	Hydrochlorothiazide Probenecid Triamterene Trichlormethiazide
	<i>Exceptions: Finasteride is not banned.</i>	
Narcotics	Buprenorphine Dextromoramide Diamorphine (heroin) Fentanyl and its derivatives Hydrocodone Hydromorphone Meperidine	Methadone Morphine Nicomorphine Oxycodone Oxymorphone Pentazocine Tramadol
Cannabinoids	Marijuana Synthetic cannabinoids (Spice; K2; JWH-018; JWH-073) Tetrahydrocannabinol (THC, Delta-8)	
Peptide Hormones, growth factors, related substances and mimetics	Growth hormone (hGH) Human Chorionic Gonadotropin (hCG) Erythropoietin (EPO)	IGF-1 (colostrum; deer antler velvet) Ibutamoren (MK-677)
	<i>Exceptions: Insulin, Synthroid and Forteo are not banned.</i>	
Hormone and Metabolic Modulators	Anti-Estrogen (Fulvestrant) Aromatase Inhibitors [Anastrozole (Arimidex); ATD (androstatrienedione); Formestane; Letrozole] PPAR- δ [GW1516 (Cardarine); GW0742] SERMS [Clomiphene (Clomid); Raloxifene (Evista); Tamoxifen (Nolvadex)]	
Beta-2 Agonists	Albuterol Formoterol Higenamine	Salbutamol Salmeterol Vilanterol

Any substance that is chemically/pharmacologically related to one of the above drug classes, 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 AXIS at 816-474- 7321 or axis.drugfreesport.com (password ncaa1, ncaa2 or ncaa3).

APPENDIX D

Request for Drug Testing Reasonable Suspicion

Reasonable suspicion can be based on the observation of behavior or conduct, or the presence of certain physical and emotional characteristics or patterns, which are symptomatic of the use of prohibited substances.

Staff Member Making the Request: _____

Student-Athlete to be Tested: _____ Sport: _____

Please check all characteristics that may contribute to your request for reasonable suspicion testing:

Behavioral Characteristics:

- Direct observation of prohibited use
- Evidence of use, possession and/or sale of prohibited drugs
- Behavioral changes such as mood swings, irritability, decreased productivity
- Isolation/withdrawal from teammates
- Inconsistent communication patterns
- Odor/scent of chemicals or unlawful substance
- Evidence of tampering of samples submitted for testing (current or previous testing events)

Physiological Characteristics:

- Flushed face
- Red eyes
- Abnormal pupil construction or dilation
- Unsteady gait
- Slurred speech
- Declining health

Staff Signature: _____

Date: _____

Sport Administrator: _____

Date: _____

Approval

Team Physician: _____

Date: _____

Medical Director: _____

Date: _____

If this request is supported by the Sport Administrator and the Team Physician and Medical Director determine that reasonable suspicion exists, the Medical Director will notify the Program Manager to notify the student-athlete of the need to report to a collection site and provide a sample. Failure to report to the site at the predetermined time will be treated as a confirmed positive test result.

APPENDIX E

University of Iowa Department of Athletics Drug Testing Program Reasonable Suspicion Testing

PURPOSE:

To outline the process for testing a student-athlete when there is a reasonable suspicion that the student athlete is using any substance in violation of the Athletics Department Drug Testing Program.

POLICY:

Reasonable suspicion can be based on the observation of behavior or conduct, or the presence of certain physical and emotional characteristics or patterns, which are symptomatic of the use of prohibited substances.

Characteristics that may contribute to reasonable suspicion testing include, but are not limited to:

Behavioral Characteristics:

- Direct observation of prohibited use
- Evidence of use, possession and/or sale of prohibited drugs
- Behavioral changes such as mood swings, irritability, decreased productivity
- Isolation/withdrawal from teammates
- Inconsistent communication patterns
- Odor/scent of chemicals or unlawful substance
- Evidence of tampering of samples submitted for testing (current or previous testing events)

Physiological Characteristics:

- Flushed face
- Red eyes
- Abnormal pupil construction or dilation
- Unsteady gait
- Slurred speech
- Declining health

PROCEDURE:

1. Reasonable suspicion testing may be requested by the following athletic staff members: sport strength and conditioning coach, sport athletic trainer and Head Coach.
2. The specific athletic staff member making the request is required to fill out the Suspicion Testing request form and submit to their Sport Administrator. Once the Sport Administrator has reviewed the form and discussed with the specific staff member the form, the Sport Administrator will forward to the Head Team Physician and Medical Director for final approval. It is required that both Head Team Physician and Medical Director must approve the request prior to testing.
3. Suspicion testing will not be initiated prior to consultation with the Medical Director. The Medical Director may consult with the Director of Sport Performance, Head Coach and/or the Director of Athletics or his/her designee prior to making a final decision on any suspicion test.
4. If the Medical Director determines that reasonable suspicion exists, the Medical Director will notify the Program Manager to notify the student-athlete of the need to report to a collection site and provide a sample. Failure to report to the site at the predetermined time will be treated as a confirmed positive test result.
5. Sample collection and testing will follow guidelines set forth by the Department of Athletics Drug Testing Program.

APPENDIX F

Substance Abuse Prevention Policy (SAPP) for Student-Athletes (Updated July 2020)

This document serves to clearly delineate points in time that will result in a consequence or action for a student-athlete who tests positive for a banned substance under the University of Iowa Department of Athletics Drug Testing Program or who is found in violation of drug or alcohol offenses. Examples of the latter, drug or alcohol offenses, include but are not limited to: OWI, Public Intoxication, illegal drug substance charge, or a 2nd PAULA. This is applicable for students eligible to enroll at the UI. **Student-athletes have the right to appeal any of these actions as outlined in the PCA Manual.**

First Substance Abuse Prevention Policy (SAPP) Violation:

- Required administrative meeting with Deputy Director of Athletics (or designee), Director of Sports Medicine and sport coach/representative
- Clinical assessment by Certified Alcohol and Drug Counselor (CADC) and/or staff psychologist, possible referral to UIHC Chemical Dependency Clinical Coordinator
- Additional mandatory sessions may be recommended by the CADC staff
- Drug possession will be referred to the drug testing program for more frequent therapeutic testing
- Team rules as directed by coaches
- All student-athletes with positive tests will have their case reviewed by treatment team. The treatment team can recommend the possible elimination of one positive test following one year of consistent treatment and no subsequent positive drug tests.

Second Substance Abuse Prevention Policy (SAPP) Violation:

- Required administrative meeting with Deputy Director of Athletics (or designee), Director of Sports Medicine and sport coach/representative
- 20 Hours of community service
- Student athlete is subject to a minimum of 10% regular and/or post season competition suspension
- Clinical assessment by CADC and/or staff psychologist, possible referral to UIHC Chemical Dependency Clinical Coordinator
- Drug possession will be referred to the drug testing program for more frequent therapeutic testing
- Team rules as directed by coaches

Third Substance Abuse Prevention Policy (SAPP) Violation: (applies to all third and subsequent positives)

- Required administrative meeting with Director of Athletics and/or his/her designee
- Review of the case with drug testing team, coach and athletics administration
- The Medical Director of the Drug Testing Program, in consultation with the UIHC Chemical Dependency Clinical Coordinator, staff psychologist and/or Certified Alcohol and Drug Counselor, will determine the appropriate level of substance abuse care for the student-athlete
- Advanced service provision with CADC and/or staff psychologist
- Drug possession will be referred to the drug testing program for more frequent therapeutic testing
- Outpatient treatment (if recommended by Medical Director) may be suggested/required.
- Inpatient treatment (if recommended by Medical Director) may be suggested/required. A scholarship student athlete will be given an opportunity to remain on aid if student athlete agrees to all terms as prescribed by the drug testing team, coach and athletics administration.
- On-going participation in athletically related activities will be determined in consultation with the Medical Director, Director of Athletic Training and the head coach.
- If a student participates in an outpatient and/or in-patient treatment program, a decision whether the student-athlete will rejoin as a member of the intercollegiate athletics team will be made at the conclusion of the treatment. This determination will be case by case based on compliance with the treatment regimen. The decision will be made by the attending physician in consultation with the CADC and/or staff psychologist, head coach and Director of Athletics.
- The Director of Athletics in consultation with the Medical Director may provide exceptions to policy.

Sanctions for Positive Marijuana Results:

First Positive:

- Required administrative meeting with Deputy Director of Athletics and/or designee, Director of Sports Medicine and sport coach/representative
- Team rules as directed by coaches

Second Positive:

- Required administrative meeting with Deputy Director of Athletics and/or designee, Director of Sports Medicine and sport coach/representative
- Clinical assessment by CADC and/or staff psychologist, possible referral to UIHC Chemical Dependency Clinical Coordinator
- Team rules as directed by coaches

Third Positive:

- Required administrative meeting with the Director of Athletics and/or his/her designee
- The Medical Director of the Drug Testing Program, in consultation with the UIHC Chemical Dependency Clinical Coordinator, staff psychologist and/or Certified Alcohol and Drug Counselor, will determine the appropriate level of substance abuse care for the student-athlete
- Advanced service provision with CADC and/or staff psychologist
- Student athlete is subject to a minimum of 10% regular and/or post season competition suspension
- Student athlete may be subject to athletic department program suspension, reduction or loss of athletically related aid
- Team rules as directed by coaches

Fourth Positive:

May include, but not limited to:

- Dismissal from the team
- Reduction or cancellation of athletic scholarship
- Review of the case with drug testing team, coach and athletics administration, Director of Athletics will make final decision related to exceptions. With any exceptions disclosure of the rationale will be made to the President and Director of the Drug Testing Program.

PAULA (Possession of Alcohol under the Legal Age) (first offense)

- Required administrative meeting with Deputy Director of Athletics and/or designee, and sport coach/representative
- Team rules as directed by coaches

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