

Effective: June, 2017

Student Policy Athletics Substance Abuse Policy

Approved: March 7, 2017
President's Cabinet

The main goal of the Millersville University Department of Athletics substance abuse policy is to protect the health and welfare of the University's student-athletes. This policy requires student-athletes to engage in substance abuse education, testing, and if necessary, rehabilitation. The Department of Athletics will review this policy on an annual basis and will revise it as needed.

Philosophical Statement

The mission of the Department of Athletics at Millersville University is to serve students through the vehicle of intercollegiate athletics. The Department of Athletics supports this mission by providing equitable opportunities for student-athletes to participate in a high-caliber intercollegiate athletics program that values integrity and ethical conduct, academic excellence, athletic achievement, and student-athlete welfare.

The Department of Athletics is committed to providing a safe and healthy environment for its student-athletes, coaches, and staff. The health and welfare of student-athletes is of paramount concern to the Department of Athletics. The Department of Athletics does not condone or tolerate the abuse of alcohol, tobacco, or banned substances by student-athletes. Alcohol, illicit drugs, anabolic steroids, and other performance enhancing substances have been shown to be detrimental to the health and development of the student-athlete. Additionally, they may create an unfair competitive environment and may damage the reputation of the student-athlete and the University.

The illegal use or abuse, possession, manufacture, dispensation, distribution, or being under the influence of controlled or banned drugs is prohibited by all student-athletes participating in intercollegiate athletics at the Millersville University. Student-athletes are additionally not permitted to use banned substances as identified by the National Collegiate Athletic Association ("NCAA"). In addition, this substance abuse policy is to function consistent with the University's Student Code of Conduct and its rules addressing the use of alcohol and drugs.

In accordance to Pennsylvania state law, the minimum age for the consumption and purchase of alcohol is 21 years of age. Student-athletes are prohibited from the use of other drugs and consuming alcoholic beverages during team related athletic activities regardless of legal age. Millersville University Department of Athletic enforces the rules and regulations set forth by the NCAA and the Pennsylvania State Athletic Conference ("PSAC") in regards to performance enhancing drugs and tobacco use. The NCAA rules and regulations can be found in the Millersville University Student-Athlete Handbook (www.millersvilleathletics.com) or on the NCAA website. (<http://www.ncaa.org>).

Purpose of the Substance Abuse Policy

The purpose of the Millersville University Department of Athletic Substance Abuse Policy is to encourage responsible decision-making and raise awareness of the damaging effects that drugs and alcohol have on student-athlete performance, both academically and athletically. This policy has been developed based on the core values and beliefs of the Department of Athletics pertaining to substance abuse and rules pertaining to participation in intercollegiate athletics. Specific goals of this policy are:

- Increase student-athlete alcohol and other drug education through programs provided by trained personnel, including peer educators.
- Discourage alcohol and drug abuse by our student-athletes.
- Provide student-athletes with campus and community resources to help identify and manage alcohol and other drug related abuse behaviors and dependency.
- Comply with all s, federal, NCAA, PSAC Conference, and Millersville University rules, laws and policies.
- Educate student-athletes on the consequences that alcohol and other drug use has on them academically, judicially and athletically.
- Help student-athletes recognize the potential dangers of using alcohol and other drugs and the negative effects on them as individuals, their teams, and the University.

Implementation of the Substance Abuse Policy

Each student-athlete is required to sign an acknowledgement form recognizing full comprehension of the substance abuse policy. Participation in intercollegiate athletics at Millersville University is a **privilege**. As a condition to participate in intercollegiate athletics at Millersville University, all student-athletes are required to follow and satisfy all requirements of the substance abuse policy.

When the Department of Athletics is notified that a student-athlete has been found responsible for an incident in violation of this policy, the Department of Athletics reserves the right to apply additional sanctions once decisions are reached by criminal system or the University's Office of Judicial Affairs. Student-athletes are subject to immediate sanctioning by the Department of Athletics before decisions are rendered by the criminal justice system or the University's Office of Judicial Affairs.

1. All violations of the Substance Abuse Policy are cumulative throughout the career of the student-athlete.
2. **Student-athletes shall advise their respective head coach when they are charged with an alleged violation of the University's Student Code of Conduct, the Pennsylvania Crimes Code or any other criminal law within 24 hours of being charged with a violation. The Head Coach is responsible to report said violation(s) to the Director of Athletics.**
3. This substance abuse policy applies to all student-athletes at all times regardless of whether the student-athlete is in or out of the competitive championship season or whether the student-athlete is on or off-campus.
4. This substance abuse policy will apply to all student-athletes attempting to earn a position on a varsity sport. This applies to student-athletes with or without scholarship and walk-ons.
5. Any exceptions to the above principles must be authorized by the **Director of Athletics**.

To achieve the educational goals of this program the following activities take place each year:

- Pre-season and mid-year meetings
 - Information on alcohol/drug education, drug testing, and drug rehabilitation will be presented twice annually to all student-athletes. Meetings will include a review of commonly tested banned substances, a review about dangers of supplements and energy drinks, and a review of student-athlete's responsibility for any substance that they use.
- Speakers
 - Through the CHAMPS/Life Skills program, speakers will annually present to all freshmen student-athletes. Additionally, speakers may be brought in to address all student-athletes.
- Coaches meetings on recruiting/hosting
 - All student-athletes will sign a form stating they will not allow prospective student-athletes to use or be in the presence of alcohol or drugs while on official or unofficial visits.

Drug Testing

The University uses drug testing *to detect use and abuse of banned substance by student-athletes. Student-athletes are warned that dietary substances, nutritional supplements, energy drinks, or other products may contain banned substances. Many of these items are not regulated by the United States Food and Drug Administration and may result in a positive drug test even if the substance is not specifically listed on the supplement's label.*

- The NCAA conducts random drug testing throughout the entire year including the summer months and at championship events.
- The Department of Athletics will conduct random drug testing throughout the year as well as part of the sanctions assessed for violations of the Department of Athletics' Substance Abuse Policy.
- Further information on the NCAA drug testing and sanctions may be found in the student athlete handbook. (www.millersvilleathletics.com)
- The specific drug test may include, but is not limited to the following banned substances:
 1. NCAA banned substance list, available at www.ncaa.org or in the athletic training room.
 2. Anabolic steroids or other performance enhancing drugs
 3. Amphetamine/Methamphetamine, Cocaine, Marijuana, Opiates, Ecstasy (MDMA), PCP, Barbiturates, Benzodiazepines, Oxycodone (incl. OxyContin), Methylphenidate (incl. Ritalin), Synthetic Cannabinoids (K2, Spice, etc.), Bath Salts (synthetic stimulants) and Methylexanamine (DMAA)

The manufacture, distribution, possession, sale, or use of any illegal or controlled substance, including misuse of prescription drugs, is a violation of this substance abuse policy and the University's Student Code of Conduct. Intentionally or recklessly inhaling or ingesting substances that will alter a student's mental state is also prohibited by this substance abuse policy. If a student-athlete is in a location where others are using illegal drugs the student-athlete may be held responsible for violations as well. Student-athletes who are suspected to have violated these regulations will be subject to potential disciplinary action pursuant to the Student of Conduct.

If a student-athlete is charged with or adjudicated of a violation related to alcohol or drug use under the Pennsylvania Crimes Code (or other criminal law), the Student Code of Conduct, this substance-abuse policy or a related regulation, the student-athlete shall be immediately required to submit to a drug test. This requirement applies to student-athletes who are found to have been “in the presence of” or “use of “alcohol or a banned substance. A student-athlete may be directed to submit to a drug test if the Department of Athletics reasonably suspects that the student athlete has violated the drug or alcohol provisions of the substance abuse policy or the Student Code of Conduct.

Furthermore, in accordance with NCAA rules, the use of tobacco products is strictly prohibited by student-athletes, and all game personnel during all sports practices and competition. This includes any team function such as meetings or informal workouts.

Drug Testing Procedure NCAA year-round program and Department of Athletics Random Drug Testing Program:

Student-athletes selected for drug testing will be notified by the drug testing coordinator, a maximum of 24 hours prior to the testing. There is no minimum period of time that must be provided between notification and testing. At this time, the drug testing coordinator will notify the student-athlete of the date, time, place, and procedure for drug testing. Once at the testing site, the student-athlete must remain at the testing site until an adequate sample has been collected. The student-athlete may witness or may request a witness of his/her choice to be present at the time of testing.

- Failure to report to the drug testing site and provide a sample for testing will be treated as a positive test result. If a student-athlete leaves the testing site before completion of the test it will be treated as a positive test result.
- Any student-athlete manipulating a sample to influence a drug testing result will be treated as a positive drug test result and is subject to sanctions.

A student-athlete that tests positive may be required to test negative prior to returning from any suspensions and is subject to retesting during their career as a student-athlete at Millersville University.

Incident Management: If the Department of Athletics determines that a student-athlete violated the substance abuse policy, (by positive drug test, arrest, University sanctioned incident, Violation of the Student Code of Conduct, or NCAA testing etc.) the student will be assessed sanctions as outlined in the student athlete handbook or the Student Code of Conduct.

Sanctions may include, but are not limited to:

- suspension from athletics program,
- loss of eligibility,
- practice/game suspension
- parental notification,
- loss of grant-in-aid,
- referral to counseling

Education Requirement

The Department of Athletics wants student-athletes to be well informed about alcohol and other drugs. The student-athletes will be educated on topics including: use and abuse of alcohol and drugs, bystander intervention, risk reduction strategies, signs of an unhealthy relationship with alcohol or drugs, and campus resources. The Department of Athletics strives to provide students with information about alcohol and other drugs that will allow them to reflect positively on themselves and the University. To educate all student-athletes, all first year student-athletes are required to complete a Champs program and attend at least one Marauder Choices Peer Education program. All other student-athletes must attend at least one Marauder Choices Peer Education program **per year**. If unable to attend a Champs or Marauder Choices program, the

student-athlete must communicate with their coach and Associate Director of Athletics for Compliance and Academics prior to the education program.

Alcohol and/or Drug Treatment and Rehabilitation: There are several locations on campus available for students who seek direct service for substance abuse concerns. Many of these locations can offer additional information and aid to handle substance abuse related incidents. These resources can be utilized whether you are concerned about yourself or others. Below is a list of campus resources and their contact information:

Center for Counseling and Human Development (Confidential Services)

Location: 3rd Floor Lyle hall

Phone: 717-871-7821

Website: <http://www.millersville.edu/counsel/>

Health Services (Confidential Services)

Location: Witmer Building, 4 McCollough Street

Phone: (717) 871-5250

Website: <http://www.millersville.edu/healthservices/>

Millersville University Police Department

Location: Lebanon House, 237 N. George St.

Emergency: 911

Non-Emergency: (717) 871-4357

Website: <http://www.millersville.edu/police/>

Center for Health Education and Promotion

Location: Montour House, 16 S. George St.

Phone: (717) 871-4141

Website: <http://www.millersville.edu/chep/index.php>

Millersville University Department of Athletics Substance Abuse Policy Violations and Sanctions

***Department of Athletics sanctions are in addition to penalties imposed by the University and the NCAA.

*** Suspensions from competition will occur during the team's championship season.

- The suspended events will be the next consecutive events in the schedule.
- Post-season events are also included in the suspension (i.e., PSAC Championships, NCAA Championships, Post-Season Invitational Events, etc.).
- If a team completes its championship schedule while a student-athlete is under sanctions, the student-athlete's suspension will be carried over into that sport's next championship season.
- If a student receive suspension from competition outside of their championship season, the sanctions will be applied during the next championship segment.

Violation of Criminal Law. When a student-athlete is charged with a violation of the Pennsylvania Crimes Code or other criminal law, the head coach must report the information to the Director of Athletics immediately upon receipt of notice of such possible criminal violation by a student-athlete.

Student-athletes arrested for or charged with violating criminal law will be placed on immediate administrative suspension from involvement in team activity pending further investigation. The student-athlete will remain suspended until the matter is resolved. If a violation would constitute a misdemeanor, the head coach may, in the exercise of his/her reasonable discretion, lift the administrative suspension only with the permission of the Director of Athletics. If the criminal charge involves a felony, the administrative suspension may be lifted only upon authorization of the Director of Athletics. In all cases in which a student-athlete is arrested for or charged with illegal use of alcohol, drugs, illegal gambling, or sexual misconduct or violence, the student-athlete will be immediately suspended and the suspension may be lifted only by the Director of Athletics.

Substance Abuse Policy Violations

The following actions will constitute a violation of the Substance Abuse Policy. This list is not all inclusive and is not limited to the following:

1. Illegal use, possession or sale of drugs as prohibited under the Controlled Substance, Drug, Device and Cosmetic Act of Pennsylvania, the Pennsylvania Crimes Code, or any other criminal law.
2. Failing to adhere to NCAA and conference rules and regulations pertaining to drug and alcohol use.
3. Any drug and alcohol violations, occurring on-campus or off-campus, that are brought before Office of Judicial Affairs, the Dean of Student's office, the campus police, local police, or the state police may constitute a violation of this policy. University staff and police officers may contact the Director of Athletics regarding the facts and extent of infractions (if a release form has been signed by the student and can be verified). Any drug or alcohol infraction occurring on-campus or off-campus, which is brought to the attention of the athletics administration or a member of the coaching staff may constitute a violation of this policy. [Note that some information related to criminal charges is public and a FERPA release is not needed to use this information under the Substance Abuse Policy.]

***** Please note that any student-athlete with prior violations that occurred before the implementation of this policy will begin at the first offense if a violation occurs. However, the sanction may be increased due to a prior violation.**

Department of Athletics Alcohol and Street Drug Sanctions

Sanctions for violation of Millersville University Athletics Substance Abuse Policy are as follows:

All sanctions below are minimum sanctions. **The Director of Athletics reserves the right with consultation from the head coach to apply or remove any sanctions from the following violations.**

Offense can result in immediate suspension and/or dismissal from the program regardless of the number of offenses that occur.

First Offense- Minimum sanctions include a meeting with the head coach, a letter of reprimand and an alcohol presentation and/or community service. Student-athletes may be required to complete alcohol/drug education sessions through the counseling center. Additional sanction may apply depending on the circumstance of the offense.

Second Offense- Minimum sanctions include meeting with the Director of Athletics and/or designee and head coach, suspension from practice and/or competition (minimum length of suspension shall be 1 competition or 5% of the championship segment playing season, whichever is greater. Additional length of suspension may apply depending on the circumstances of the violation). Student-athletes will be required to complete alcohol/drug education through the counseling center. Potential reduction and/or removal of athletic scholarship. Student may be required to test negative prior to returning to competition. Additional sanction may apply depending on the circumstance of the offense.

Third Offense- Minimum sanctions include meeting with the Director of Athletics and head coach. Student-athletes will receive an indefinite suspension from all practice and competition. Additional sanction may include removal from the roster, potential reduction and/or removal of athletic aid. Student-athletes will be encouraged to seek professional help through the counseling center.

Department of Athletic Performing Enhancement Sanctions

All sanctions below are minimum sanctions. **The Director of Athletics reserves the right with consultation from the head coach to apply or remove any sanctions from the following violations.**

Offense can result in immediate suspension and/or dismissal from the program regardless of the number of offenses that occur.

If a student test positive for any performance enhancement drugs through department of athletic drug testing, the student-athlete is subject to the following sanctions:

First Offense- Minimum sanctions include meeting with the Director of Athletics and/or designee and head coach, suspension from practice and/or competition (minimum length of suspension shall be 1 competition or 5% of the championship segment playing season, whichever is greater. Additional length of suspension may apply depending on the circumstances of the violation). Student-athlete will be required to complete drug education through the counseling center. Student must test negative prior to returning to competition. Potential reduction and/or removal of athletic scholarship. Additional sanction may apply depending on the circumstance of the offense.

Second Offense- Minimum sanctions include meeting with the Director of Athletics and head coach. Student will be removed from the roster and all athletic aid will be removed. Student-athlete will be suspended from all practice and competition for one calendar year from the date of the positive test. Student-athlete will be encouraged to seek professional help through the counseling center. Additional sanction may apply depending on the circumstance of the offense.

Individual Team Policies

All varsity athletic teams at Millersville University may have a specific policy related to drug and alcohol restrictions in addition to the Department of Athletics' Substance Abuse Policy. Coaches must have the Department of Athletics review their policy's before presenting it to their respective teams. Coaches reserve the right to apply additional restrictions and sanctions related to drug and alcohol use beyond what is stated in the Department of Athletics' Substance Abuse Policy. These additional sanction and restriction must be approved by the Athletic Director prior to implementation.

Student-Athlete's Right of Appeal with the Athletic Department

A student-athlete found responsible for violating the substance abuse policy may request an appeal of the hearing by doing the following:

1. Submit a letter of appeal to the Department of Athletics addressed to the attention of the Associate Director of Athletics.
2. The student-athlete should include any other additional supporting information outlining why they are appealing the decision at the time the appeal is requested.
3. The Athletic Administration will schedule a hearing opportunity for the student-athlete with the Appeals Committee which includes the following representatives:
 - Faculty Athletics Representative
 - Associate Director of Athletics
 - Athletic Trainer
 - Director of Center for Health Education and Promotion
4. The hearing with the Appeals Committee will be conducted within 7 business days of receipt of the student-athlete's letter of appeal.
5. During the appeals hearing, the student-athlete will be provided an opportunity to present his/her argument to the committee.
6. The committee may ask questions of the student-athlete following his/her presentation.
7. The committee will recommend a course of action to the Director of Athletics within one week of the hearing.
8. The Director of Athletics or their designee will make the final decision and will notify the appellant in writing (via email) of the final decision.

Acknowledgment Form

I, _____ hereby acknowledge that I have received, either physically or electronically, a copy of the Millersville University Department of Athletics' Substance Abuse Policy. I further acknowledge that I have read the policy and agree to abide by all of the provisions and requirements of the policy.

I understand that coaches reserve the right to apply additional restrictions and sanctions related to drug and alcohol use beyond what is stated in the Department of Athletics Substance Abuse Policy. I further acknowledge that I have read and will abide by all of the provisions and requirements of the policy.

I give permission to the Office of Judicial Affairs to release to the Athletic Director or designee the details of any and all Student Code of Conduct violations for which I am under investigation and any sanctions that are issued against me.

Signature of Student-Athlete: _____ **Date:** _____

M#: _____

Signature of Parent (if under 18): _____ **Date:** _____