Luther College values its students and employees and is committed to maintaining a healthy learning environment, providing safe practice and competition experiences, and ensuring a workplace free from alcohol abuse and illegal chemical use exists. Luther College takes seriously the abuse of alcohol and chemical substances. This includes illegal use of alcohol, specifically, alcohol consumption by individuals under the legal drinking age. As an educational institution, we place a great deal of responsibility on the student to make responsible decisions concerning alcohol and drug consumption when they are of legal age. By design, we afford students a great deal of freedom and empower them to make responsible decisions in the residence halls, in other campus facilities, and when traveling as part of a student group.

Student-athletes represent Luther College in a variety of ways including off-campus travel associated with competition, serving on IIAC or NCAA committees, or other athletic-related activities conducted off campus. Consequently, the behaviors displayed by our student-athletes greatly affect how others perceive our athletic program.

With this in mind, the college encourages students to develop healthy habits and attitudes related to the use of alcohol and other drugs. Abstinence is always an appropriate option; moderation is acceptable if it does not violate college or team policies, impede training objectives, or violate State or Federal laws.

Luther College Department of Athletics prohibits illegal or irresponsible use of alcohol and other drugs by student-athletes, coaches or other athletic personnel. It is the responsibility of the student-athletes to be knowledgeable about the physical and mental effects, the associated risks, and the impact alcohol or other drugs have on training and performance. Furthermore, it is the responsibility of the student-athletes, coaches, and athletic personnel to be aware of relevant college policies,
NCAA rules and regulations, and federal, state, and local laws related to alcohol and drug use.

Guiding Principles

- The Luther College Athletic Department is committed to providing safe practice, travel, and competition experiences free from drug and alcohol abuse and promoting healthy habits and responsible behavior related to the use of alcohol and other drugs.

- At no time shall coaches or administrators knowingly permit the illegal use, possession, distribution, or sale of alcohol or other drugs.

- Student-athletes are prohibited from purchasing or providing alcoholic beverages to any student-athlete under the legal drinking age.

- Student-athletes are prohibited from providing alcohol when hosting prospective student-athletes.

- The Department of Athletics will conduct drug testing throughout each academic year. Student-athletes will be required to complete a consent form at their team eligibility meeting and student-athletes failing to complete a consent form will not be allowed to participate in intercollegiate athletics.

Alcohol and Drug Policies Pertaining to Student-Athletes When On-Campus

When student-athletes are on-campus, they will be subject to the same policies, judicial process, and disciplinary action governing all Luther College students. These policies and associated disciplinary actions are outlined in the student handbook and local, state, and federal statutes. However, athletic teams may adopt stricter standards when deemed appropriate by the head coach and/or team members. It is incumbent
upon the head coach to clearly communicate alcohol and drug policies to the team members.

**Alcohol and Drug Policy Pertaining to Student-Athletes When Traveling Off-Campus**

In the following policy, “group leader” is defined as any athletics representative responsible for the group such as the Head Coach, Assistant Coach, or an Athletic Administrator. The group leader and other staff members are expected to follow the same guidelines as the group when traveling off-campus. It is incumbent on the group leader to clearly communicate policies and expectations to the group prior to departure.

The following guidelines are minimum standards for all teams and staff members participating in and/or traveling to athletic events. Any group or group leader may develop stricter guidelines when appropriate.

A. Underage drinking and illegal drug use will not be tolerated at any athletic-related activity or when traveling in conjunction with an athletic event. Possession of alcoholic beverage containers, either full or empty, may be considered a presumption of use and possession, and as such, may be considered a policy violation.

B. Any team member who provides alcohol to an underage person or is found to be in possession of illegal drugs will be subject to disciplinary action.

C. Students who are of legal drinking age are expected to act responsibly and adhere to the following guidelines:
• On the day of an activity, student-athletes will not consume alcohol during or prior to a competition or practice. Consumption of illegal drugs shall never be permitted.

• No alcohol or illegal drug use will be permitted in college vans, buses, or any other forms of private transportation associated with the trip, event or tour.

• Team members of legal drinking age or athletic personnel are expected to use good judgment when consuming alcohol in private homes, at group meals, or at other venues when traveling in conjunction with an athletic event.

• When staying in hotels, individuals are expected to exhibit positive behavior and act responsibly. No abusive, illegal or irresponsible use of alcohol and other drugs will be tolerated.

• Team members should encourage responsible behavior free from excessive drinking or illegal drug use. Team members who appear to have an alcohol or drug abuse problem should be encouraged to seek counseling and treatment.

Individuals violating the off-campus drug or alcohol policy may be subject to the college judicial process upon return to campus. These processes and possible sanctions are outlined in the Student Handbook. Additionally, the group leader may immediately impose disciplinary action including, but not limited to, the following:

• Suspension from practice or competition for all or part of the remaining off-campus athletic event(s) and/or
• Students may be asked to return to campus immediately – any student-athlete sent back to campus before the conclusion of the athletic event or trip may be required to pay for any additional travel expenses

Group leaders will be required to report all alcohol or drug policy violations to the Athletic Director as soon as possible, but no later than three days after the group returns to campus. The Athletic Director will review the incident including the alleged infractions and imposed sanctions. When deemed appropriate, additional sanctions may be imposed including, but not limited to, the following:

• Suspension from practice or competition for a specified period following the off-campus athletic event;

• Required attendance at alcohol or drug education or counseling sessions;

• Parental notification;

• Performing community service; and/or

• Other sanctions deemed appropriate.

Failure to comply with imposed sanctions will result in suspension from all future practices and competitions until compliance is successfully achieved. Additionally, suspension will persist in all subsequent sport seasons – including different sports – until compliance is achieved.
The Drug Testing Program

Athletes may be tested during their traditional season for substances which may include, but are not necessarily limited to, the following:

- Adulteration               Opiates
- Alcohol                   PCP/Cocaine
- Amphetamines              Steroids
- Methaqualude              THC/Marijuana

When identified, each student athlete will provide a urine sample for testing of controlled substances. When testing the urine sample, the athlete will observe the results in a confidential location with a member of the Athletic Training Staff designated to conduct such testing. If the test is positive for a controlled substance the sample will be sent to a laboratory for further testing and confirmation of the substance. The packaging of the sample will be according to standard chain of custody procedures and sealed to assure no tampering of the sample occurs between the College and the laboratory. Results of the test are typically available in 48-72 hours following obtaining the sample.

Student-athletes will be randomly selected for drug testing. However, student-athletes may be selected for drug testing if the Coordinator of Drug Testing or Athletics Director determines there is reasonable suspicion that the participant is using a prohibited drug. Reasonable suspicion will be based on objective information collected by the Coordinator of Drug Testing, Athletics Director, Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Head Athletic Trainer, Assistant Athletic Trainer, or Team Physician, and deemed reliable by the Coordinator of Drug Testing or Athletics Director.

Reasonable suspicion may include:

1) observed possession or use of substances appearing to be prohibited drugs,
2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances, or
3) observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances.

Indicators suggesting a drug or alcohol problem exists include: increased class or athletic practice absence; significant reduction in GPA or quality of academic work; increased injury rate or illness; changes in physical appearance; decreased academic or athletic motivation; changes in emotional condition or mood changes; or a target of criminal investigation.

Student-athletes meeting the reasonable suspicion threshold may be selected for drug testing. The possession and/or use of illegal substances may be determined by means other than the urine kit (i.e. chem strip for alcohol). If a student-athlete tests positive, the student-athlete may be subjected to future drug testing.

A positive drug test is defined as:
A. Anyone who declines to complete the testing procedure.
B. Anyone who comes forward as a user.
C. Anyone who tests positive.

**Response of Positive Test Results**

Each athlete will be immediately notified if the drug test result is positive. The student-athlete may appeal the results of the test in written form stating the basis of the appeal. The appeal should be delivered to the Coordinator of Drug Testing or Athletics Director within five (5) working days following the testing date. The appeal will be forwarded to the Athletic Director and the Appeals Board. This board shall consist of three (3) members of the Luther College faculty and professional staff (?) and shall be appointed by the college president. The appeal will be examined and heard by the board within five (5) working days following the receipt of the appeal. The board’s findings will be forwarded to the college president and the student within five (5) working days following the Appeals Board meeting.
Actions and Sanctions Following a Positive Drug Test

FIRST POSITIVE DRUG TEST
1. The Coordinator of Drug Testing will notify the student-athlete, the Athletic Director, the Chemical and Wellness Educator, and the head coach when a positive drug test occurs.
2. The student-athlete will be immediately suspended from competition. Suspension will be determined by the head coach and Athletic Director with the minimum suspension being a single date of competition.
3. The student-athlete will be required to complete a mandatory drug evaluation session through the Luther College Counseling Services. The student-athlete may be referred to off-campus counseling or evaluative services at the student-athlete’s expense if Luther College Counseling Services does not have an immediate opening. The counseling services will determine the length and manner of counseling best suited to the student-athlete.
4. The student-athlete will be required to attend a two-hour alcohol/drug education program with the chemical health and wellness educator.

Failure to complete the above requirements will result in continued suspension from practice and competition until compliance is achieved. The Athletic Department reserves the right to implement additional sanctions or requirements when deemed appropriate. The student-athlete’s parents may be notified when deemed appropriate.

SECOND POSITIVE DRUG TEST
1. The Coordinator of Drug Testing will notify the student-athlete, the Athletic Director, the Chemical and Wellness Educator, and the head coach when a second positive drug test
2. The student-athlete will be suspended from practice and competition (all games, matches, or meets) for the remainder of the season.
3. The student-athlete will be required to complete a mandatory drug evaluation session through the Luther College Counseling Services. The student-athlete may be referred to off-campus counseling or evaluative services at the student-athlete’s expense if Luther College Counseling Services does not have an immediate opening or it is deemed in the best interest of the student-athlete. Counseling
services will determine the length and manner of counseling best suited to the student-athlete.

The Athletic Department reserves the right to implement additional sanctions or requirements when deemed appropriate. The student-athlete’s parents may be notified when deemed appropriate.

THIRD POSITIVE DRUG TEST
1. The Coordinator of Drug Testing will notify the student-athlete, the Athletic Director, the Chemical and Wellness Educator, and the head coach when a third positive drug test occurs. If a student tests positive a third time, it must be assumed that the athlete has a significant problem needing professional attention.
2. The third positive drug test will result in an indefinite suspension from practice and athletic competition. The suspension will persist until the Athletic Director, in consultation with Counseling Services, the Coordinator of Drug Testing, and the head coach, deem the student-athlete has successfully completed a rehabilitation program.

The Athletic Department reserves the right to implement additional sanctions or requirements when deemed appropriate. The student-athlete’s parents may be notified when deemed appropriate.

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