

Luther College Department of Athletics

Alcohol and Other Drugs Policy

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.

Luther College takes seriously the abuse of alcohol and chemical substances. This includes the illegal use of alcohol, specifically alcohol consumption by individuals under the age of 21. This also includes the use of illegal drugs or the illegal use of prescribed, legal drugs. As an educational institution, we place a great deal of responsibility on students who are of legal age to make the decision whether or not to consume alcohol and if they choose to consume alcohol, to do so responsibly. College students also have a great deal of freedom; however, with freedom comes responsibility. Student-athletes represent Luther College on a daily basis in a variety of ways on and off campus.

Luther College, its coaches and administrators, encourages students to develop healthy habits and attitudes related to the use of alcohol and other drugs.

Luther Athletics Substance Abuse Team Members (LASAT)

The Luther Athletics Substance Abuse Team is a group of individuals committed to reduce substance abuse and to promote healthy choices, fair competition and a positive environment for college athletes as well as being a resource for coaches and student-athletes. Members may include Athletic Director/Associate Athletic Director, Director of Compliance, Coordinator of Drug Testing, Student Life Case Manager, Wellness Director, Counseling Services, Sport Specific Head Coach.

Guiding Principles for Athletic Participation

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.

- Annually, each student-athlete will be required to consent to participation in the NCAA Drug Testing Program as a condition to participate in intercollegiate athletics at Luther College. Failure to consent is a declaration of ineligibility by the NCAA.

- The Luther College Department of Athletics will conduct a Substance Abuse Check-ins during the fall and 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.
- **Failure to comply with the Luther College Handbook, Luther College Athletics Department Policies, and/or Individual Sport Team Policies may result in permanent removal from the roster and athletics program.**

Alcohol and Other Drugs Policy

Luther College Department of Athletics prohibits illegal or irresponsible use of alcohol and other drugs by student-athletes. 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.

Coaches and other athletic personnel are subject to the same policies outlined in the Luther College Staff Handbook in regards to Drug and Alcohol Policy. [Staff Handbook Link](#)

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.

- 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.
- Student-athletes are prohibited from providing illegal drugs or prescribed, legal drugs to any student or prospective student.
- Student-athletes are responsible for creating an environment free from alcohol and other substances when hosting prospective students at Luther College. Students are responsible for their own and their guests' behavior at all times.

When student-athletes are on-campus

Student-athletes 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 ([Luther College 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.

When traveling on a Luther College sponsored athletics event

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.

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

- 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, or the possession of illegal drugs and/or drug paraphernalia may be considered a presumption of use and possession, and as such, may be considered a policy violation.
- Any team member who provides alcohol to an underage person, provides drugs to any person, or is found to be in possession of illegal drugs or paraphernalia will be subject to disciplinary action.
- On the day of competition, students are expected to act responsibly. Student-athletes will not consume alcohol prior to or during a competition or practice. Consumption of illegal drugs shall never be permitted.

Violation of an off-campus policy will result in suspension from practice or competition for all or part of the remaining off-campus athletic event(s). Group leaders will be required to report all alcohol or drug policy violations to the Luther Athletics Substance Abuse Team in a timely manner upon return to campus.

Students may be required to return to campus immediately – any student-athlete sent back to campus could be required to pay for any additional travel expenses.

Upon return to campus student-athlete may:

- 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.
- Be required to complete evaluations and education programs as mandated by LASAT.
- Student-athlete may be referred to off-campus treatments or evaluative services at the SA's expense if Luther College's Services do not have immediate openings.
- It will be the recommendation of LASAT that the student-athlete follow through with provider's recommendations. LASAT may require a signed release of care records to better assist the student-athlete with healthy choices.

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.

Tobacco Policy

The NCAA, pursuant to NCAA Bylaw 11.1.5, prohibits the use of tobacco products, including spit tobacco, by all game personnel (e.g, student athletes, coaches, athletic trainers, managers and game officials) in all sports during practice and competition. Luther College will uphold and enforce this policy. Game officials for every sport will uphold and enforce this policy as established by their respective sport committees.

Prohibited Drugs & Performance Enhancing Substances

The NCAA list of banned-drug classes is not exhaustive and is subject to change from time to time. An updated listing of the NCAA banned-drug classes can be found on the NCAA's website at www.ncaa.org/drugtesting. "Before consuming any nutritional/dietary supplement product, review the product with your athletics department staff. Dietary supplements are not well regulated and may cause a positive drug test result. Any product containing a dietary supplement ingredient is taken at your own risk.

Luther Athletics Drug Testing Policy

Student Athletes may be tested throughout each academic year, as mandated by the Luther Athletics Substance Abuse Team (LASAT). Luther College will comply with any and all regulations set by the NCAA. In addition, Luther College Athletics reserves the right to test based on reasonable suspicion.

Rationale for suspicion of use of illegal or performance-enhancing drugs by a student-athlete/LC staff must be presented to the Luther Athletics Substance Abuse Team (LASAT). "Reasonable suspicion" is defined as a particular or peculiar observed behavior based on distinct conduct, and/or changes to an individual's physical attributes or appearance.

The committee will evaluate "reasonable suspicion". Based upon the rationale for suspicion and any further investigation that may be conducted, the LASAT may mandate that an individual be tested for the use of illegal or performance enhancing drugs. Banned or performance enhancing drugs includes all substances as defined by the NCAA and/or its legislative committees. Failure to consent to a test by a student-athlete is a declaration of ineligibility.

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.

Result of a Positive Test

- 1.) Student-athlete will be informed of positive test, and results will be submitted to Luther Athletics Substance Abuse Team and his/her sport specific Head Coach. Positive test will then be sent to a laboratory for further testing and confirmation. Results of the test typically take 48-72 hours once received by lab.
- 2.) SA will be required to complete evaluations and education programs as mandated by LASAT. SA may be referred to off-campus treatments and recommendations of care at the SA's expense if Luther College's Services do not have immediate openings. It is the recommendation of LASAT that the student-athlete completes all treatments and recommendations by provider. A signed release of care and progress will be required.

- 3.) Student-Athlete will immediately be given the following sanctions at a minimum:
- First Offense - Student-athlete immediately suspended from competition for a minimum of a single date of competition.
 - Second Offense - Student-athlete immediately suspended from practice and competition (all games, matches, or meets) for the remainder of the season.
 - Third Offense - Student-athlete will be suspended indefinitely from practice and athletic competition until the LASAT and his/her Head coach deem the student athlete has successfully completed a rehabilitation program.
 - LASAT may forgive offenses based on the length of time between offenses and completion of requirements.
- 4.) Failure to complete the required sanctions will result in continued suspension from practice and competition until compliance is achieved. The Athletic Department reserves the right to notify student-athletes parents, implement additional sanctions or requirements when deemed appropriate, and/or permanently remove individual from roster.

Notification by Athletics Staff

As a member of the Luther Athletics Department you are required to notify a member of the Athletics Administrative team of any situations where your student athletes are involved in a serious incident on campus, the Decorah community or the surrounding area.

The Luther Code of Conduct shall apply to conduct that occurs on Luther College premises, at Luther College sponsored programs and activities, and to off-campus conduct that adversely affects the Luther College Community and/or the pursuit of its objectives. Each student shall be responsible for his/her conduct from the time of initial visit as a prospective student through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment, even if his/her conduct is not discovered until after a degree is awarded.

Parental Notification Policy

The Family Educational and Privacy Act, as amended, permits colleges to disclose to parents or legal guardians information regarding a student's violation of any Federal, State, local law or institutional rule or policy that governs the use or possession of a controlled substance if the student is under 21 at the time of the disclosure. The Luther

College Department of Athletics Drug Testing Program requires every student-athlete to sign an authorization release form providing authorization to notify parents of a positive drug test. Therefore, the Director of Athletics (or designee) will notify the student-athlete's parents (or legal guardian) of the positive test results.

Appeal Process

In the event of a dispute between the student-athlete and Luther College concerning any drug test or sanctions imposed, the student-athlete may appeal the results of the test in written form stating the basis of the appeal. Grounds for appeal include: sanction(s) imposed is grossly inappropriate or new evidence has come to light which would have been sufficient to alter the decision regarding sanctions(s). The appeal should be delivered to the Director of Compliance within five (5) working days following the testing date. The appeal will be brought to the Director of Athletics. The appeal will be examined within five (5) working days following the receipt of the appeal. If an appeal is upheld with respect to sanctions, the Director of Athletics may adjust sanctions or choose to refer the case back to the LASAT for consideration of sanctions. If an appeal is not upheld, the matter shall be considered final and binding upon all involved.

Self-Referral

Any participant who has a drug or alcohol problem is encouraged to seek help before a breach of this policy occurs and action is taken by the LASAT. Any self-referral will be strictly confidential and no team or administrative sanctions will be imposed upon the student-athlete who has made a personal decision to seek professional assistance. However, student-athletes may be referred to appropriate treatments and recommendations as deemed appropriate by the provider, and may be withheld from athletic participation until determined that such student-athletes are physically and mentally fit to resume their participation. LASAT may require a signed release of care records to better assist the student-athlete with healthy choices.

Good Samaritan Statement

Students are encouraged to immediately seek medical or security assistance for students whose health and well being may be at risk due to the overconsumption of alcohol and/or drugs. Taking responsibility for helping a student in need will always be viewed positively in any post-incident follow-up, including those incidents where the "Good Samaritan" and/or the person needing emergency assistance may have violated the College's alcohol and other drugs policy.

Medical Amnesty Policy

Medical amnesty protects a student from policy violations when they are seeking help in an emergency. Medical Amnesty granted by the College for alcohol or drug sanctions will be granted to students who, in good faith, report, or experience themselves, an alcohol or drug emergency that requires acute emergency care (i.e. a transport to the emergency room). However, a student will not be granted protection under this policy if campus officials (e.g., residence life staff, campus safety) intervene beforehand.

Medical amnesty is not viewed as an avenue through which a student may escape responsibility, but rather as an opportunity to reflect on their decision-making process related to their use of alcohol and/or drugs. The goal of amnesty is to increase student awareness of the risks of alcohol or other drug overconsumption and to reduce the instances that require acute emergency care.

The medical amnesty policy is designed to encourage students to seek help in an alcohol or drug emergency without hesitating because of worry about receiving policy violation sanctions from the College. This policy also applies to someone who has been a crime victim, who also may be intoxicated and therefore reluctant to report the crime. If in doubt about a person's safety related to alcohol or drug use, seek help by calling Campus Safety and Security (563-387-2111) or 911.

- 1.) Students may be required to participate in an appropriate alcohol educational program depending upon their involvement in the situation. Failure to comply will invalidate protection under his policy.
- 2.) Records kept as a result of this policy shall not be noted on the student's conduct record as a policy violation. Students involved may still need to meet with residence life staff or other College officials for a review of the incident, but this meeting will not result in disciplinary sanctions from the College.
- 3.) This policy does not preclude disciplinary action regarding other violations of College policy, such as causing or threatening physical harm, sexual violence, damage to property, harassment, hazing, etc. Student's should also be aware that this policy does not prevent action by local and state authorities.
- 4.) Nothing in this policy shall prevent an individual who is obligated by state or federal law to do so from reporting, charging or taking other action related to the possible criminal prosecution of any student.
- 5.) Form available at: www.luther.edu/studentlife/student-handbook