INTRODUCTION

The Northern Michigan University 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 University 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 Northern Michigan University to provide an atmosphere that allows student athletes to reach their full potential without the misuse of drugs, or alcohol.

Northern Michigan University is concerned about the misuse of alcohol, the misuse of prescription drugs, the use of drugs that are not medically indicated, and the use of illegal drugs; 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 athlete and the 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, Northern Michigan University 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 use of banned substance as specified by the National Collegiate Athletic Association (NCAA), including performance enhancing drugs, may result in disqualification by the NCAA of the student athlete from NCAA post-season competition and result in stringent team sanctions which penalize all members of the team and reflect negatively on the University.

Therefore, Northern Michigan University is interested in (1) promoting the health and physical safety of student athletes, (2) promoting fair intra team 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 Drug and Alcohol Education/Assessment/Counseling Policy and Program for Student Athletes Engaged in the Intercollegiate Athletics Program is designed to enable the University to achieve these goals.
DRUG AND ALCOHOL POLICY FOR STUDENT ATHLETES ENGAGED IN THE INTERCOLLEGIATE ATHLETICS PROGRAM OF NORTHERN MICHIGAN UNIVERSITY

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" (Executive Regulation 31.2.3.1, Banned Drugs). The misuse of prescription drugs, alcohol, 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 Northern Michigan University Athletic Department.

The University 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 further competition will be imposed against the student athlete in the case of:

a. failure to sign the "Consent to Participate" form;

b. findings that the student athlete has failed to comply with this policy by using/abusing a substance banned by the NCAA;

c. failure to comply with mandatory screening or assessment or 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;

d. violation of any part of the Northern Michigan University student code, or any local, state, or federal laws that involve the use of drugs or alcohol.

Sanctions listed under this policy do not prohibit or limit coaches, administrators or University 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 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 the substances covered by this policy. Members of the Athletic Department staff are required to act on behaviors which may be indications that a particular student athlete is in violation.
DRUG AND ALCOHOL EDUCATION/ASSESSMENT/COUNSELING PROGRAM
FOR STUDENT ATHLETES ENGAGED IN THE INTERCOLLEGIATE
PROGRAM OF NORTHERN MICHIGAN UNIVERSITY

PROGRAM DESCRIPTION

The Education/Assessment/Counseling program is designed to provide support to student
athletes and Athletic Department staff to assure compliance with and enforcement of the Drug
and Alcohol Policy for Student Athletes Engaged in the Intercollegiate Athletics Program of
Northern Michigan University.

Education Component:

The education component is multi-faceted and is designed to include all student athletes,
regardless of sport, year in school, or age. Specific objectives are to: 1) fully inform the student
athlete about the Program, NCAA rules governing drug use, and the united support for the
program by Athletic Department personnel, including coaches, athletic trainers, and
administrators; 2) explain how legal and illegal substances, including alcohol affect the human
body and human performance; 3) identify alternative methods utilized to enhance physical well-
being and performance; and 4) teach coping skills needed to be a substance free athlete. A
required education program is also provided to all Athletic Department coaches, athletic trainers
and administrators to: 1) increase their ability to identify, through means other than testing,
those student athletes who are using illegal or controlled substances and/or abusing alcohol; 2)
teach techniques for effective intervention with and referral of student athletes who are not in
compliance with this policy; and 3) increase awareness of the negative impact of chemical
substances on athletic performance and on the long term physical and mental health of the
student athlete.

Implementation of the education component includes the following:

1. Each summer, a copy of the Drug and Alcohol Education/
Assessment/Counseling Policy and Program for Student Athletes Engaged in the
Intercollegiate Athletics Program of Northern Michigan University will be
mailed to every student athlete, or in case of persons under eighteen to their
parent(s) or guardian(s). Mailings will also be done prior to the beginning of each
enrollment period for new or reentering student athletes. Student athletes and
their parents or guardians are encouraged to contact the Athletic Director, or
designee, in the Department of Athletics regarding any questions they might have
with regard to the policy or program.

2. Each student athlete will be required to sign and return to the Athletic Director, or
designee, a "Consent to Participate" form prior to the athlete being allowed to
participate in a practice. If the student athlete is under the age of 18, the form
must also be signed by the parent(s) or guardian(s).
3. Refusal or failure of the student athlete to sign or return the "Consent to Participate" form will result in the student athlete being ineligible to practice or compete until the signed form is provided. Athletically related grant-in-aid will be prorated or canceled as allowed by NCAA regulations and University policy.

4. At least once each academic year, the Athletic Director will conduct a mandatory meeting with each team and Head Coach to discuss drug and alcohol use and abuse and to review the Drug Education/Assessment/Counseling Policy and Program for Student Athletes Engaged in the Intercollegiate Athletics Program at Northern Michigan University. Behavioral expectations and disciplinary consequences will be communicated at that time.

5. Student athletes must participate with their teammates in scheduled educational workshops conducted by the Counseling Center, or designee. The sessions will be scheduled with each team at least once each year. Concern for a high incidence of substance abuse problems on a particular team as determined by the Athletic Director or Head Coach may result in an increase of such contacts.

Assessment Component

The assessment component of the program is designed to identify student athletes who may be using substances banned by this policy. The assessment component will be divided into two parts: Drug Testing Component and Alcohol Policy.

Drug Testing Component

1. Drug testing at Northern Michigan University is done on the basis of a reasonable suspicion of the use/abuse of a drug listed on the list of NCAA Banned Substances.

   A. Reasonable Suspicion may be observed by any full time athletic staff member. The reasonable suspicion must be founded on specific, objective facts; and must be documented and clearly outlined from the Northern Michigan University Reasonable Suspicion Indicators. All questionable behaviors will be referred to a Suspicion Committee (Head Athletic Trainer, Assistant Athletic Director, Athletic Director) who will decide if testing is warranted based on documented behaviors.

   B. A positive drug test from any NCAA random or championship event drug testing will be considered a violation of this policy as well.

2. If warranted, the Suspicion Committee will tell the student athlete to undergo a drug test or to confirm the use of the prohibited substance(s). Failure to undergo a test will result in ineligibility to practice or participate. If the student submits to a drug test, the following protocol will be used:
a. The sample will be taken by the Team Physician (or designee) at a predetermined site. Procedures are designed to preserve the integrity, accuracy, and confidentiality of the testing process.

b. The sample will be sent to an independent, accredited testing firm for analysis and confirmation testing of positive results, when necessary.

c. Results will be sent to the Team Physician or designee.

d. The cost of testing will be assumed by the Athletic Department.

4. If a positive drug test is returned for the presence of a banned substance:

a. The student athlete, Athletic Director, and Head Coach will be notified of the result of the testing by the Team Physician (or designee). Following this notification, the Athletic Director will meet with the student athlete and Team Physician (or designee). If the student athlete is under 18 years of age, his or her parent(s) or guardian(s) will be notified at this time. Should a student of any age request it, a conference call with the parent(s) or guardian(s), the student athlete, a Counseling Center staff member, the Athletic Director, and/or the Head Coach will be arranged to enlist family support.

During this meeting, the student athlete will be informed of his/her appeal rights for the case of a positive drug test including the one work day limit on notification of appeal.

b. Appeal Process:

(1) A decision to appeal must be made by the student athlete in writing to the Dean of Students within one workday of the student athlete's notification of positive test results at this meeting.

(2) Upon the receipt of an appeal request, the Dean of Students will convene the Appeal Board within three working days.

(3) The appeal will be reviewed by a three-member Appeal Board consisting of the Dean of Students (Chair), the faculty representative to the NCAA, and a qualified physician appointed by the Vice President of Student Affairs.

(4) The Appeal Board will review information submitted by the student or any representative of the student's choosing from the University community to determine if there is sufficient evidence of a false positive test result and/or that the substance detected in the drug test is a medication prescribed for the individual student athlete by a licensed physician to treat specific medical conditions.
(5) The Dean of Students will communicate the determination of Board in writing to the student, the Athletic Director, and the Team Physician. Should the Appeal Board uphold the appeal, no further notification shall take place and no sanctions shall be imposed. If the appeal is upheld based on evidence that the substance detected is a prescribed medication for a specific medical condition, it will allow the student athlete to continue participation while using such medication.

(6) There is no further internal appeal available for the student athlete.

c. If there is a finding of a valid positive drug test the Athletic Director shall convene with the Athletic Department Substance Abuse Response Team which shall be comprised of the Athletic Director or designee, Team Physician, Director of Counseling Center, the appropriate Athletic Trainer and others as requested by the Athletic Director on a case-by-case basis. The Team shall meet to review available information, develop a strategy for referral and short term disposition, and serve in an advisory capacity to the Athletic Director.

d. The student athlete will be referred to the Counseling Center for further consultation and to develop a rehabilitation plan.

5. A member of the Counseling Center staff will meet with the student athlete; develop a rehabilitation plan including recommendations for services, behavioral guidelines, and other appropriate conditions; and make referrals as needed. These recommendations will be discussed in detail with the Team Physician and/or Coordinator of Athletic Training and with the student athlete who will be given an opportunity to participate in rehabilitation planning.

a. If the student athlete wishes to continue participation or seek reinstatement in the intercollegiate athletic program, a Release of Information will be provided to enable the Counseling Center staff to communicate with appropriate Athletic Department staff and members of the Athletic Department Substance Abuse Response Team regarding the case.

b. Provided that a release of information has been obtained, the Counseling Center staff shall inform the Athletic Department Substance Abuse Response Team of the rehabilitation plan.

6. The Athletic Director or designee shall:
   a. Determine what, if any, sanctions will be imposed;
   b. If appropriate, establish conditions under which the student athlete will be allowed to continue participation in intercollegiate athletics,
   c. Monitor progress through the Athletic Department Substance Abuse Response Team. A periodic review of the student athlete's progress will be conducted by the Team. Additional releases of information will be obtained as necessary to allow for the sharing of information regarding the
student athlete's compliance with the rehabilitation plan and treatment progress.

7. Any student athlete who recognizes and acts on a need for counseling and/or rehabilitation treatment will be eligible to receive supportive services. Referral for rehabilitation or treatment will be provided as appropriate.

8. **MINIMUM** sanctions for confirmed positive results are described below.
   a. **First Violation**: The student-athlete **will** be required to complete an individualized education and counseling program. Throughout the program, the student-athlete **will** be subject to random drug testing using the protocol described in section 3. A student-athlete found to have violated this policy for the first time **will** be suspended for the next 25% of his/her current or subsequent competitive season (based upon scheduled contests). Return **may** be allowed when a negative follow-up drug test has been documented.

   b. **Second Violation**: (Second positive drug test or failure to comply with the sanctions of a first violation). The student athlete **will** be required to complete an individualized education and counseling program. Throughout the program, the student athlete **will** be subject to random drug testing using the protocol described above. A student athlete with a second positive drug test **will** be suspended for the next 50% of his/her current or subsequent competitive season (based upon scheduled contests). Also, any athletic financial aid **may** not be renewed. Return **may** be allowed when a negative follow-up drug test has been documented.

   c. **Third Violation** (Third positive drug test or failure to comply with sanctions of a second violation). The student athlete **will** be dismissed from the athletic team.
**Alcohol Policy**

College students, for a variety of reasons, have historically been involved with the consumption of alcohol. Student-athletes are no different than average college students in this regard. The Northern Michigan University Athletic Department is not concerned with legal, responsible alcohol use, but will not condone irresponsible use, use by minors or use that is counterproductive to the mission of the Northern Michigan University Athletic Department. Since the primary objective of this policy is to provide help for student-athletes who have problems related to alcohol use, a student-athlete who wishes to receive help may do so at any time (prior to a violation without sanctions. **Each head coach may have team rules regarding the consumption and possession of alcohol that may be stricter than those described below.**

1. A student-athlete is in violation of this policy if they are involved in any violation of the NMU Student Code; Local, State, or Federal Laws related to alcohol use or abuse. The sanctions are as follows:

A. **First Violation:** The student-athlete will be referred to the Counseling Center for a screening, and any follow-up that is deemed necessary. Continued participation will be allowed.

B. **Second Violation:** (A second violation or failure to comply with the sanctions of a first violation). The student-athlete will be referred to the Counseling Center for a screening, and any follow-up that is deemed necessary. Also, the student-athlete will be suspended for the next 25% of his/her current or subsequent playing season (based on scheduled contests).

C. **Third Violation:** (A third violation or failure to comply with the sanctions of a second violation). The student-athlete will be referred to the Counseling Center for a screening, and any follow-up that is deemed necessary. Also, the student-athlete will be suspended for the next 50% of his/her current or subsequent playing season (based on scheduled contests).

D. **Fourth Violation:** (A fourth violation or failure to comply with the sanctions of a third violation). The student-athlete will be permanently dismissed from the athletic team, and Athletic Grant-In-Aid will not be renewed.
Counseling Component

The counseling component provides screening and counseling for student athletes as a result of mandatory or self-referral. It is noteworthy that no self-referral will be considered a violation of this policy, unless said self-referral is an attempt to avoid sanctions after a violation has occurred. Referrals for rehabilitation treatment will be made as appropriate.

1. A screening will be conducted with the Counseling Center Staff or designee. The screening process will consist of an in depth interview, screening questionnaires, a review of the student athlete's academic performance, and a review of his/her student judiciary record. This screening may require one to three interview hours.

2. The Counseling Center Staff in collaboration with the student athlete will develop an individualized plan of action to maximize the likelihood of rehabilitation. This plan may include several of the following intervention components:
   a. On-going individual personal counseling
   b. On-going group personal counseling
   c. Requirement of non-use or reduced use as appropriate
   d. Counseling with student athlete and significant others (IE. parents, siblings, girlfriend/boyfriend, friends, roommates, teammates, coach)
   e. Skill training, personal growth and/or support groups
   f. A complete physical examination by a physician
   g. Referral for academic counseling
   h. Referral to a substance abuse rehabilitation program

3. All counseling sessions will be kept confidential except as provided for through a Release of Information. Student athletes who voluntarily request counseling may be asked to sign releases of information so that significant others or appropriate University personnel may be apprised of information on a need to know basis and enlisted to assist the student athlete in meeting counseling goals. Compliance with this request is voluntary.

4. Referral for rehabilitation treatment will be available as appropriate. This treatment may require that the student athlete discontinue his/her student status for the rest of the academic year and/or until the student is in recovery.

updated 4/7/04
Any significant combination of the following behaviors that constitute change from a student’s past observed behavior may be considered in determining whether there is reasonable suspicion that the student is using prohibited substances. This list is not an exclusive list. Other behaviors may also provide a basis for reasonable suspicion.

**EMOTIONAL**

Feelings of guilt  
Secrecy about actions  
Aggressive/fights  
Negative/refuses to comply  
Appears depressed, sad  
Moody/resistant  
Seeks attention  
Evasive  
Anxious  
Defensive  
Withdrawn  
Mood Swings  
Change in personality  
Seems like a different person  
Quarrelsome, argumentative  
Inappropriate reaction to poor performance  
Drinking as an immediate reaction to stress  
Distant

**BEHAVIORAL**

Quick temper  
Defies authority  
Feigns illness  
Vandalism/destroys, abuses property  
Hyperactive  
Loud  
Make irrelevant, inappropriate remarks  
Often ill  
Changes in normal behavior  
Defensive  
Poor performance in academic work  
Poor attendance  
Easily fatigued  
Poor self-care habits  
Change in motor coordination  
Shifts responsibility  
Self-abusive  
Drinking alone  
Drinking until intoxicated  
Driving intoxicated  
Stealing  
Borrowing excess amount of money

**SOCIAL**

Withdrawn/avoids friends  
Disrespectful to others  
Anti-social peer associations  
Isolates self from others  
Outgoing  
Changes in social relationships  
Irritable with others  
Legal problems  
Manipulates authority  
Easily influenced by others  
Problems with relationships  
Worry friends about their behavior

**PHYSICAL**

Poor grooming  
Weight loss/gain  
Appearance change  
Poor hygiene  
Eyes red, puffy, bloodshot  
Pupils dilated  
Marks, bruises on arms, legs (unexplained)  
Memory loss  
Inefficiency  
Low energy  
Sleeplessness  
Accidents  
Unsteady gait, stumbles  
Slurred speech  
Fatigued, sleepy  
Loss of inhibitions  
Vomiting  
Avoids references to appearance