



UNIVERSITY OF
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Department of Athletics

**2009-10 Drug Education
And Testing Policy**



UNIVERSITY OF ST. FRANCIS
RESPECT. SERVICE. INTEGRITY. COMPASSION.

University of St. Francis Department of Intercollegiate Athletics
Student-Athlete Drug Education and Drug Testing Program
2009-2010

Overview

The Department of Athletics at the University of St. Francis is concerned with the health, safety and well-being of all student-athletes who participate in its programs and represent the university in competitive athletics. Substance abuse is one of the most important issues facing athletics and society today. The use of illegal drugs, misuse of legal drugs and dietary supplements, use of performance-enhancing substances, use of alcohol and inappropriate use of tobacco are inconsistent with the standards expected of student-athletes at University of St. Francis. The use of substances can pose risks to the student-athlete's health and negatively affect his or her academic and athletic performance, as well as pose risks to the safety of others, and diminish team performance. It can also compromise the integrity of athletic competition and the ideals of the University of St. Francis.

The Department of Athletics at the University of St. Francis believes it is our responsibility to do everything possible to protect the health and well being of our student-athletes. It is our desire, therefore, to educate our athletes about the effects (both long and short term) of drugs and over-the-counter dietary supplements on their performance and much more importantly, on their lives. It is our hope that our student-athletes will recognize the dangers of drug use and therefore compete and live free of all dangerous substances.

Purpose

The University of St. Francis Department of Athletics believes that random drug testing and testing based on reasonable suspicion are appropriate to ensure the health, safety and well-being of our student-athletes, to promote fair competition in intercollegiate athletics, to affirm compliance with applicable rules and regulations on drug abuse, to identify student-athletes who are improperly using drugs and to assist them before they harm themselves or others. Furthermore, the Department of Athletics recognizes its responsibility to provide educational programming that will support a positive decision-making process.

1. To assure all student-athletes, parents and university officials that the University of St. Francis Athletics Department is committed to providing a drug-free environment in all of its athletic programs.
2. To disseminate information and to educate all student-athletes about the risks associated with drug use.
3. To deter student-athletes from using drugs.
4. To adhere to University of St. Francis rules and procedures regarding licit or illicit drug use by student-athletes.
5. To protect the reputation and integrity of the University of St. Francis Athletics Program.

6. To identify student-athletes who are using illicit drugs and provide avenues for treatment and rehabilitation.

Alcohol, Tobacco and Other Drug Education

Athletes who are educated about substance use in sport are more likely to make informed and intelligent decisions about usage. The University of St. Francis Department of Athletics will conduct a drug and alcohol education program for student-athletes at least once a year. This educational program will be designed to review athletic department and institutional policies related to the use of alcohol, tobacco and other drugs. Appropriate educational materials will be made available to participants. Additionally, a resource pool of educational materials will be made available for use by coaches and student-athletes at any time throughout the year. All student-athletes and athletics staff members are required to attend the educational programs. Make-up sessions are available for participants who must miss a scheduled educational session for an approved reason.

In addition to educating student-athletes and athletics staff about the various policies, a review of University of St. Francis's institutional drug-testing program will be conducted. Dietary supplements and their inherent risks for student-athletes will be discussed. Time will be allowed for questions from participants.

Athletic Department Staff Responsibility

All athletics staff members must be aware of and committed to the drug education and drug-testing program. No athletics staff member shall encourage or advise any student-athlete to take performance-enhancing or non-therapeutic drugs and further, they shall not issue or assist student-athletes in obtaining any performance-enhancing or non-therapeutic drugs. Staff members shall advise and educate student-athletes against these types of substances and shall report the use, or suspected use, of performance-enhancing and/or non-therapeutic drugs by a student-athlete to the appropriate athletic department administrator. All athletics staff members shall direct student-athletes who desire to use dietary supplements to the head athletic trainer or team physician. Any staff member found to be in violation of this policy is subject to dismissal.

Consent to Participate

As a condition of participation in intercollegiate athletics at the University of St. Francis, each student-athlete will be required to sign a University of St. Francis consent form agreeing to undergo drug testing and authorizing release of test results in accordance with this policy (See Appendix A). Failure to consent to or to comply with the requirements of this policy will result in the student-athlete's athletic scholarship being revoked and the termination of eligibility to participate in intercollegiate athletics at University of St. Francis. Additionally, student-athletes will be given an opportunity to ask any questions regarding the information contained in the policy, the testing program, or other related issues prior to signing the University of St. Francis drug-testing consent form.

All University of St. Francis student-athletes listed on the institutional squad list and who have signed the institutional consent form shall be subject to drug testing under the terms of this policy. This includes but is not limited to student-athletes who are "red shirting," student-athletes who are academically ineligible and student-athletes who are injured. All student-athletes shall be subject to drug testing under the terms of this policy throughout the calendar

year.

Use of Dietary Supplements

Many dietary supplements or ergogenic aids contain banned substances. Often the labeling of dietary supplements is not accurate and is misleading. Terms such as “healthy” or “all natural” do not mean dietary supplements are free of banned substance or are safe to take. Using dietary supplements may lead to negative side effects such as dehydration and/or may cause positive drug tests. Student-athletes who are currently taking dietary supplements or intend to take any are required to review the product with the head athletic trainer or team physician. Student-athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at www.drugfreesport.com or the Dietary Supplement Resource Exchange Center (REC) at www.drugfreesport.com/rec for information on dietary supplements and other banned substances.

Prohibited Drugs/Substances

The University of St. Francis drug screening process may include analysis of, but is not limited to, the NCAA list of banned-drug classes. The NCAA banned-drug classes are as follows: stimulants, anabolic agents, diuretics, street drugs, peptide hormones and their related compounds. For an ongoing updated listing of the NCAA banned-drug classes, student-athletes are urged to review the NCAA’s web site at www.ncaa.org or contact the head athletic trainer.

Additional substances that the University of St. Francis may screen for include beta-blockers, opiates, MDMA (Ecstasy), amphetamine/methamphetamine, and flunitrazepam (Rohypnol). The University of St. Francis explicitly reserves the right to test for substances not listed on the NCAA Banned Drug Classes List and to test at varied detection levels. The University of St. Francis’ Student-Athlete Drug Education and Drug Testing Program is distinct from the NAIA program which demands education, but encourages testing.

Methods of Selection for Drug Testing

Unannounced Random Testing

All student-athletes who have signed the institutional drug-testing consent form and are listed on the institutional squad list are subject to unannounced random testing at any time. The Director of Athletics or his/her designee will select student-athletes from the official institutional squad lists by using a computerized random number program.

Team Testing

All student-athletes who have signed the institutional drug-testing consent form and are listed on the institutional squad list are subject to unannounced random team testing at any time. The Director of Athletics or his/her designee could select an entire team from the list of teams sponsored by the institution.

Reasonable Suspicion Screening

A student-athlete may be subject to testing at any time when the Director of Athletics or his/her designee determines there is individualized reasonable suspicion to believe the student-athlete

may be using a prohibited substance. Such reasonable suspicion may be based on objective information presented to the Director of Athletics or his/her designee by any university employee in a position of authority including an assistant athletic director, head coach, assistant coach, head athletic trainer, assistant athletic trainer or academic counselor. Reasonable suspicion may be found, but not limited to 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.

Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are: class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes, and legal involvement. If reasonable suspicion is verified, the Director of Athletics or his/her designee will notify the student-athlete and the student-athlete will be provided with the Student-Athlete Drug testing Notification Form and will be drug tested within 24 hours of notification. Note: The possession and/or use of illegal substances may be determined by means other than urinalysis (e.g., using on-site saliva testing products to determine alcohol consumption). When an individual is found to be in possession and/or using such substances, he/she may be subject to the same procedures that would be followed in the case of a positive urinalysis.

Re-entry Testing

A student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a drug violation, will be required to undergo re-entry drug testing at the student-athlete's expense prior to regaining eligibility. The Director of Athletics or his/her designee shall arrange for re-entry testing after the university's counselor involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate.

Follow-up Testing

A student-athlete who has returned to participation in intercollegiate athletics following a positive drug test under this policy may be subject to follow-up testing throughout the remainder of their athletic eligibility. Testing will be unannounced and will be required at a frequency determined by the Athletic Director or his/her designee in consultation with the university's counselor involved in the student-athlete's case.

Notification and Reporting for Collections

The student-athlete will be notified of and scheduled for testing by the institution. The Director of Athletics or his/her designee will notify the student-athlete, in person or by direct telephone communication (e.g. no voice mail messages, no emails), of the date and time to report to the collection station and will have the student-athlete read and sign the Student-Athlete Notification Form (See Appendix C). No specific time period is required for notification of student-athletes prior to the administration of any drug tests.

Student-athletes must provide picture identification upon entering the drug-testing station. The Director of Athletics or his/her designee will be on hand at the collection station to verify the identity of student-athletes scheduled to be tested.

A student-athlete who refuses to provide an adequate urine sample during the testing process, attempts to alter or substitute his or her urine sample, or fails to show up at the designated time, shall be deemed to be in violation of this policy and will be cause for the same action(s) as a positive drug test result.

Specimen Collection Procedures

1. Upon entering the collection station, the athlete will provide photo identification and/or a client representative/site coordinator will identify the athlete and the athlete will be officially signed into the station.
2. The athlete will select a sealed collection beaker from a supply of such and will record his/her initials on the collection beaker's lid or attach a unique bar code to the beaker.
3. The athlete will be required to wash their hands with water only. No soap is to be used.
4. A collector, serving as validator, will monitor the furnishing of the specimen by observation in order to assure the integrity of the specimen until a volume of approximately 85 mL is provided (volume may vary and is dependent upon client protocol and drugs being tested).
5. Only members of the drug-testing crew should serve as validators. Validators who are of the same gender as the athlete must observe the voiding process. The procedure does not allow for validators to stand outside the immediate area or outside the restroom. The athlete must urinate in full view of the validator (validator must observe flow of urine). The validator must request the athlete raise his/her shirt high enough to observe the midsection area completely to rule out any attempt to manipulate or substitute a sample.
6. Validators and other collectors must never handle the athlete's beaker or specimen until after the specimen is enclosed in the appropriate vials.
7. Athletes may not carry any item other than his/her beaker into the restroom when providing a specimen. Any problem or concern should be brought to the attention of the crew chief for documentation.
8. Once a specimen is provided, the athlete is responsible for keeping the collection beaker closed and controlled.
9. Fluids and food given to athletes who have difficulty voiding must be from sealed containers (approved by the collector) that are opened and consumed in the station. These items must be caffeine- and alcohol-free and free of any other banned substances.
10. If the specimen is incomplete, the athlete must remain in the collection station until the sample is completed. During this period, the athlete is responsible for keeping the collection beaker closed and controlled.
11. If the specimen is incomplete and the athlete must leave the collection station for a reason approved by the collector, specimen must be discarded.
12. Upon return to the collection station, the athlete will begin the collection procedure again.

13. Once an adequate volume of the specimen is provided, the collector who monitored the furnishing of the specimen by observation will sign that the specimen was directly validated and a collector will check the specific gravity and if in range measure the pH of the urine in the presence of the student athlete.
14. If the urine has a specific gravity below 1.005 (1.010 if measured with a reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
15. If the urine has a pH greater than 7.5 (with reagent strip) or less than 4.5 (with reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
16. If the urine has a specific gravity above 1.005 (1.010 if measured with a reagent strip) and the urine has a pH between 4.5 and 7.5 inclusive, the specimen will be processed and sent to the laboratory.
17. The laboratory will make final determination of specimen adequacy.
18. If the laboratory determines that an athlete's specimen is inadequate for analysis, at the client's discretion, another specimen may be collected.
19. If an athlete is suspected of manipulating specimens (e.g., via dilution), the client will have the authority to perform additional tests on the athlete.
20. Once a specimen has been provided that meets the on-site specific gravity and pH parameters, the athlete will select a specimen collection kit and a uniquely numbered Chain of Custody Form or set of Specimen Bar Code Seals from a supply of such.
21. A collector will record the specific gravity and pH values.
22. The collector will pour approximately 60 mL of the specimen into the "A vial" and the remaining amount (approximately 25 mL) into the "B vial" (required volume is determined by client and/or laboratory) in the presence of the athlete
23. The collector will place the cap on each vial in the presence of the athlete; the collector will then seal each vial in the required manner under the observation of the athlete and witness (if present).
24. Vials and forms (if any) sent to the laboratory shall not contain the name of the athlete.
25. All sealed specimens will be secured in a shipping case. The collector will prepare the case for forwarding.
26. The athlete, collector and witness (if present) will sign certifying that the procedures were followed as described in the protocol. Any deviation from the procedures must be described and recorded. If deviations are alleged, the athlete will be required to provide another specimen.
27. After the collection has been completed, the specimens will be forwarded to the laboratory and copies of any forms forwarded to the designated persons.

28. The specimens become the property of the client.

29. If the athlete does not comply with the collection process, the collector will notify the client representative/site coordinator and third party administrator responsible for management of the drug-testing program.

30. On occasion, a client may choose to test using a single specimen kit. The collector will follow the split specimen procedures up to the point where the athlete selects a sealed kit. With a single specimen kit, the collector beaker may serve as the secured vial for transporting the specimen to the laboratory. The collector will instruct the athlete to provide at least 35 mL of urine allowing for a 5 mL pour-off to measure specific gravity and pH on site. A single vial will be processed and transported to the laboratory for analysis.

Reporting of Results

All student-athlete information and records associated with the University of St. Francis drug education and drug-testing program will be confidential and results will be released only to those individuals with a legitimate need to know.

Urine samples will be collected and sent to an independent certified laboratory for analysis. Each sample will be tested to determine if banned drugs or substances are present. Results will be made available to the Director of Athletics. If there is a positive drug result, the Director of Athletics will review the results with the team physician and/or his/her designee to determine if there is a reasonable explanation for the positive test result other than illegal drug usage.

If a positive test result is determined, it is the responsibility of the Director of Athletics to notify the student-athlete, the head coach, the head athletic trainer and the university's counselor.

Medical Exception Process

The University of St. Francis recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the Department of Athletics allows exceptions to be made for those student-athletes with a documented medical history demonstrating a need for regular use of such a substance. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, beta-blockers, diuretics and peptide hormones.

Student-athletes are required to inform their athletic trainer of all medications (prescribed and over-the-counter) he or she is taking by completing the Student-Athlete Prescription & Dietary Supplement Disclosure Form (Appendix E). University of St. Francis will maintain in the student-athlete's medical record this completed form along with a letter from the prescribing physician that documents the student-athlete's medical history demonstrating the need for regular use of such a drug. The letter should contain information as to the diagnosis (including appropriate verification), medical history and dosage information.

In the event a student-athlete tests positive, the Director of Athletics in consultation with the head athletic trainer, team physician and/or his/her designee will review the student-athlete's medical record to determine whether a medical exception should be granted.

Sanctions

Among the sanctions that can result from positive drug tests are:

- 20 percent loss of playing season
- 50 percent loss of playing season
- Loss of athletic scholarship/dismissal from team

Positive drug test results are cumulative for the student-athlete's athletic career at the University of St. Francis. Not meeting any or all of the sanction requirements will be considered another violation of this policy and the next subsequent sanction shall apply. The severity of the violation can also result in stronger sanctions. Although this policy will impose specific sanctions, nothing in this policy precludes a head coach from enforcing a more restrictive team policy or team rule. Student-athletes will also be subject to sanctions from the university as delineated in the USF Student Handbook. For health and safety reasons, a team physician may withhold a student-athlete from practice and/or competition at any time.

First Positive Result

The Director of Athletics will schedule a confidential meeting with the student-athlete, the head coach and the head athletic trainer to inform them of the positive test result. A discussion as to the student-athlete's involvement with banned drugs will ensue. The student-athlete will then notify his/her parent(s) or legal guardian(s) of the situation by telephone.

The student-athlete will also be immediately suspended from participation in any intercollegiate competition at the University of St. Francis. The suspension will be for a period of time equivalent to 20 percent of his or her regular season of competition. The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will rollover to the next season of competition if necessary. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition.

The student-athlete will be required to attend a counseling session with the university's counselor for the purposes of evaluation, education, and if necessary, treatment or counseling. The student-athlete will also be required to sign a release of information to allow communication between the counseling provider and the Department of Athletics. The consent for release of information will allow the counseling department to inform the Department of Athletics regarding the student-athlete's attendance at required counseling sessions, tentative or final diagnoses and recommendations for treatment or other follow up services. It will also include permission for the counseling department to communicate with the student's parents and/or guardians regarding attendance at required counseling sessions, tentative or final diagnoses, recommended treatment or other follow up services needed by the student-athlete if the student-athlete is financially dependent upon his or her parents and not an emancipated person. Failure to sign such a release will render the student ineligible for practice and competition. Failure by

the student-athlete to meaningfully participate in the evaluation/counseling process as defined by the counselor will be classified as a second offense.

When counseling services for the purposes of assessment and/or treatment are required, the referring party will make known to the counseling provider a time frame when the assessment of treatment results will be needed by the athletic department. This will allow the counseling department to schedule interviews in a timely manner.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, all costs associated with this additional rehabilitation will be the responsibility of the student-athlete.

Prior to regaining eligibility, a student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a drug violation, will be required to undergo re-entry drug testing at the student-athlete's expense. The Director of Athletics or his/her designee shall arrange for re-entry testing after the university's counselor involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate.

Second Positive Result

The Director of Athletics will schedule a confidential meeting with the student-athlete, the head coach and the head athletic trainer to inform them of the positive test result. A discussion as to the student-athlete's involvement with banned drugs will ensue. The student-athlete will then notify his/her parent(s) or legal guardian(s) of the situation by telephone.

The student-athlete will also be immediately suspended from participation in any intercollegiate competition at the University of St. Francis. The suspension will be for a period of time equivalent to 50 percent of his or her regular season of competition. The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will rollover to the next season of competition if necessary. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition.

The student-athlete will be required to attend or continue attending counseling sessions with the university's counselor for the purposes of evaluation, education, and if necessary, treatment or counseling. The student-athlete will also be required to sign a release of information to allow communication between the counseling provider and the Department of Athletics. The consent for release of information will allow the counseling department to inform the Department of Athletics regarding the student-athlete's attendance at required counseling sessions, tentative or final diagnoses and recommendations for treatment or other follow up services. It will also include permission for the counseling department to communicate with the student's parents and/or guardians regarding attendance at required counseling sessions, tentative or final diagnoses, recommended treatment or other follow up services needed by the student-athlete if the student-athlete is financially dependent upon his or her parents and not an emancipated person. Failure to sign such a release will render the student ineligible for practice and competition. Failure by the student-athlete to meaningfully participate in the evaluation/counseling process as defined by the counselor will be classified as a third offense.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, all costs associated with this additional rehabilitation will be the responsibility of the student-athlete.

Prior to regaining eligibility, a student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a drug violation, will be required to undergo re-entry drug testing at the student-athlete's expense. The Director of Athletics or his/her designee shall arrange for re-entry testing after the university's counselor involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate.

Third Positive Result

The Director of Athletics will schedule a confidential meeting with the student-athlete, the head coach and the head athletic trainer to inform them of the positive test result. A discussion as to the student-athlete's involvement with banned drugs will ensue. The student-athlete will then notify his/her parent(s) or legal guardian(s) of the situation by telephone.

The student-athlete will have his/her athletic scholarship revoked and will no longer be able to participate in intercollegiate athletics at the University of St. Francis.

Referrals to the Counseling Department

When counseling services for the purposes of assessment and/or treatment are required, the referring party will make known to the counseling provider a time frame when the assessment or treatment results will be needed by the Athletic Department. This will allow the Counseling Department to schedule interviews in a timely manner.

Right to Appeal

Student-athletes who test positive for a banned substance may contest the finding within 48 hours following receipt of notice of the positive finding. Upon the student-athlete's request for confirmation of the positive finding, the Director of Athletics or his/her designee will request the laboratory to perform confirmation testing on the student-athlete's specimen B, if applicable. Specimen B findings will be final. If specimen B results are negative, the drug test will be considered negative. If specimen B findings are positive, the student-athlete will be responsible for any costs incurred with analysis.

Student-athletes who test positive under the terms of the University of St. Francis Department of Athletics Student-Athlete Drug Education and Drug Testing Program will be entitled to a hearing. Requests for such a hearing must be made within forty-eight (48) hours of notification of a positive B sample test result. If the forty-eight hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing and received by the Director of Athletics. The Director of Athletics will forward the request for a hearing to the Athletic Disciplinary Board as well as the head athletic trainer and team physician. This group will serve as the appeals committee.

The student-athlete may have an advocate or other representatives present if the student-athlete so desires. However, the student-athlete must present his or her own case. The hearing should take place no more than 48 hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Director of Athletics, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, to question adverse testimony, as well as to review the results of the drug test. The proceedings shall be confidential. The decision by the appeals committee regarding the sanction to be imposed shall be final. The Director of Athletics shall inform the student-athlete of the committee's decision in writing.

Voluntary Disclosure/Safe Harbor

A student-athlete who has engaged in prohibited drug use is encouraged to seek assistance from the USF Athletic Department (e.g. Director of Athletics, head athletic trainer, team physician, head coach, assistant coach) by voluntarily disclosing his or her use.

When a student-athlete seeks assistance *prior* to receiving a positive drug test result and/or *prior* to being notified that he or she has been selected for drug testing, the impermissible use will not be deemed a violation of this policy for purposes of determining sanctions; however, for health and safety reasons the student-athlete will be ineligible to participate in intercollegiate sports pending an evaluation. A student-athlete will not be permitted to enter the Safe Harbor Program thirty (30) days prior to NAIA or conference postseason competition.

Upon entering the Safe Harbor Program, the student-athlete will be required to undergo an initial drug test at the student-athlete's expense as well as an evaluation by either the university's counselor or a drug education or substance abuse professional. The latter two would again come at the student-athlete's expense.

As stated above, if the initial drug test result is positive, the impermissible use will not be deemed a violation of this policy for purposes of determining sanctions. The drug education or substance abuse professional shall determine the appropriate form(s) of intervention and rehabilitation needed by the student-athlete, based on the circumstances of the case. The counselor will provide a summary of his or her findings and recommendations to the Athletic Director.

A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time (no longer than 45 days) as determined by the treatment plan prescribed by the university counselor or drug education or substance abuse professional and will be removed from the random selection pool of student-athletes during that period of time. However, the student-athlete will not be permitted to return to participation in intercollegiate sports until the counselor has interviewed the student-athlete following the disclosure of his/her engagement in prohibited drug use.

Failure to complete the treatment recommended by the counselor, having a second positive drug test result for *any* banned substance after entering the Safe Harbor Program that is determined to be a result of new drug use, or having a positive result on a reentry drug test will be deemed a first offense under this policy.

A positive drug test result at any time after satisfactorily completing the Safe Harbor Program will count as the first positive drug test result.