

Institutional Drug Policy Recommendation Approval

Institutional Drug Policy from Student Life

For the purposes of this Handbook, Central Christian College of Kansas recognizes that the possession, manufacture, distribution, dispensing, sale, purchase, or use of controlled substances, tobacco, and alcohol is prohibited in buildings, facilities, and grounds controlled by the College, as well as part of any activity sponsored by the College regardless of location.

This prohibition is applicable to all students, regardless of enrollment status (i.e., residential, non-residential, online, graduate, etc.). Individuals found to be possessing, manufacturing, distributing, dispensing, selling, purchasing, in association with, or using controlled substances, alcohol, or tobacco products or paraphernalia shall be subject to disciplinary action. Furthermore, the illegal manufacture, distribution, dispensing, possession or use of controlled substances may subject individuals to criminal prosecution.

Members of the College community are expected to uphold the laws of the local community, the state of Kansas, and the nation. Any alleged violations of federal, state, or local laws may be referred to the appropriate law enforcement officials and/or to the appropriate college or judicial body.

The College reserves the right to require that any student submit to a physical examination or clinical testing designed to detect the presence of drugs, including, but not limited to, urine or hair follicle, when reasonable suspicion exists that the student is under the influence of or is improperly using drugs in violation of this policy.

Reasonable suspicion for testing is determined at the sole discretion of College officials. Reasonable grounds for drug-testing may include, but are not limited to:

- Drug-related odors on person, clothing, equipment, or in living quarters
- Possession of drug paraphernalia
- Observable phenomena, such as direct observation of substance abuse or physical symptoms or manifestations of being impaired due to substance abuse.

Furthermore, the College will administer drug tests each semester and utilize randomized drug testing of up to 25% of all students monthly.

Initial testing will take place on campus with support from Student Life, the Athletic Director, Assistant Athletic Director, or the Coach and will be paid for by the institution. If a student's test results are positive for substance use, the student will be responsible for the expense of the test. If a student's test results are negative for substance use, the College will be responsible for the expense of the test. Students that test positive will have an opportunity to take a second test at a local testing facility, clinic, or hospital selected by the College, at the cost of the student.

Though alcohol and marijuana may be considered legal substances in some jurisdictions based on either age or through law, both are regarded as having a history of damaging individuals, communities, and society. The College requires abstinence for the sake of the community. In the same way tobacco use is prohibited, including but not limited to cigarettes, cigars, cigarillos, hookahs, chewing tobacco, snuff, and electronic smoking devices such as e-cigarettes, vaping products, and IQOS. Refusal to comply with testing will be considered a violation of the College's drug and substance policy and may result in discipline up to and including dismissal.

Institutional Consequences

Positive tests will evoke the following:

- Student Life will meet with each student and give institutional consequences.
 - 1st Offense –
 - Automatic 1 week of on-campus restriction*
 - 10 hours of community service
 - Participate in a class over substance abuse (passing score of 80% or higher)-
 - Access to professional support services for substance abuse
 - Subject to random testing for remaining time at Central
 - 2nd Offense –
 - Automatic 1 week-off campus suspension** -
 - Participate in another substance abuse class (passing score of 80% or higher)
 - Automatic reduction of scholarship at a minimum of 5% at time of offense
 - 3rd Offense –
 - Expulsion from the school
- Offenses are cumulative for the time a student is enrolled at CCK
- Student Life will convene the Disciplinary Affairs Committee. The committee will meet with each student who tested positive to determine a course of action that fits the needs of each student. The intent of the DAC is to understand why the student chooses to participate in substances and work with the student to make better choices.

*On-campus restriction is defined as not being allowed to leave campus and has certain restrictions applied to where the student can be on campus. The expectation is that students will continue attending all classes, and Moral and Civic Engagement Seminar.

**Off-campus suspension is defined as not being allowed on campus for the duration of the student's suspension. This would include attending class in person, games, school-sponsored events, etc...

Athletic Drug Policy Recommendation Approval

**From Athletic Handbook*

4.4 DRUG TESTING

Use of substances determined to be unlawful by federal, state, or NAIA regulations, and substances that have the potential for abuse, or are intended to provide an unfair competitive advantage, or are hazardous to one's health as determined by the medical advisors of CCKC and the NAIA (e.g., anabolic steroids, stimulants, diuretics, performance enhancing drugs, marijuana, cocaine, and amphetamines) by CCKC student-athletes and coaches is prohibited.

This prohibition applies to all student-athletes before, during, and after each team's competitive season. As a condition of participation in intercollegiate athletics at CCKC, each student-athlete participates in the College's Substance Abuse Program as outlined in the CCKC Code of Character, which includes random drug testing. In addition, the NAIA conducts drug testing at all NAIA championship and invitational events. Please see the NAIA official handbook for the organization's drug testing policies, procedures, and consequences of a failed drug test. Make sure you are familiar with the NAIA banned substance list, and speak with the athletic trainer about any medications or supplements you are taking or want to take.

4.4.1 Testing Procedure Student-athletes and student managers are subject to random screening or targeted selection based on reasonable suspicion. All student-athletes selected to participate in NAIA post season competition will be tested at the competition. If a student is suspected of using illegal drugs or abusing alcohol, a request for drug testing should be made to the athletic trainer to initiate a drug test.

Students associated with the Athletics Department may be tested for any or all NAIA banned substances including but not limited to:

- Alcohol
- Depressants
- Mind altering substances
- Marijuana
- Ephedrine
- Diuretics
- Ecstasy
- Anabolic steroids
- Stimulants

Screening will be accompanied by the analysis of a urine specimen or other industry-recognized analytical procedure. All specimens will be coded to ensure confidentiality and the identity of specific samples will be known only to specific college employees designated by the Athletics Director. All chemical analyses will be conducted by a professional laboratory.

Screening will be administered in a confidential setting and each collection will be witnessed by a designated person of the same sex as the student being tested.

If a banned substance is being used at the prescription of a physician, the student may continue to participate in athletics-related activities if:

- o With respect to possible risk to the health of the student, the attending physician certifies in writing that the specified athletics-related activity may be safely undertaken, and the student executes a prescribed waiver which relieves CCKC of any responsibility for illness or injury attributable to engagement in athletics-related activities while under the influence of the prescribed medication; and

o With respect to possible performance-enhancing effects, the student-athlete's attending physician, in consultation with CCK medical and athletics authorities, implements a schedule of medication that precludes performance-enhancing effects during the times relevant to intercollegiate athletics competition.

Positive drug tests are cumulative throughout a student's career at CCK. The first positive drug test will be reported to the athletic trainer, the student's head coach, and Dean of Student Life and Student Services. Disciplinary action may be taken at the discretion of the Athletic Director and/or the student's head coach up to and including dismissal from the team and cancellation of athletics-related aid when the student has a history of previous law and/or rule (e.g., Athletics Department or college) violations. In addition to any college-related sanctions, student-athletes will be suspended from a certain number of contests in accordance with his/her specific offense.

Athletic Handbook Drug and Substance Abuse Policy

In addition to Institutional Consequences and outlined in the Student Handbook, the following will address student athletes:

- o 1st Offense –
 - Automatic 10% loss of in-season games immediately after receiving official communication from Student Life.
 - Completion of the Substance Abuse course before play may resume (at cost of the student).
 - Completion of community service before play may resume.
- o 2nd Offense –
 - Automatic 50% loss of in-season games.
 - No Practice during loss of in-season games until completing a class over substance abuse.
 - Completion of the Substance Abuse course before play may resume (at cost of student).
 - No practice or games when serving off campus suspension.

Individual athletic programs reserve the right to implement additional consequences at their discretion for Offense levels 1 & 2.