



**The Federal Drug-Free Schools and Campuses Regulations
Biennial Review 2019-2020
(Covering the 2018-2019 and 2019-2020 schools years)**

*Hastings College
Hastings, Nebraska*

The purpose of this review and report is two-fold: 1) to determine the effectiveness of, and to implement and needed changes to, the alcohol and other drug (AOD) prevention programs at Hastings College; and 2) to ensure that disciplinary sanctions for violating standards of conduct are enforced consistently at Hastings College.

Description of AOD program elements

Currently the Hastings College AOD prevention and education program includes the following elements:

1. Campus-wide distribution of the college's policy on alcohol and other drugs through the Student Handbook.
2. Education programs under the auspice of the Office of Student Engagement, the Director of Campus Health Services, Counseling Services, the Director of Operations for Student Engagement, the Dean of Student Engagement; including the programs of the Peer Umbrella Network (PUN), particularly the peer educators in BACCHUS (Boost Alcohol Consciousness Concerning the Health of University Students).
3. Consistent enforcement of the alcohol and other drug policy by the residence life and campus safety departments, student engagement office, and campus judicial systems.
4. Progressive discipline responses to violations of the alcohol and other drug policy, including parental notifications in the case of all violations, mandated full drug/alcohol screenings upon second violations, and possible suspension or expulsion upon third violation.
5. Educate first-year students of the dangers of high-risk drinking through an online course created by the company Everfi: Alcohol Edu.
6. Safe Ride program and Bronco Bus program
7. Student Athlete Drug Education

1. Campus wide distribution of the college's policy on alcohol and other drugs.

- The college's AOD policy is published annually in the Hastings College Student Handbook, the complete document can be found on the College's website [here](#) (for a complete copy of the policy see Appendix A). A copy of the college's policies under

the Drug Free Schools and Communities Act is given to all new employees of the college.

2. Education programs:

- Hastings College is home to a national award winning BACCHUS chapter as part of its Peer Umbrella Network (PUN). Led by BACCHUS, the college conducts frequent education programs related to alcohol and other drug prevention and hosts frequent education programs related to alcohol events. Each year the college also makes alcohol and other drug education a focal point of new student orientation programs through its Core 100 course of study.
- **Residence Hall Floor Meetings:** Resident Assistants in each building meet with the residents of their floors annually during the first weekend/week of the fall semester to address campus programs, hall policy and resources on-campus for students regarding safety/security. Resident Assistants are annually trained on these topics during their fall staff training. Annual meetings are held during Welcome Home Week at the beginning of the fall semester and additional meetings are held frequently (one to two times each semester) during the remainder of the academic year.
- **Workplace Answers and Everfi Employee Training:** Annual online mandatory training program for all new staff and for current employees who are designated as campus “mandatory reporter.” Training topics covered are policy definitions and procedures regarding dating violence, domestic violence, sexual assault, stalking and crime reporting. Raining participation is tracked through the Human Resources office.
- **HAVEN:** Annual interactive course designed by the company Everfi to engage and empower student learning by addressing the critical issues of sexual assault, sexual harassment, stalking, elements of a healthy relationship, the importance of sexual consent, and the role of bystanders in creating a safe, healthy campus community. HAVEN is required for all new students of Hastings College and is an assignment in the first year Block 1 course. Participation in the assessment is a graded assignment. *Course delivered at the beginning of the fall semester.*
- **Alcohol Edu:** Annual interactive two-part online alcohol abuse prevention program designed by the company Everfi to help all first year students clarify their thinking about alcohol and assist them in making healthy decisions while at college and beyond. Completion of this course is required for all first year students. Alcohol Edu is required for all new students of Hastings College and is an assignment in the first year Block 1 course. Participation in the assessment is a graded assignment. *Course delivered at the beginning of the fall semester.*
- **College Acquaintance Rape Educators (CARE):** Member of the CARE organization annually present on the topics of what consent is and how to acquire consent, relationships, definitions of sexual assault, how to report an act of sex or gender based harassment or discrimination, and the resources on campus that can assist a student who has dealt with a sexual assault. The student members were trained annually by the Director of Student Health.

- **Peer HIV Education Organization (PHIVE-O):** Members of PHIVE-O annually present on the topics of how to acquire consent in using condoms, abstinence is the best form of sexual protection, the five body fluids, sexually transmitted infections/diseases (STIs or STDs), and myths/facts of HIV. The student members of the student organizations are trained annually in May with a refresher training held in August. The training was conducted by the Program Leader of HIV/Sexual Health Education for the Nebraska Department of Education, the PHIVE-O faculty sponsor, and Director of Campus Health for Hastings College.
- **NAIA ACADEMY:** The Hastings College Athletic department requires all athletes to participate in the NAIA academy annually beginning on September 1st. The NAIA Academy is an online student education program covering topics to address the overall wellness of NAIA athletes.

3. Enforcement of policy.

- The Hastings College AOD policy is consistently enforced by members of the student engagement team. Members receive comprehensive training in recognition of various drugs and are fully versed in the college's policies regarding AOD use on campus. Alleged violations of the policy are adjudicated by the Conduct Advisory Board (CAB). Students found to be in violation of the college's AOD policy receive sanctions. In 2018 Hastings College reported 51 liquor law or drug abuse violations in its annual Crime Awareness Report under the Clery Act (link in Appendix C). In 2019 it reported 59 liquor law or drug abuse violations.
- The Hastings College Employee Code of Conduct policy for Alcohol and Drugs is shared with all new employees during orientation. The full policy can be found in the appendix of this report.

4. Progressive discipline policy.

- The college's AOD policy requires, in part, inclusion of mandatory screening in the case of second violations of the policy. In such cases, the student must agree to share the assessment report with the Office of Student Engagement where, if necessary, and individualized action plan can be implemented.

5. Safe Walk/Ride and Bronco Bus Programs.

- **Safe Ride/Safe Walk Program:** The Safe Ride/Safe Walk program is provided by Hastings College Campus Safety department at no charge, 24 hours per day when campus is open to students. A Campus Safety Officer will provide a walking escort or transportation to any campus community member from one campus location to another whenever that person does not feel safe to walk alone. Safe rides are also provided to or from the Amtrak depot for students departing or arriving by train.
- **Bronco Bus:** The Bronco Bus program provides transportation between the Hastings College campus and downtown locations on Friday and Saturday nights from 10:00 PM to 2:00 AM. Bronco Bus does not pick up or drop students at off-campus residences. Bronco Bus does not operate during college breaks or in inclement weather.

6. Nebraska Collegiate Consortium to Reduce High-Risk Drinking (NCC).

- Hastings College continues to be a member of the NCC. As a member, the college receives opportunities to participate in monthly conference calls to discuss campus

and community strategies for AOD use education and prevention and attending NCC sponsored workshops.

7. Student Athlete Drug Education and Testing Program.

- Hastings College (HC) is committed to the physical and mental health, and well-being of its student-athletes. Hastings College recognizes that the use of certain drugs and substances are not in the best interest of the student-athlete or Hastings College Athletics. In an effort to eliminate the use of certain drugs and other substances, Hastings College has implemented a comprehensive substance abuse education and testing program to promote healthy and responsible lifestyles for student-athletes. This program began in the fall of 2017 and continued through the 2017-2018 and 2018-2019 academic years. Hastings College requires all student-athletes to complete drug education programming through myPlaybook, a series of online lessons that ensure student-athletes are thoroughly educated about the risks of drug use prior to any drug testing. To become and remain a participant in Hastings College's Intercollegiate Athletics program, a student-athlete must comply with the terms of this program that encompasses drug education, screening, and counseling. A copy of the full policy can be found in the appendix section of this document.

Evaluation of Programs

While Hastings College has been and continues to be an active member of the Nebraska Collegiate Consortium to Reduce High-Risk Drinking (NCC), we have recently begun discussions with NCC staff to survey students of Hastings College annually. This survey will provide data relating AOD usage among students at Hastings College from which we will be able to evaluate the effectiveness of our on campus programs.

Recommendations

1. Educate students on the difference between the Safe Walk/Safe Ride programs
2. Promote and increase student usage of the Bronco Bus program.
3. Review housing policies as it relates to sophomore students residing in the Bronco Village Apartments and cohabitating with students over the age of 21.
4. Conduct a comprehensive review of current educational opportunities (students and employees) that focus on AOD education and prevention to identify: area of improvement for mode of communication (online, printed, face-to-face, etc.) and capitalize on timing of education (i.e. beginning of fall semester and before the long breaks: winter, spring, and summer).

Report authorized by:

Brian Hessler, Director of Student Engagement Operations

APPENDIX

Appendix A: Student Handbook – Policy on Possession and use of Alcohol and other Drugs

Definitions

The term *alcohol* as used in this shall include alcoholic spirits, liquor, wine, beer, and every substance containing alcoholic spirits, liquor, wine or beer.

The term *illegal drug* shall mean any controlled substance included in Nebraska Revised Statutes § 28-405 (which lists controlled substances regulated under Nebraska criminal laws relating to drugs and narcotics), any “controlled substance” as defined under federal law in 21 U.S.C. § 801 *et seq.*, and any otherwise lawfully available drug (such as over the counter or prescription drugs) used for any illegal or unauthorized purpose.

Philosophy

The College cares about its students and employees, their health, and well-being, and it encourages all individuals to care about each other. The College recognizes that there are many academic and social problems associated with the consumption of alcohol and illegal drugs, which have a negative impact on students, employees, and campus life in general.

In recognition of the problems associated with the use of drugs and alcohol on college campuses, and in accordance with the Drug Free Schools and Communities Act of 1989, Hastings College has adopted the following policy regarding the possession and use of alcohol and illegal drugs on and off campus:

Standards of conduct for students and employees of Hastings College and their guests:

1. Actual, attempted or promotion of the unlawful possession, use, or distribution of drugs and alcohol by students and employees on Hastings College property or as part of any Hastings College activity is prohibited.
2. All laws pertaining to alcohol and drug use must be observed at all times, including, but not limited to, legal drinking age, prohibitions against providing alcohol to minors, and restrictions against operation of a motor vehicle while under the influence of alcohol and/or drugs.
3. No illegal drugs or paraphernalia may be possessed or used on or off campus by any Hastings College employee, student or guest. The possession and/or use on or off campus of any illegal drug by a Hastings College employee, student or guest will subject the student or guest to disciplinary action, up to and including dismissal from the College.
4. No alcoholic beverages may be possessed or consumed on or off campus by any Hastings College employee, student, or guest under the age of 21.
5. Alcoholic beverages may not be consumed in individual Hastings College Bronco Village Apartment or campus house if minors are present.
6. On rare occasions and by prior written approval of the Hastings College President, an event for alumni and/or community members being hosted on campus in an academic or administrative building can serve alcohol. Alcoholic beverages cannot be consumed by anyone under the age of 21 and must be served by an approved licensed vendor following all campus, state and federal laws.
7. No alcohol cans, bottles, or paraphernalia are allowed in the College residence halls or in apartments where any resident is under the legal drinking age (21). No advertising for beer or other alcohol may be accepted in any campus publication or for display on campus.
8. In an effort to deter underage drinking on or off-campus, Hastings College expects these guidelines to be followed at events where alcohol will be served and where HC student may or are present:
 - a. No college funds, including campus organization treasury funds processed through the Hastings College Business Office may be used to purchase alcohol for any student event.
 - b. Each student event must ensure compliance with the laws of the State of Nebraska and

- the Hastings College Code of Conduct.
- c. No posters, signs, or e-mail announcements promoting alcohol may be displayed on campus.
 - d. No tickets for any student events with alcohol may be sold on campus.

Legal Sanctions

Local, state and federal laws prohibit the unlawful possession or distribution of alcohol and illicit drugs. Violations of such laws are criminal offenses. Sanctions and penalties for such violations may range from probation to substantial monetary fines and/or imprisonment for substantial time periods if prosecuted in the criminal or civil courts. Additionally, convictions for possessing or selling illegal drugs may impact a student's eligibility for federal student aid.

College Disciplinary Sanctions:

- A. Disciplinary sanctions for students violating alcohol and drug provisions of this policy or the Hastings College Student Code of Conduct will be imposed. These may include, but are not limited to, the following series of sanctions or combination thereof:
 - i. First Violation
 - Parental notification
 - Restorative process, fine, or service hours
 - Mandatory completion of alcohol or drug education program
 - ii. Second Violation
 - Parental notification
 - Restorative process, fine, or service hours
 - Probation
 - Mandatory screening with certified drug and alcohol counselor
 - iii. Third Violation and above
 - Parental notification
 - Probation
 - Suspension from residency or the college
2. Hastings College Good Samaritan Policy:
 - Student health and safety are primary concerns of the Hastings College community. Students are expected to contact Campus Safety, a member of the residence life staff, or other college official when they believe that medical assistance for an intoxicated/ impaired student is required.
 - In case of medical emergency or in the event that a college official cannot be reached, students should call 911 for assistance from local police, fire, or medical emergency professionals.
 - When such assistance is sought for an intoxicated/ impaired student, the students and/or organizations seeking help, as well as the individual assisted and others involved, will not be subject to college disciplinary action with respect to the alcohol policy. (This policy does not preclude disciplinary action regarding other violations of college standards, such as causing or threatening physical harm, sexual abuse or violence, damage to property, harassment, hazing, etc. Students should also be aware that this college policy does not prevent action by state and local authorities.)
 - In order for this policy to apply, the intoxicated student(s) must agree to timely (within 30-60 days) completion of recommended alcohol education activities, assessment, and/or treatment depending upon the level of concern for student health and safety.
 - Serious or repeated incidents (more than one time) will prompt a higher degree of medical concern.
 - Failure to complete recommended follow-up will result in sanctioning up to withdrawal from the college.

- C. State of Nebraska Good Samaritan Law (LB 439): provide limited protection for Nebraskans under the age of 21 who seek medical assistance related to alcohol poisoning. LB 439 will grant intoxicated minors a limited legal immunity when they seek help for themselves or another individual who is in need of immediate medical attention. The law will only apply to those who 1) are intoxicated 2) call for medical assistance and 3) cooperate fully with law enforcement when medical attention arrives.
- D. Consistent with Hastings College responsibility to take action against acts of Sexual Harassment, Misconduct and Violence, a person reporting and bystanders involved the report of such an incident will not be held responsible for an alcohol violation disciplinary sanction under the Policy on Possession and use of Alcohol and Drugs. The responding party (person committing the act) can be held responsible for their actions under the Policy on the Possession and use of Alcohol and Drugs, the Sexual Harassment Policy, Sexual and Misconduct and Violence Policy. Additionally the responding party can also be exposed to criminal and civil proceedings outside of Hastings College.

Support and Prevention Services

Hastings College is committed to increasing employee and student awareness of the issues related to alcohol and drug use and abuse. In an effort to curb the negative effects of alcohol and drug use, the College takes the following steps:

- a. Hastings College provides annual educational efforts to increase awareness about the effects of alcohol and drug use, including in-class and extra-curricular lectures and discussions. Information is also provided through digital media, posters, and pamphlets, and peer educational efforts promoted through the Peer Umbrella Network student organizations. Peer Umbrella Network teams are trained annually.
- b. Greek organizations are provided additional education on the topic of hazing and chapters sign an Anti-Hazing Policy statement.
- c. Drug and Alcohol Counseling Treatment or Rehabilitation Programs: The Stone Health Center coordinates and offers a variety of alcohol and other drug abuse prevention and education services for students, referral services, alcohol and other drug education classes, and peer alcohol educators. In addition, counselors provide confidential screenings, counseling, and treatment/rehabilitation referral services for those students who are having difficulty with alcohol and drug use/abuse.
- d. Hastings College also provides confidential counseling support through the Counseling Center for those wishing to decrease or prevent their consumption of alcohol or drugs and/or deal with alcohol/drug related problems. This may include individual, small group, and/or large group counseling support, as requested.
- e. The Coordinator of Student Activities and the Office of Student Engagement at Hastings College are able to provide advice, assistance, and encouragement to student organizations for their development and promotion of guidelines for responsible decision-making about alcohol use by their members.
- f. The Coordinator of Student Activities and the Office of Student Engagement at Hastings College are available to promote and facilitate any student organization's efforts to provide alcohol free social and recreational options.

Health Risks: Alcohol and other drugs of abuse are a major health problem in the United States. Traditional college-age students are particularly vulnerable to the consequences of alcohol and other drug

abuse. The problems associated with alcohol and/or other drug consumption covers a broad range including physical and psychological illnesses (acute alcohol poisoning, mood disorders, self-destructive behavior, and suicide).

Accidents, homicides and suicide are the leading causes of mortality in the traditional college-age population. Alcohol is also a contributing factor in poor decision-making that can lead to unsafe behaviors (arguments, fights, driving while intoxicated, sexually transmitted infections.) Consequences of alcohol and other drug abuse include liver damage, gastrointestinal diseases, cancer, and permanent damage to the brain and nervous system.

Alcohol Policy for College Sponsored Off-Campus Excursions

There are special considerations related to the use of alcohol during off-campus excursions when those excursions extend outside of the regular instructional day, and may extend for several days. These considerations stem from the need to balance the rights of students to exercise their personal freedoms with the responsibility of the college to maintain a safe and effective learning and teaching atmosphere during such excursions. Therefore, the following policies will govern the use of alcohol by students on college-sponsored off-campus excursions, such as field trips and sporting events. Sponsoring departments and trip organizers may establish restrictions in addition to these (e.g., Athletic Department prohibitions on any alcohol consumption by athletes, a faculty member deeming alcohol consumption inappropriate in association with the purposes of the trip.):

1. Students must observe all laws pertaining to alcohol use in the jurisdiction where the excursion takes place. These include, but are not limited to, legal drinking age, prohibitions against providing alcohol to minors, restrictions against operation of a motor vehicle while under the influence of alcohol, and alcohol-restricted zones such as parks, public buildings, and campgrounds.
2. Students must refrain from the consumption of alcohol during periods that College faculty members define as instructional periods. Instructional periods may include any part or all of any given day during the excursion and are not limited to periods used for direct instruction.
3. Students may consume alcohol only during periods defined as personal, non-instructional time. Students who use alcohol during personal, non-instructional, time must do so in a manner that allows them to be prepared to participate fully in subsequent instruction with complete sobriety and without physical or mental impairment.
4. At all times students are responsible for following the Hastings College Code of Conduct.
5. Illegal drugs, as defined by campus policy are prohibited during any off-campus excursion.
6. Students are ultimately responsible for their own behavior and compliance with laws and regulations of the local jurisdiction, Hastings College policies, department restrictions and faculty authority.

Guidelines for Events where Alcohol is Present (not an all-inclusive list, but intended to provide some basic suggestions)

1. An equal number of alternative, non-alcoholic beverages will be provided at each event involving alcoholic beverages.
2. Food will be provided at each event involving alcoholic beverages.
 - a. The amount of food will be reasonable depending on the number of guests expected.
 - b. The variety of food will include some items without salt.
3. Each participant must present a valid State ID when entering any event involving alcoholic beverages or when purchasing alcohol.
 - a. A mark or wristband will be used to designate those of legal age (21 in Nebraska).
 - b. Enforcement will occur at private parties, as well as at public establishments.

4. Beverage containers, whether alcoholic or non-alcoholic, will be kept inside the host facility.
5. Third-party vendors or trained servers will be used for all registered events.
 - a. Alcoholic beverages will not be served to intoxicated individuals.
 - b. The serving of alcohol will cease one hour before the event is to end.
6. Security measures will be taken to monitor for and prevent underage drinking.
 - a. Empty or abandoned drinks will be discarded.
 - b. Passing drinks under the table is prohibited.
7. Designated Drivers or the Hastings College Bronco Bus must be used at each social event.
 - a. If Designated Drivers are used, there must be an adequate number available dependent on the number attending. Designated Drivers are to be determined prior to the event start time. Designated Drivers' name and contact information will be posted the entirety of the event. Designated Drivers will not consume any alcohol or other drugs prior to or during the event.
 - b. If the Hastings College Bronco Bus is used, they must be notified of the time, place, and hours of the social event two - five days in advance.
 - c. If the Hastings College Bronco Bus is used, the telephone number to call must be posted in a prominent place at the student event.
 - d. All unregistered student events or social gatherings, including pre- and post-parties ("primers" and "posters") that are in violation of these guidelines are officially prohibited by the College and its campus organizations.
8. Illegal drugs are prohibited at any student event.

Drug Education and Testing Policy for Student Athletes

The Hastings College Athletic Department has an additional policy for educating and deterring the illegal use of drugs and substances. Contact the Athletic Department at (402) 461-7395 for more information about the policy.

Appendix B:

Annual Security and Fire Report

The 2020 Annual Security and Fire report (containing data from 2017, 2018, 2019) can be found [here](#) or at

<https://docs.google.com/document/d/1loEFtn6egLZffkOMwAZLw9mkcpjPtwe2jPRZuuzcChU/edit?ts=5ff747e6/preview>

Appendix C:

Student-Athlete Drug Education and Drug Testing Policy

Policy Statement

Hastings College (HC) is committed to the physical and mental health, and well-being of its student-athletes. Hastings College recognizes that the use of certain drugs and substances is not in the best interest of the student-athlete or Hastings College Athletics. In an effort to eliminate the use of certain drugs and other substances, Hastings College has implemented a comprehensive substance abuse education and testing program to promote healthy and responsible lifestyles for student-athletes. Hastings College requires all student-athletes to complete drug education programming through myPlaybook, a series of online lessons that ensure student-athletes are thoroughly educated about the risks of drug use prior to any drug testing. To become and remain a participant in Hastings College's Intercollegiate Athletics program, a student-athlete must comply with the terms of this program that encompasses drug education, screening, and counseling.

Purpose

The purpose of the Hastings College Student-Athlete Drug Education and Drug Testing Policy is multifaceted. The program focuses on the following objectives:

- A. Promoting the health, safety, and welfare of the student-athletes who participate in intercollegiate athletics.
- B. Educating student-athletes on the risks associated with the use of certain drugs and other substances.
- C. Deterring the use of certain drugs and other substances by imposing significant sanctions on offenders.
- D. Providing rehabilitation and educational services.
- E. Promoting the role of Hastings College student-athletes as representatives of the College and positive role models for the youth in the community.
- F. Counseling student-athletes who do not adhere to the requirements of the program.

Drug-Testing Policies

The Hastings College athletics department will not tolerate the use and abuse of banned substances (a complete list can be found in the Student-Athlete Drug Education and Drug Testing Policy Appendix at http://www.hastingsbroncos.com/d/DrugTestingPolicy7_13_2017.pdf) by student-athletes. Each student-athlete is subject to random drug testing, follow-up testing, and testing based upon reasonable suspicion.

Student-athletes may be drug tested throughout the academic year for banned substances. Failure to report for a drug test and/or leaving the test site without permission will result in a test being classified as a "positive" test. Penalties will be imposed as prescribed in this policy. Collection protocol is set forth in Appendix section of the policy.

Drug-Testing Selection Process

All Hastings College student-athletes are subject to drug testing. Selection for the drug testing will occur randomly using a computer algorithm to generate a list of student-athletes to be tested.

Hastings College Banned Drugs

The Hastings College Athletics Department utilizes the most current NCAA list of banned drugs and drug classes ('Banned Substances,' see NCAA Bylaw 31.2.3.4), although the definition of a positive test under the Hastings College policy may differ from that of the NCAA Drug-Testing Program. The current list of

banned drugs is set forth in the Appendix section of the policy and consists of substances generally believed to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete. Hastings College athletics will notify student-athletes of additions to the list of Banned Substances. Additionally, Hastings College prohibits its student-athletes from possessing or using controlled substances (as defined by federal and Nebraska law) (collective described in this policy as 'Banned Substances').

Drug Testing Consent Form

All enrolled student-athletes who have signed the Drug-Testing Consent Form and are listed on the NAIA or institution squad list or receive institutional athletic financial aid are subject to unannounced random testing. Student-athletes will be selected for testing from the NAIA or institutional squad list by using a computerized random number program.

Each academic year, student-athletes must sign the Hastings College Drug-Testing Consent Form (see Appendix section of policy at http://www.hastingsbroncos.com/d/DrugTestingPolicy7_13_2017.pdf), which permits the collection of urine, saliva, and/or blood for testing of Banned Substances, as described in Appendix section of the policy. Completion of this document is required of all student-athletes as a part of their pre-participation physical examination. Failure to sign the consent form will result in the student-athlete's ineligibility for practice or competition. The student-athlete will be required to notify his/her parent(s) and/or guardian(s) of the execution of the Drug Testing Consent Form and any minor student-athletes shall have the Drug Testing Consent Form executed by his/her parent(s) and/or guardian(s).

Notification Process

1. With Notification
 - a. Upon selection for testing, student-athletes will be notified prior to testing by the Hastings College athletic director and/or his/her designee, the student-athlete's coach, or a member of the athletic training staff.
 - i. Personnel will call all available phone numbers; seek the student-athlete in classes, housing, activities, etc., in an effort to notify the student-athlete.

- ii. Personnel will not leave a phone message on the student-athlete's voice mail or with anyone answering the phone other than the student-athlete.
- b. Notification will take place no more than twenty-four (24) hours before the scheduled test.
- c. Failure to Report for Drug Test
 - i. It is the head athletic trainer's responsibility to notify the athletic director and/or his/her designee of those individuals who do not report for their test within the scheduled time periods.
 - ii. If a student-athlete does not report at the scheduled time for his/her test, his/her absence will be interpreted as a positive test result. The student-athlete will be sanctioned as described in this policy.

Collection Procedures

Hastings Colleges will follow Mary Lanning HealthCare protocol for collection procedures as outlined by their collection procedures.

Hastings College Drug-Testing Penalties

There are three ways in which a student-athlete can test positive under this program:

- A. The presence of one or more banned substances in the student-athlete's system (e.g., urine).
- B. Failure to report for a drug test after receiving notification of the drug test from the Athletic Director and/or his/her designee, the student-athlete's coach, or a member of the athletic training staff.

Subject to certain exceptions noted in this Policy, the sanctions for a positive drug test are as follows:

1. First Positive Test

The athletic director, head coach, and/or the head athletic trainer will have a confidential meeting with any student-athlete who tests positive. The student-athlete will be required to notify his/her parent(s) and/or guardian(s) of the positive drug test with a designated member of the athletic department present for the notification. The student-athlete will be suspended immediately from athletic competition for 10% of the season of competition, or a minimum of one (1) athletic contest. If the current season is not in effect or if less than 10% of athletic competition remains in the current season, the positive test suspension will carry over to the following season. In addition, the student-athlete must participate in a substance abuse treatment program as set forth by the athletic director and head athletic trainer. The student-athlete will be subject to unannounced follow-up drug testing for one year after the date of the first violation. Refusal to participate in the substance abuse treatment program, as set forth in this paragraph, will be treated as a second positive test result. The student athlete may appeal the above conditions to the drug-testing appeals committee.

The student-athlete must be medically authorized by the team physician, in conjunction with the head athletic trainer or any counselor and/or therapist, prior to resuming any athletic practice or competition. The student-athlete may appeal the above conditions to the drug-testing appeals committee.

2. Second Positive Test

The athletic director, head coach, and head athletic trainer will be notified of a student-athlete's second positive test result. The athletic director, head coach, and/or head athletic trainer will have a confidential meeting with any student-athlete who tests positive. The student-athlete will be required to notify his/her parent(s) and/or guardian(s) of the positive drug test with a designated member of the athletic department present for the notification. The student-athlete will be suspended immediately from athletic competition for 50% of the season of competition. If the current season is not in effect if less than 50% of athletic competition remains in the current season, the positive test suspension will carry over to the following season. In addition, the student-athlete must participate in a substance abuse treatment program as set forth by the athletic director and head athletic trainer. The student-athlete will be subject to unannounced follow-up drug testing through the remainder of his/her enrollment at Hastings College. Refusal to participate in the substance abuse treatment program, as set forth in this paragraph will be treated as a third positive test result. The student-athlete may appeal the above conditions to the drug-testing appeals committee.

The student-athlete must be medically authorized by the team physician, in conjunction with the head athletic trainer or any counselor and/or therapist, prior to resuming any athletic practice or competition.

3. Third Positive Test

A student-athlete who tests positive for a third time will immediately lose all remaining eligibility for athletics participation at Hastings College. In addition, any existing athletics financial aid may be terminated immediately and may not be renewed the following year. The student-athlete may appeal the above conditions to the drug-testing appeals committee.

Self-Reporting Abuse of Chemical Substances

As a one-time exception to the Hastings College Drug-Testing Penalties during a student-athlete's career, a student-athlete may receive a limited sanction when the student-athlete self-reports his/her own misuse or abuse of chemical substances and seeks professional help to correct the behavior prior to being selected for a drug test. Such self-disclosure may be made to the Athletic Director or to the Head Athletic Trainer.

Upon self-reporting, an immediate drug-test will be administered. This test will not count as a

positive test as it relates to sanctions, but will be considered positive as it relates to the number of positives the student-athlete accumulates over the course of his/her career. The student-athlete will be withheld from institutional random testing for a period of thirty (30) days.

Self-reporting student-athletes will not be exempted from future Hastings College drug-testing, nor exempted from any sanctions if the results of future tests are positive.

Reporting of Results

All drug-test results are made available to the athletic director. It is the responsibility of the athletic director to inform the head coach of all positive test results.

Confidentiality

All Hastings College employees, including all members of the Hastings College Athletic Department, are expected to maintain the confidentiality of any information seen, heard, read, and/or otherwise obtained regarding a student-athlete's personal health information, including results under this policy.

All Hastings College Athletic Department personnel are expected to adhere to the Confidentiality Policy at all times. Violation of the policy may incur disciplinary action at the discretion of the College President.

Drug-Testing Appeals Committee

Hastings College has formed an Athletic Drug Education and Testing Committee. Members of this committee include Team Physician, Athletic Director, Assistant Athletic Director, Head Athletic Trainer, and Vice President of Student Life.

Student-athletes who test positive under the terms of this policy or who have had a sanction imposed will be entitled to an appeal hearing. The student-athlete will remain ineligible, if applicable, for competition pending the outcome of the appeal. Appeals must be presented in writing by the student-athlete to the athletic director within three (3) business days after the student-athlete has received notification of a positive drug test. The athletic director will forward the request for a hearing to the Drug-Testing Appeals Committee. A hearing will be scheduled within ten (10) business days of receiving the written request for appeal. The Drug-Testing Appeals Committee will consist of the athletic director or his/her designee(s), the Title IX Coordinator at Hastings College, and a faculty/staff member appointed by the Title IX Coordinator.

The meeting will 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 or review the findings and/or sanction imposed. The student-athlete may bring one person of his/her choosing to the Appeal Hearing to function as an advisor to the student. This person may speak on behalf of the student-athlete during any or all times of the hearing. The hearing will be confidential. The decision by the Appeals Committee regarding the sanction to be imposed will be final. The Athletic Director will inform the student-athlete of the committee's decision in

writing. A formal record, a tape recording, or a verbatim transcript of the meeting will be kept for college records. The student-athlete can request a confirmation retest of the original sample at his/her own expense, this second test will be conducted by Mary Lanning Healthcare and must be requested within 48 hours of being notified of a failed test.