



THE UNIVERSITY OF  
NEW MEXICO®

**Student-Athlete Recovery Training Team (STARTT)  
SUBSTANCE ABUSE POLICY (SAP)**





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## Student-Athlete Recovery Training Team (STARTT) Substance Abuse Policy (SAP)

### Purpose

The UNM Athletic Department has established the Student-Athlete Recovery Training Team (STARTT). STARTT is a subcommittee of the department's Wellness Intervention Team focused on the oversight of the Substance Abuse Policy; their membership consists of the Senior Women's Administrator (SWA) (who will also serve as the Drug Prevention Coordinator), Head Athletic Trainer, the Director of Compliance, and the Associate Athletic Director for Student Development. STARTT's goal is to establish a safe and trusting environment that assists student-athletes in the management of a multitude of clinical and medical issues ranging from individual sports performance and team building to mental health support. With the assistance of qualified professionals, STARTT offers services to our student-athletes in a confidential setting that promotes personal growth and development. The University and STARTT recognize the importance of the confidentiality of this process and will use best efforts to maintain the confidentiality of the student's meetings and any documents to the extent permitted by law.

One of the primary focus areas of STARTT is the health and safety of all student-athletes. STARTT continues to address the issues associated with the ever-changing culture and behaviors on college campuses. Of particular concern is the use of alcohol, illicit drugs, and performance enhancing drugs. Recognizing that some of our student-athletes confront these challenging societal issues long before arriving on the college campus, it is our goal to approach these issues in such a way as to educate student-athletes on the best ways to balance social and behavioral expectations while simultaneously promoting success both in the classroom and athletic arena.

With a medical model in mind, STARTT will utilize the Substance Abuse Policy to assist the Athletic Department and student-athletes by promoting a functional and thriving athletic environment that is devoted to the health and welfare of the student-athletes. A portion of the Athletic Department STARTT's program incorporates a mandatory, year-round substance abuse testing program.

While it is acknowledged that use/abuse of substances can simply be a lifestyle choice, many such behaviors may also be a function of medical or clinical conditions. Although certain punitive measures may be employed in the management of substance use/abuse issues, it is the goal of the Athletic Department's Substance Abuse Policy to approach such issues with a broader medical/clinical mindset such that every reasonable opportunity to achieve positive change is utilized.

The following are the goals of the UNM Substance Abuse Policy:

- a. To protect the health and well-being of the student-athletes.
- b. To educate the student-athletes about the harmful effects and unethical nature of substance abuse and performance enhancement substances.
- c. To deter the use/abuse of illegal and harmful substances in our student-athletes.
- d. To prevent substance abuse in our athletic community.
- e. To identify, for the purpose of supporting, UNM student-athletes misusing or abusing substances.
- f. To maintain the integrity of intercollegiate athletics by ensuring fair competition.



## Policies

All student-athletes (scholarship and non-scholarship) on an active roster are subject to substance abuse testing by the UNM Athletic Department. This may include student-athletes who have exhausted eligibility and continue to receive an athletics scholarship; inclusion is at the discretion of the Athletic Director.

Consistent with the policies of UNM and the NCAA, the UNM Athletic Department expressly prohibits the use, sale, or distribution of all illegal substances by UNM student-athletes and staff. Comprehensive substance abuse testing procedures are used by the Athletic Department including all legally acceptable measures including but not limited to urinalysis testing, hair sample analysis, oral swabs, breathalyzer, and so forth. Substance abuse testing will assist in detection of prescription drugs and NCAA Banned Substances.

### Self-Referral

With the understanding that there are circumstances where individuals have severe substance abuse and/or alcohol problems which stem from background, habit, or recreation, the Athletic Department has developed a policy to assist those individuals who desire to make a positive life change. To this end, the self-referral process was instituted.

It is the assumption that individuals who self-refer for a substance abuse and/or alcohol problem are actively seeking help and are interested in making a positive life change. It is the commitment of UNM to assist all individuals in this process. Individuals who self-refer will be assessed by a UNM-sanctioned trained professional to evaluate the nature of their condition. A recommendation for treatment based on the assessment will be made. The Athletic Department may finance the treatment process as long as the student referred is committed to the prescribed program and completes all requirements.

The features of self-referral for student-athletes are:

1. Student will receive immediate assistance for substance and/or alcohol abuse.
2. Student will not miss any required appointments or meetings; student may face penalties for missed appointments/meetings.
3. Consistent with the Self-referral parameters outlined below, no violation of SAP will be assessed for a positive test during the 16-week treatment program.
4. Parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

The following are the parameters of the self-referral process:

1. Self-referral for any drug and/or alcohol concern can only be made **one time during a student's college career.**
2. Self-referral can only be utilized prior to the notification of a substance abuse test. No self-referral will be accepted after a test has been "announced." "Announced" includes the time when a list of students has been created and/or a person is either verbally or physically notified of a substance abuse test. If the Drug Prevention Coordinator/SWA is in the process of actively notifying individuals to test, a self-referral may not be utilized.
3. Within 48 hours of signed statement, the student must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment. Throughout the duration of the 16-week program, the student must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion of the psychologist or doctor with whom the student-athlete meets. Failure to successfully follow the counseling agreement will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion of the psychologist or doctor with whom the student-athlete meets and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom the student-athlete meets.
4. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur as needed but



no less than once per month.

5. Failure to successfully complete recommended treatment (i.e. unexcused absences, dismissal from treatment program, failure to comply with program requirements, nonparticipation, etc.) may result in the loss of athletic scholarship and/or participation opportunities. The “Counseling Agreement” outlines the requirements for attendance.
6. Upon completion of the 16-week program, the individual will return to the pool for random testing with the rest of the individual’s teammates. If the student-athlete is randomly selected and tests positive after completing the program, this will initiate the policy requirements.

### NCAA Positive Tests

If a student tests positive on an NCAA substance abuse test, a positive result on the UNM Substance Abuse Policy will also be assessed. NCAA tests are performed using the same strict standards as UNM testing and include observed collection. NCAA sanctions will supersede the UNM Athletics department policy. Parents/legal guardians will not be notified by STARTT of a positive NCAA test unless there is a health or safety emergency.

### Prescription Drug Positive Tests

Students must have a current, valid prescription from a licensed physician in order to take prescription medications. Students will be assessed a substance abuse policy violation under any of the following circumstances:

- a. Taking another person’s prescription medication.
- b. Taking prescription medications without a valid prescription.
- c. Taking prescription medications without a current prescription. \*

\*If a student is not under the care of the medical staff for an injury/illness, the student should not utilize their previously prescribed medication without clearance from a physician. Personal medications on the NCAA list of banned substances over a year old and/or taken without medical approval, will result in a positive violation of the UNM Substance Abuse Policy. Students must receive approval from the Head Athletic Trainer and/or Head Strength Coach before utilization of any/all supplements. Any prescription drugs and/or controlled substances must be cleared through the team doctor.

### Medication and Use of Supplements Declaration

Every year students must declare any of the following to their UNM Athletic Trainer:

- a. All prescriptions.
- b. Over-the-counter medications.
- c. Nutritional supplements. \*\*

\*\*Many nutritional supplements contain substances banned by the NCAA. In addition, the US Food and Drug Administration (FDA) does not regulate the supplement industry; therefore, the purity and safety of nutritional supplements cannot be guaranteed. Impure supplements may lead to a positive substance abuse test. **The use of supplements is at the students’ own risk.** Students must receive approval from the Head Athletic Trainer and/or Head Strength Coach before utilization of any/all supplements. Any prescription drugs and/or controlled substances must be cleared through the team doctor.

**Note: Medical marijuana cards are NOT recognized by the UNM Athletic Department or by the NCAA; as such, any use of marijuana, including with a valid medical marijuana card, will result in a positive test result under the terms of this Substance Abuse Policy.**

Additional protocol exists for all student-athletes required to have a signed “Patient Agreement for Controlled Medicine Use” form. According to New Mexico state law, these students are required to submit to a drug test each time they fill their prescriptions for the controlled medications. A positive result on this required test will result in the reasonable suspicion protocol being followed.



## Alcohol

While it is recognized that alcohol use in moderate amounts by those of appropriate age may be legal, it is the desire of the UNM Athletic Department to discourage its misuse. Alcohol is one of the most highly abused substances and its misuse may contribute to serious legal issues and addiction. Alcohol is prohibited during all UNM sanctioned events including team events, practice, competition, and travel when representing UNM. In addition to this policy, students are expected to abide by all New Mexico statutes and UNM policies and procedures related to alcohol and drugs.

- a. All convictions for alcohol-related incidents, including DUI citations, may be deemed violations of the Substance Abuse Policy. In addition, institutional violations involving alcohol-related consumption where the student is found responsible may also be deemed a violation of the Substance Abuse Policy.
- b. In cases where a student receives medical treatment due to an alcohol-related incident, if the alcohol level meets the definition of legal intoxication under New Mexico law, the student may be deemed to have violated the Substance Abuse Policy.
- c. If a police-administered breathalyzer yields a positive result that meets the legal definition of intoxication under New Mexico law ***at the time of the incident***, the student may be deemed to have violated the Substance Abuse Policy.

\*\*\*In accordance with the legal definition of intoxication under New Mexico law (as of January 2018), when measured by a breathalyzer, a minor (under 21) who has a .02 or higher blood alcohol content will be assessed a Substance Abuse Policy violation. An adult (21+) with a result of .08 or higher using a breathalyzer will be issued a Substance Abuse Policy violation. Subsequent referral and assessment of the student will also be performed. Any change to New Mexico state law will be adhered to for the purposes of consequences under this policy.

- d. Student-Athletes charged with Minor in Possession (MIP) of alcohol may be deemed to have violated the Substance Abuse Policy.
- e. Any student who is issued an alcohol violation under this Substance Abuse Policy must successfully comply with the prescribed education and/or treatment protocols outlined by the psychologist or doctor with whom the student-athlete meets.
- f. Students are advised that many over-the-counter cold/cough medications may contain alcohol. When using products that contain alcohol, it is important not to exceed the recommended dosage.

## Tobacco

The University of New Mexico and the NCAA prohibit the use of tobacco by all persons in all facilities.

NCAA Bylaw 11.1.4. Use of Tobacco Products: The use of tobacco products is prohibited by all game personnel (e.g. coaches, athletic trainers, managers, and game officials) in all sports during practice and competition.

## Attendance

Attending substance abuse testing is mandatory. Failure to attend or provide a valid sample as requested will result in a Substance Abuse Policy violation. For more information, please reference the Notification section under Procedures (p. 7, sec. 4) within this policy. Refusal to comply with substance abuse testing upon request will result in a Substance Abuse Policy violation as indicated in the Policy Violations section.

## Education

The UNM Athletic Department considers education to be an important aspect of its Substance Abuse Policy. The NCAA and UNM Athletic Department Substance Abuse Policy and substance abuse testing guidelines will be thoroughly covered at the mandatory compliance team meetings held prior to or early in each school year. In addition, the full policy will be accessible through the Student-Athlete Handbook which is available on the Athletic Department website



<https://golobos.com/>. Student-athletes are also required to sign consent forms for substance abuse testing for both the NCAA and UNM annually.

- Educational in-services

All athletic personnel, particularly Head Coaches, will cooperate in making sufficient time available during team meetings for STARTT sponsored presentations. **The Drug Prevention Coordinator** is the primary contact for the STARTT program. Coaches involved in the recruitment of prospective student-athletes should ensure that prospects are aware of the UNM Athletic Department Substance Abuse Policy. If additional education is desired, contact the Drug Prevention Coordinator.

#### Definition of countable contests

Per NCAA Student-athlete reinstatement committee policy and procedures:

“The competitions used to fulfill a reinstatement condition must be applied as follows:

1. Team sports – the contests must be among those considered for team selection to the NCAA championship;
2. Individual sports with separate team championship – the dates of competition must be among those considered for team selection to the NCAA championship;
3. Individual sports without a separate team championship – the date of competition must be among those used to qualify for the NCAA championship; and
4. Sports without an NCAA championship – the date must be regularly scheduled.”

#### Deviation from Substance Abuse Policy

Additional testing can be initiated at any time for any reason at the discretion of the Athletic Director.



## Procedures

### 1. Consent/Waiver Form

1. Acceptance of a student-athlete at the University of New Mexico constitutes an agreement to comply with all the regulations of the University of New Mexico and its Athletic Department. This Consent/Waiver, when signed, confirms the student's informed and voluntary consent and cooperation to undergo substance abuse testing throughout the academic year and summer term and the authorization to release their testing results in accordance with the Reporting section of this Policy. UNM student-athletes, by signing the consent form, are also authorizing the release of all records related to the Substance Abuse Program as specified in the consent form.
2. At the beginning of each academic year (Fall Semester) and before the student-athlete is allowed to compete, the student-athlete must sign the "Consent/Waiver Statement" to be eligible for the upcoming year.
3. BUCKLEY AMENDMENT - The Family Education Rights and Privacy Act of 1974 (FERPA) provides for the protection of all the student's "educational records."

### 2. Selection Substance Abuse Testing

1. Substance abuse testing will be administered for student-athletes. Testing can occur at any time during the academic year.
2. Participants can be selected for a substance abuse test at any time (announced or unannounced).
3. The selection of students for testing is handled by a third-party vendor who randomly selects student-athletes.
4. Head Coaches may request substance abuse testing for the entire team at their discretion.
5. Any coach, administrator, or support staff member concerned with a particular individual should contact the Drug Prevention Coordinator to refer the individual for testing. This referral must be accompanied by the "Reasonable Suspicion" notification form (see page 27). Reasonable Suspicion is more than intuition or strong feeling but less than probable cause. Such reasonable suspicion must be based upon specific, contemporaneous, articulate observations concerning changes in behavior, speech, and/or personal hygiene of the student. The observations may include indications of chronic and/or withdrawal effects of the prohibited substance or alcohol. This form notes specific observed behaviors which may indicate substance abuse.

### 3. Testing Timeline

1. The randomized test cycle will run from August through May of each academic year for all student-athletes.
2. Students already engaged in a 16-week program at the conclusion of the spring semester will be tested upon their return to classes.
  - a. Students taking summer classes in Albuquerque will be tested while enrolled and physically in Albuquerque.
  - b. Students who are not enrolled in summer classes but who remain in Albuquerque over the summer term will be tested during this time. The Athletic Director maintains discretion for those who are unavailable to test for any reason (e.g. out of town for a brief period).
  - c. Testing will be suspended in May and will resume in August for all students not physically in Albuquerque over the summer term.

### 4. Notification of Substance Abuse Testing

1. It is the responsibility of the student to provide current contact information annually and provide updates to administrative staff as necessary.
2. Initial notification of substance abuse testing will be written (e.g. hard copy, e-mail, or cell phone text). Written notification will be given during an in-person meeting. EACH student will be asked to provide their signature for verification of selection for official record-keeping purposes. The impacted student will be required to attend the testing within an allocated time frame or will be deemed as noncompliant. Any written communication with or from a student is protected under The Family Education Rights and Privacy Act of 1974 (FERPA). Students who are physically unable to be tested (for such reasons as travel or illness) will be replaced by alternate students from the same team randomly selected by the testing company for the next scheduled test.





3. Individuals who fail to provide a sample to the collector will be withheld from all practice/competition activities until an acceptable sample is provided. Specific circumstances noted below:
  - a. An individual who fails to appear within the collection window or who appears and leaves before providing a valid sample will be deemed a positive test.
  - b. An individual who refuses to provide a sample within the collection window will be deemed a positive test.
  - c. An individual who makes a good faith attempt but fails to provide a sample will be withheld from all activities other than class attendance until a valid sample is provided at the designated facility.
4. Notification for substance abuse testing can be sent by any of the following: Drug Prevention Coordinator, Athletic Trainer, Coaching staff member, or Athletic Administrator.
5. Substance abuse testing may occur without prior notification. Students may be selected at the conclusion of practice, strength and conditioning workouts or when deemed appropriate.
6. The notification list will be reconciled with the actual attendance list to determine individuals who did not participate.
7. The coaching staff will be notified of all students who fail to participate in substance abuse testing and will be responsible for locating the non-participating students and requiring them to report for the collection. All students who have been notified in writing and fail to report for their scheduled test or refuse to provide a sample will receive a violation of the SAP Attendance Policy and will be suspended from all practice/competition activities until a successful collection occurs. Refusal to provide a sample will result in a suspension from all athletic activity and a violation of the Substance Abuse Policy.

## 5. Specimen Collections

Comprehensive substance abuse testing procedures are used by the Athletic Department including all legally acceptable measures including but not limited to urinalysis testing, hair sample analysis, oral swabs, and/or breathalyzer. Substance abuse testing will assist in detection of prescription drugs and NCAA Banned Substances.

1. All collections will be done in accordance with lab protocol and will follow approved chain of custody procedures. Once notified of a test, the student is obligated to provide a sample as requested.
2. The Outside Collection Agency will be responsible for obtaining samples. The Drug Prevention Coordinator will assist by notifying student-athletes of their upcoming test and mediating their arrival to the testing site.
3. Collections will be held at a designated location determined by STARTT.
4. Students may be verified by picture identification.
5. To maintain confidentiality, each specimen will be given a unique ID number. The Drug Prevention Coordinator and STARTT Administrator will keep, in a secure place, the sample number and name correlation document to be referenced upon receipt of confirmed positive results.
6. The student will be asked to wash and dry their hands and proceed to the appropriate collection area. The student will be required to lower attire below the waist to below their knees.
7. Each sample will be collected under direct observation by a same gender collection team member that the student-athlete identifies with.
8. Any effort by a student to adulterate or modify their own or any other urine specimen prior to or at the time of collection, will result in an automatic "positive test" requiring appropriate action as defined by this policy. Such an effort to "adulterate or modify" includes, but is not limited to, any type of product that is ingested or added to the urine sample, or the non-medical use of diuretics or probenecid in an effort to dilute, manipulate, or mask the urine sample.
9. Each specimen may be checked for Specific Gravity (> 1.005) and pH (4.5 – 7.5) and will be split into two samples. Both samples will be sealed with security tape. These samples will be "Sample A" and "Sample B."
10. Sample A and Sample B will be sent to the designated lab for analysis. Sample B is frozen until the final results from Sample A are received. If the results are negative, all B samples will be destroyed. In the event of a positive result on Sample A, a second test on Sample B will be performed by an NCAA certified laboratory.



## 6. Analysis

A Medical Review Officer (MRO) from the accredited testing company will review all positive test results to verify the reported positive and all possible drug interactions.

The UNM Athletic Department Substance Abuse Policy firmly subscribes to the “Zero- Tolerance” testing philosophy. Therefore, the analytical goal for our testing component is to screen for the substances that are probabilities in our geographical area and subject population and to employ the very best analytical systems available to ensure the sensitivity and specificity necessary to detect even “occasional” users. Although notification is given for all positive substance abuse levels, for THC positive samples, only levels that confirm  $\geq 150$  ng/ml (the standard for NCAA drug testing) will be considered a violation of the Substance Abuse Policy. The UNM substance abuse panel may include the following drugs or classes of drugs (subject to continual evaluation and revision):

1. Marijuana
2. Synthetic Marijuana
3. Cocaine
4. MDMA (ecstasy)
5. Amphetamine Class (includes Speed, Adderall, Vyvanse, Ritalin, etc.)
6. LSD (Lysergic Acid Diethylamide)
7. Opiate Class (includes Heroine, Morphine, Codeine, etc.)
8. Ephedrine
9. Alcohol (ethanol)
10. Anabolic Steroids
11. Misc. random others as indicated. (i.e. clenbuterol, probenecid, barbiturates)
12. Adulterants
13. Methylhexanamine
14. Synthetic cathinone(s)

Note: All NCAA Banned Substances which are possible to be detected through lab technology may be included.

## 7. Reporting

All substances will be analyzed utilizing a “Zero-Tolerance” philosophy. All positive screens must be confirmed before reporting as positive. All results are confidential and will only be released on a need-to-know basis in accordance with the “Informed Consent/Waiver Statement” and FERPA.



## Substance Abuse Policy Violations

Any violation will result in action by the Athletic Department. In all circumstances, a SAP violation will have consequences as outlined below.

All positive tests will be reviewed by the Athletic Department's doctors and/or psychologists who reserve the right to add to the practice and/or competition penalties immediately if it is medically determined that the student poses a serious health risk to themselves or others by continuing to participate in athletic practice or competition.

Violations of the Substance Abuse Policy are compiled and addressed in a cumulative manner over the course of the students' enrollment. However, in an effort to reinforce positive lifestyle change, a student who does not obtain an additional positive Substance Abuse Policy violation **after a period of four months** (measured from last negative sample result) may have one policy violation removed from their cumulative record. This policy violation removal is available only **ONE TIME DURING THEIR ATHLETIC CAREER**.

### 1. First Violation

1. Upon a positive result on a student-athlete's Sample A, Sample B will be immediately tested. Violation notification will not occur until both samples have been tested and found to have a positive result. After Sample A and B have been tested, the result will be considered final and will not be appealable for purposes of this policy. This finding will serve as the student-athlete's baseline test and will result in the initiation of the Substance Abuse Policy Violations protocol. Furthermore, the student-athlete could be held out of all practice/competition activities until cleared by the psychologist or doctor with whom the student-athlete meets.
2. The Drug Prevention Coordinator/SWA will notify the head coach.
3. The student and STARTT Drug Prevention Coordinator/SWA will sign a statement acknowledging the positive test result and the consequences associated with the first violation and continued use. The student will also sign the "Counseling Agreement Form." Refusal to sign the statement may result in immediate dismissal from the athletic program, including the loss of athletic scholarship.
4. Within 48 hours of the signed statement, the student must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment. Throughout the duration of the 16-week program, the student must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion of the psychologist or doctor with whom the student-athlete meets. Failure to successfully follow the counseling agreement will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion of the psychologist or doctor with whom the student-athlete meets and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom the student-athlete meets.
5. First time steroid positive violations will result in a minimum 10% withholding (rounding down method used) from countable contests. Countable contests are defined as per the NCAA Division I Manual as follows:

17.02.3 Contest, Countable, Institutional. A countable contest for a member institution, in those sports for which the limitations are based on the number of contests, is any contest by the member institution against an outside team in that sport, unless a specific exemption for a particular contest is set forth in this bylaw. Contests, including scrimmages, by separate squads of the same team against different outside teams shall each count as one contest. (2019, p. 213)

The 10% withholding from countable contests penalty will be observed in all sports from the date of notification from the drug testing agency. Noncompliance with the prescribed treatment program will result in additional withholding. A penalty cannot be served when a student is not otherwise eligible to compete. Depending on the timing of the violation, a penalty may be applied over two different seasons.



6. Parents/legal guardians will not be notified by STARTT of a positive result unless there is a health or safety emergency.
7. The student must follow the prescribed treatment program.
8. The first violation will begin a 16-week treatment period during which the student must be actively engaged in educational programs and counseling. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.
9. If at any time during the 16-week treatment period, a student-athlete's levels increase while they the student-athlete is participating in the program, the appropriate response will be determined by the psychologist or doctor with whom the student-athlete meets.
10. After the 16-week treatment/recovery period has concluded, the student will be given a conclusive test within 14-21 days. If the student-athlete is not physically present in Albuquerque attending classes within the 14-21 day timeline because of winter or summer break, the student-athlete will be tested within a week of returning to the locale of Albuquerque. If testing reveals the presence of illicit substances (positive test), the student shall be deemed to have committed a second violation of the Substance Abuse Policy.
11. Failure to successfully complete recommended treatment (i.e. unexcused absences, dismissal from treatment program, failure to comply with program requirements, nonparticipation, etc.) may result in the loss of athletic scholarship and/or participation opportunities. The "Counseling Agreement Form" outlines the requirements for attendance.

## 2. Second Violation

1. Upon a positive result on a student-athlete's Sample A, Sample B will be immediately tested. Violation notification will not occur until both samples have been tested and found to have a positive result. After Sample A and B have been tested, the result will be considered final and will not be appealable for purposes of this policy. This finding will serve as the student-athlete's baseline test and will result in the initiation of the Substance Abuse Policy Violations protocol. Furthermore, the student-athlete could be held out of all practice/competition activities until cleared by the psychologist or doctor with whom the student-athlete meets.
2. The Drug Prevention Coordinator/SWA will notify the head coach.
3. The student and the STARTT Drug Prevention Coordinator/SWA will sign a statement acknowledging the second positive test result, the terms of the suspension, and the consequences of a third positive test result. The student will also sign the "Counseling Agreement Form." Refusal to sign the contract statement may result in immediate dismissal from the athletic program, including the loss of athletic scholarship.
4. Within 48 hours of the signed statement, the student must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment. Throughout the duration of the 16-week program, the student must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion of the psychologist or doctor with whom the student-athlete meets. Failure to successfully follow the counseling agreement will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion of the psychologist or doctor with whom the student-athlete meets and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom the student-athlete meets.
5. Second time steroid positive violations will result in a minimum 20% withholding (rounding down method used) from countable contests.
6. All other second violations result in a suspension from 10% (rounding down method used) of countable contests. Countable contests are defined as per the NCAA Division I Manual as follows:

17.02.3 Contest, Countable, Institutional. A countable contest for a member institution, in those sports for which the limitations are based on the number of contests, is any contest by the member institution against an outside team in that sport, unless a specific exemption for



a particular contest is set forth in this bylaw. Contests, including scrimmages, by separate squads of the same team against different outside teams shall each count as one contest. (2017, p. 205)

The 10% or 20% withholding from countable contests penalty will be observed in all sports from the date of notification from the drug testing agency. Noncompliance with the treatment program will result in additional withholding. A penalty cannot be served when a student is not otherwise eligible to compete. Depending on the timing of the violation, a penalty may be applied over two different seasons.

7. Parents/legal guardians will not be notified by STARTT of a positive result unless there is a health or safety emergency.
8. The student must follow the prescribed treatment program.
9. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.
10. If at any time during the 16-week treatment period, a student-athlete's levels increase while the student-athlete is participating in the program, the appropriate response will be determined by the psychologist or doctor with whom the student-athlete meets.
11. After the 16-week treatment/recovery period has concluded, the student will be given a conclusive test within 14-21 days. If the student-athlete is not physically present in Albuquerque attending classes within the 14-21 day timeline because of winter or summer break, the student-athlete will be tested within a week of returning to the locale of Albuquerque. If testing reveals the presence of illicit substances (positive test), the student shall be deemed to have committed a third violation of the Substance Abuse Policy.
12. Failure to successfully complete recommended treatment (i.e. unexcused absences, dismissal from treatment program, failure to comply with program requirements, nonparticipation, etc.) may result in the loss of athletic scholarship and/or participation opportunities. The "Counseling Agreement Form" outlines the requirements for attendance.

### 3. Third Violation

1. Upon a positive result on a student-athlete's Sample A, Sample B will be immediately tested. Violation notification will not occur until both samples have been tested and found to have a positive result. After Sample A and B have been tested, the result will be considered final and will not be appealable for purposes of this policy. This finding will serve as the student-athlete's baseline test and will result in the initiation of the Substance Abuse Policy Violations protocol. Furthermore, the student-athlete could be held out of all practice/competition activities until cleared by the psychologist or doctor with whom the student-athlete meets.
2. The Drug Prevention Coordinator/SWA will notify the head coach.
3. The student and STARTT Drug Prevention Coordinator/SWA will sign a statement acknowledging the third positive test result, the terms of suspension, and the consequences including dismissal upon a fourth violation. Refusal to sign the contract statement may result in immediate dismissal from the athletic program, including the loss of athletic scholarship.
4. Within 48 hours of the signed statement, the student must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment. Throughout the duration of the 16-week program, the student must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion of the psychologist or doctor with whom the student-athlete meets. Failure to successfully follow the counseling agreement will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion of the psychologist or doctor with whom the student-athlete meets and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom the student-athlete meets.



5. All third violations will result in suspension from 50% (rounding down method used) of countable contests. Countable contests are defined as per the NCAA Division I Manual as follows:

17.02.3 Contest, Countable, Institutional. A countable contest for a member institution, in those sports for which the limitations are based on the number of contests, is any contest by the member institution against an outside team in that sport, unless a specific exemption for a particular contest is set forth in this bylaw. Contests, including scrimmages, by separate squads of the same team against different outside teams shall each count as one contest. (2017, p. 205)

The 50% withholding from countable contests penalty will be observed in all sports from the date of notification from the drug testing agency. Noncompliance with the treatment program will result in additional withholding. A penalty cannot be served while a student is not otherwise eligible to compete. Depending on timing of the violation, a penalty may be applied over two different seasons.

6. Parents/legal guardians will not be notified by STARTT of a positive result unless there is a health or safety emergency.
7. The student must follow the prescribed treatment program.
8. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.
9. If at any time during the 16-week treatment period, a student-athlete's levels increase while the student-athlete is participating in the program, the appropriate response will be determined by the psychologist or doctor with whom the student-athlete meets.
10. After the 16-week treatment/recovery period has concluded, the student will be given a conclusive test within 14-21 days. If the student-athlete is not physically present in Albuquerque attending classes within the 14-21 day timeline because of winter or summer break, the student-athlete will be tested within a week of returning to the locale of Albuquerque. If testing reveals the presence of illicit substances (positive test), the student shall be deemed to have committed a fourth violation of the Substance Abuse Policy.
11. Failure to successfully complete recommended treatment (i.e. unexcused absences, dismissal from treatment program, failure to comply with program requirements, nonparticipation, etc.) may result in the loss of athletic scholarship and/or participation opportunities. The "Counseling Agreement Form" outlines the requirements for attendance.

#### 4. Fourth Violation

1. Upon a positive result on a student-athlete's Sample A, Sample B will be immediately tested. Violation notification will not occur until both samples have been tested and found to have a positive result. After Sample A and B have been tested, the result will be considered final, and will not be appealable for purposes of this policy. This finding will serve as the student-athlete's baseline test and will result in the initiation of the Substance Abuse Policy Violations protocol.
2. The Drug Prevention Coordinator/SWA will notify the head coach.
3. Parents/legal guardians will not be notified unless there is a health or safety emergency.
4. The student and STARTT Drug Prevention Coordinator/SWA will sign a statement, acknowledging the fourth positive test and the consequences of dismissal for this fourth violation.

#### 5. Appeals

1. A student-athlete may request an appeal of any penalty administered under this policy. The student-athlete will be required to submit a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks from the date of receipt of the student's written notice of the penalty.





2. Appeals will be referred to the Substance Abuse Appeals Committee.
3. The three-person Substance Abuse Appeals Committee will be appointed by the Director of Athletics. The Director of Athletics will also appoint a chair from within the three-person committee. The three-person committee will be selected from the following areas:
  - Faculty Athletic Council
  - UNM Sports Medicine Doctor
  - UNM Athletics Executive Leadership
4. The Substance Abuse Appeals Committee will hold a hearing in accordance with the Athletic Department Substance Abuse Appeals Committee Procedure. The Substance Abuse Committee shall then confer and render a decision in accordance with the procedure, regarding whether the penalty should be overturned or sustained. **The decision of the committee is final.**
5. In the case that a student-athlete appeals a violation prior to the fourth, the student-athlete may still participate in any team activities until the appeal is resolved. In the case that a student-athlete appeals a fourth penalty, a student-athlete who has requested an appeal may **not** participate in any team activities or competition until the appeal has been decided.
6. Regardless of the decision rendered, the student-athlete will continue as part of the Substance Abuse Program. A successful appeal shall not result in the discontinuation of regular substance abuse testing for the student as prescribed in the policy. In the event that the Appeals Committee overturns a penalty imposed for a fourth violation, if subsequent institutional, treatment facility, or NCAA drug testing reveals a banned substance at any time, the student will be deemed Permanently Ineligible without any further appeal rights.
7. For the purposes of this section, "Penalty" shall mean permanent removal from athletics program or suspension from countable contest(s) or suspension of team activities in which student-athlete is otherwise eligible to compete.

### Appeals Procedures

This procedure is to be used by the Substance Abuse Appeal Committee when hearing an appeal for a penalty imposed after a 2<sup>nd</sup>, 3<sup>rd</sup>, or 4<sup>th</sup> positive drug test or for any missed substance abuse program counseling appointment.

The Student-Athlete may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks from their written notice of the penalty. An appeal letter should include a description of the basis for the appeal. The Student-Athlete may also submit letters of support from third parties (e.g. psychologist, doctor, coach, mentor). Letters of support must be submitted to the Drug Prevention Coordinator/SWA no later than 24 hours prior to the scheduled hearing.

The Student-Athlete may bring a support person to the hearing for, help, guidance, etc. but **ONLY** the Student-Athlete may speak during the hearing. If a lawyer will be supporting the SA, the student-athlete must notify the Drug Prevention Coordinator/SWA at least 48 hours prior to the time scheduled for the appeal hearing.

The Drug Prevention Coordinator/SWA will contact the Chair of the committee to initiate the appeal. The Drug Prevention Coordinator/SWA or Chair of the committee will work with the Student-Athlete and the other committee members to set a hearing date (within 7 working days of notification of a requested appeal unless good cause is shown that an extension is necessary).

The Committee Chair will be provided all documentation on the date of the hearing to disseminate to the other committee members. Committee members shall keep all information as it pertains to the appeal confidential. The Chair will collect all documentation at the completion of the hearing.



The Committee Chair shall have responsibility and authority to manage the hearing in a way that promotes thoroughness and efficiency.

Hearing Outline:

- A. Introductions (Chair)
- B. Review Procedures (Chair)
- C. Presenter 1: Student-Athlete presents to the Committee alone.
- D. Presenter 2: Athletic Department representative presents to the Committee alone.
- E. Members of the Committee may ask questions of either party individually.
- F. Student-Athlete and Athletics Department representative will be excused from the appeal proceedings to allow the Committee members to deliberate alone.
- G. The Committee may request other evidence that it believes will assist in the Committee's determination.
- H. Once the Committee has rendered a decision, the Committee chair will notify the Director of Athletics and the Student-Athlete in writing of the final decision.





# Forms



Informed Consent/Waiver statement

Student-Athlete:	Sport:
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I HEREBY ACKNOWLEDGE that I have received a copy of the UNM Athletic Department Substance Abuse Policy, that it has been thoroughly explained to me, and that I have been given the opportunity to ask any questions I have regarding this policy.

I UNDERSTAND the purpose of the aforementioned policy and my responsibilities thereunder. The UNM Substance Abuse Policy requires that I submit to substance abuse testing on a year-round basis as requested and indicates that failure to provide a sample when notified will result in my suspension from all practice/competition activities until a successful collection occurs. Refusal to provide a sample will result in a violation of the substance abuse policy and suspension from all athletically-related activities. and may result in loss of my scholarship. I understand that notification of a required test will be made in writing and may include electronic means such as e-mail or cell phone text. It is my responsibility to maintain my current contact information with the athletic training room and my sport coaches.

I HEREBY CONSENT to have sample(s) collected and tested for the presence of drugs in accordance with the aforementioned policy, using all scientifically valid testing procedures including urine analysis, hair analysis, breathalyzer and/or saliva swab sampling as requested.

I UNDERSTAND that these collections and analyses will occur at such times as scheduled by the STARTT Drug Prevention Coordinator.

I AUTHORIZE the release of all pertinent records and results (including but not limited to substance abuse testing results and psychological assessment and treatment information) to the Athletic Department Wellness Intervention Team and staff, those individuals specified in the aforementioned policy, and those who are legally permitted access to such records and results in accordance with FERPA, HIPAA, 42 CFR Part 2, and/or any other applicable state or federal confidentiality statutes or regulations ("Laws") for the exclusive purposes of enhancing the health of student athletes, ensuring institutional compliance with NCAA rules, and enforcing the aforementioned policy. Further, I understand that release of medical records protected by such Laws may require an additional consent from me.

I UNDERSTAND that I am free to withdraw or refuse to sign this Consent/Release Statement at any time. However, I UNDERSTAND that should I withdraw or refuse to sign this Statement I will not be permitted to participate in the UNM Athletic Program and may forfeit the remainder of my athletic scholarship.

I HEREBY RELEASE University of New Mexico, its Supervisors, officers, employees, and agents from legal responsibility or liability for the release of such records as authorized by this form.

Print Name	Date
Student-Athlete Signature:	Date:

Signature of Parent(s)/Legal Guardian (if student is a minor):	Date
Witness	Date:



**Self-Referral Policy**

Student-athlete:		Banner ID:
Cell Phone:	Home Phone:	
Self-Referral Date	Self-Referral made to Whom:	
Substance:		

I, \_\_\_\_\_, am hereby seeking to self-refer to the UNM Athletic Department Student- Athlete Recovery Training Team (STARTT). I understand that this self-referral form summarizes the conditions, features, and parameters of the self-referral policy, and that I must refer to the Substance Abuse Policy for the complete self-referral policy statement. I understand that I may ask any STARTT team member if I have any questions.

Individuals who self-refer will undergo assessment by a trained professional to evaluate the nature of the condition. The assessment will include a recommendation for treatment. The Athletic Department may finance the treatment process as long as the student referred is committed to the prescribed program and completes all requirements.

**The features of self-referral for student-athletes are:**

1. Student will receive immediate assistance for substance abuse and/or alcohol condition.
2. Student will not miss any required appointments or meetings; s/he may face penalties for missed appointments/meetings.
3. Consistent with the Self-referral parameters outlined below, no violation of SAP will be assessed for a positive test during the 16-week treatment program.
4. Parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

**The following are the parameters of the self-referral process:**

1. Self-referral for any drug and/or alcohol concern can only be made **ONE TIME DURING A STUDENT'S COLLEGE CAREER.**
2. Self-referral can only be utilized prior to the notification of a substance abuse test. No self-referral will be accepted after a test has been "announced." "Announced" includes the time when a list of students has been created and/or a person is either verbally or physically notified of a substance abuse test. If the Drug Prevention Coordinator/SWA is in the process of actively notifying individuals to test, a self-referral may not be utilized.
3. Within 48 hours of signed statement, the student must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment. Throughout the duration of the 16-week program, the student must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom the student-athlete meets. Failure to successfully follow the counseling agreement will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom the student-athlete meets and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom the student-athlete meets.
4. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur as needed but no less than once per month.
5. Failure to successfully complete recommended treatment (i.e. unexcused absences, dismissal from treatment program, failure to comply with program requirements, nonparticipation, etc.) may result in the loss of athletic scholarship and/or participation opportunities. The counseling agreement outlines the requirements for attendance.
6. Upon completion of the 16-week program, the individual will return to the pool for random testing with the rest of their teammates. If the student-athlete is randomly selected and tests positive after completing the program, this will initiate the policy requirements.

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:



**Counseling Agreement**

Student-athlete:	Banner ID:
Cell Phone:	Home Phone:

I understand that as part of my treatment with the **SUBSTANCE ABUSE PROGRAM**, I will be required to attend scheduled medical and psychological appointments. It is my responsibility to attend all appointments and take an active role in my prescribed treatment plan.

If I have a legitimate, verifiable reason for missing, such as a car accident or medical emergency, I will be excused if the proper documentation is provided to the Drug Testing Coordinator within 48 hours. I must also reschedule the appointment to occur within one week of the missed appointment.

The first unexcused missed appointment will result in my immediate suspension from practice and competition **PENDING APPEAL**, for seven days, effective from the end time of the missed appointment until that time the following week (e.g., the student’s appointment is scheduled for 2:00 p.m. on a Tuesday; the suspension begins at 3:00 p.m. that Tuesday and ends at 3:00 the next Tuesday). I must also reschedule the missed appointment to occur within the suspension period.

The second and subsequent missed appointment(s) will result in a positive test per missed appointment. If I choose to appeal a second or third violation, I may still participate in any team activities until the appeal is resolved. In the case that I appeal a fourth penalty, I may not participate in any team activities or competition until the appeal is resolved.

If my levels increase while I am participating in the program, the appropriate response will be determined by the psychologist or doctor with whom I meet.

**APPEALS PROCESS**

**I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement, academic advisors, compliance or coaches may assist me. If I choose to appeal, I will still be allowed to participate in any team activities until the appeal is resolved, unless this is a 4<sup>th</sup> violation.**

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:

If you have any questions or concerns, please call Amy Beggin at 651-494-4994 or Bob Waller at 307-760-2821.



Prescription (Controlled) Substances reporting form

Students must have a current, valid prescription from a licensed physician in order to take prescription medications. Students will be assessed a substance abuse policy violation under any of the following circumstances:

- a. Taking another person's prescription medication.
b. Taking prescription medications without a valid prescription.
c. Incurring a positive test under the conditions of a signed "Patient Agreement for Controlled Medicine Use" form. \*

\*According to New Mexico state law, these students are required to submit to a drug test each time they fill their prescriptions for the controlled medications. A positive result on this required test will also result in a positive test under the parameters of this substance abuse policy, and the SAP policy violation protocol will be initiated.

- d. Taking prescription medications without a current prescription. \*\*

\*\*If a student is not under the care of the medical staff for an injury/illness, the student should not utilize their previously prescribed medication without clearance from a physician. Personal medications on the NCAA list of banned substances over a year old, taken without medical approval, will result in a positive violation of the UNM Substance Abuse Policy.

Please list ALL prescriptions & over-the-counter medications that you are CURRENTLY taking or HAVE TAKEN in the PAST two (2) years & for what purpose:

Table with 4 columns: Medication, Purpose, Dosage, Dates(s). Multiple empty rows for data entry.

I affirm that all information contained in this document is true and accurate to the best of my knowledge and that no answers or information have been withheld. If any information and/or statements are false and/or have been omitted in reference to my past and/or present medical history, I understand that my health and physical welfare may be jeopardized as a result and that I may suffer physical harm.

Student Athlete Signature

Date

Physician Signature

Date



Medication and Supplements/Ergogenic Aids reporting form

Students must declare any of the following at the time of collection:

- a. All prescriptions.
b. Over-the-counter medications.
c. Nutritional supplements. \*\*

\*\*Many nutritional supplements contain substances banned by the NCAA. In addition, the US Food and Drug Administration (FDA) does not regulate the supplement industry; therefore, the purity and safety of nutritional supplements cannot be guaranteed. Impure supplements may lead to a positive substance abuse test. The use of supplements is at the students' own risk. Students must receive approval from the Head Athletic Trainer and/or Head Strength Coach before utilization of any/all supplements. Any prescription drugs and/or controlled substances must be cleared through the team doctor.

Please list ALL medication and supplements/ergogenic aids that you are CURRENTLY taking or HAVE TAKEN in the PAST two (2) years, and for what purpose:

Medication & Supplement Purpose Dosage Dates(s)

Table with 4 columns: Medication & Supplement, Purpose, Dosage, Dates(s). Multiple empty rows for data entry.

I affirm that all information contained in this document is true and accurate to the best of my knowledge and that no answers or information have been withheld. If any information and/or statements are false and/or have been omitted in reference to my past and/or present medical history, I understand that my health and physical welfare may be jeopardized as a result and that I may suffer physical harm.

Student Athlete Signature Date

Physician Signature Date



**First Positive Statement: Drug Test**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I tested positive on \_\_\_\_\_ for \_\_\_\_\_. I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to me, my coaching staff, and the Student-Athlete Recovery Training Team STARTT. My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

I UNDERSTAND that as a result of this FIRST POSITIVE TEST:

1. I am immediately being placed on nonrestrictive probation which means that this first positive test does not affect my academic, athletic, or social status unless deemed necessary by medical evaluation;
2. Within 48 hours of signed statement, I must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment.
3. Throughout the duration of the 16-week program, I must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom I meet.
4. Failure to successfully follow the “Counseling Agreement Form” will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom I meet and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom I meet.
5. After the 16-week treatment/recovery period has concluded, I will be given a conclusive test with 14-21 days. If testing reveals the presence of illicit substances (positive test), I shall be deemed to have committed a second violation of the Substance Abuse Policy.
6. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.

**I UNDERSTAND that a second positive test will result in immediate suspension from 10% countable contests.**

\_\_\_\_\_ (initials)

I UNDERSTAND that I am free to refuse to sign this statement, but that such refusal will result in **immediate dismissal from The University of New Mexico’s athletic program with loss of Athletic Aid.** \_\_\_\_\_(initials)

I UNDERSTAND that if I do not obtain an additional positive Substance Abuse Policy violation **for a period of at least four months** (measured from last negative sample result), I may have one policy violation removed from my cumulative record **ONE TIME DURING MY ATHLETIC CAREER.** \_\_\_\_\_(initials)

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:



**First Positive Statement: Steroid Test**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I tested positive on \_\_\_\_\_ for \_\_\_\_\_. I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to myself, my coaching staff, and the Student- Athlete Recovery Training Team STARTT. My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

I UNDERSTAND that as a result of this FIRST POSITIVE STEROID TEST:

1. I am immediately being suspended from 10% of countable contests which must be served when I am otherwise eligible to compete, and depending on the timing of violation, may be applied over two different seasons.
2. Within 48 hours of signed statement, I must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment.
3. Throughout the duration of the 16-week program, I must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom I meet.
4. Failure to successfully follow the "Counseling Agreement Form" will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom I meet and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom I meet.
5. After the 16-week treatment/recovery period has concluded, I will be given a conclusive test with 14-21 days. If testing reveals the presence of illicit substances (positive test), I shall be deemed to have committed a third violation of the Substance Abuse Policy.
6. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.

I UNDERSTAND that a second positive test will result in immediate suspension from **20% countable contests**. \_\_\_\_\_ (initials)

I UNDERSTAND that I am free to refuse to sign this statement, but that such refusal will result in **immediate dismissal from The University of New Mexico's athletic program with loss of Athletic Aid**. \_\_\_\_\_(initials)

I UNDERSTAND that if I do not obtain an additional positive Substance Abuse Policy violation for a period of at least four months (measured from last negative sample result), I may have one policy violation removed from my cumulative record, if I have not previously had a removal. I understand that I may only have **ONE POLICY VIOLATION REMOVAL DURING MY ATHLETIC CAREER**. \_\_\_\_\_ (initials)

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:

**APPEALS PROCESS**

I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement academic advisors, compliance or coaches may assist me. If I choose to appeal, I will still be allowed to participate in any team activities until the appeal is resolved.

Do you wish to appeal your withholding penalty? \_\_\_\_\_(Yes/No)

You have 14 days to notify of appeal. On the 15<sup>th</sup> day your appeal opportunity is automatically denied based on your non-response.

Student-Athlete Signature:	Date:
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**For Department Use Only**

Reason for Appeal:		Penalty Notification Date:	
Penalty Amount:		Appeal Packet Due Date:	
Date Appeal Packet Received:			





**Second Positive Statement: Drug Test**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I tested positive on \_\_\_\_\_ for \_\_\_\_\_. I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to myself, my coaching staff, and the Student- Athlete Recovery Training Team STARTT. My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

I UNDERSTAND that as a result of this **SECOND POSITIVE TEST**:

7. I am immediately being suspended from 10% of countable contests which must be served when I am otherwise eligible to compete, and depending on the timing of violation, may be applied over two different seasons.
8. Within 48 hours of signed statement, I must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment.
9. Throughout the duration of the 16-week program, I must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom I meet.
10. Failure to successfully follow the "Counseling Agreement Form" will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom I meet and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom I meet.
11. After the 16-week treatment/recovery period has concluded, I will be given a conclusive test with 14-21 days. If testing reveals the presence of illicit substances (positive test), I shall be deemed to have committed a third violation of the Substance Abuse Policy.
12. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.

I UNDERSTAND that a third positive test will result in **immediate suspension from 50% countable contests.** \_\_\_\_\_ (initials)

I UNDERSTAND that I am free to refuse to sign this statement, but that such refusal will result in **immediate dismissal from The University of New Mexico's athletic program with loss of Athletic Aid.** \_\_\_\_\_(initials)

I UNDERSTAND that if I do not obtain an additional positive Substance Abuse Policy violation **for a period of at least four months** (measured from last negative sample result), I may have one policy violation removed from my cumulative record, if I have not previously had a removal.

I understand that I may only have **ONE POLICY VIOLATION REMOVAL DURING MY ATHLETIC CAREER.** \_\_\_\_\_ (initials)

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:

**APPEALS PROCESS**

I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement academic advisors, compliance or coaches may assist me. If I choose to appeal, I will still be allowed to participate in any team activities until the appeal is resolved.

Do you wish to appeal your withholding penalty? \_\_\_\_\_(Yes/No)

You have 14 days to notify of appeal. On the 15<sup>th</sup> day your appeal opportunity is automatically denied based on your non-response.

Student-Athlete Signature:	Date:
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**For Department Use Only**

Reason for Appeal:		Penalty Notification Date:	
Penalty Amount:		Appeal Packet Due Date:	
Date Appeal Packet Received:			



**Second Positive Statement: Steroid Test**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I tested positive on \_\_\_\_\_ for \_\_\_\_\_. I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to myself, my coaching staff, and the Student- Athlete Recovery Training Team STARTT. My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

I UNDERSTAND that as a result of this **SECOND POSITIVE STEROID TEST**:

13. I am immediately being suspended from 20% of countable contests which must be served when I am otherwise eligible to compete, and depending on the timing of violation, may be applied over two different seasons.
14. Within 48 hours of signed statement, I must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment.
15. Throughout the duration of the 16-week program, I must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom I meet.
16. Failure to successfully follow the "Counseling Agreement Form" will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom I meet and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom I meet.
17. After the 16-week treatment/recovery period has concluded, I will be given a conclusive test with 14-21 days. If testing reveals the presence of illicit substances (positive test), I shall be deemed to have committed a third violation of the Substance Abuse Policy.
18. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.

I UNDERSTAND that a third positive test will result in **immediate suspension from 50% countable contests.** \_\_\_\_\_ (initials)

I UNDERSTAND that I am free to refuse to sign this statement, but that such refusal will result in **immediate dismissal from The University of New Mexico's athletic program with loss of Athletic Aid.** \_\_\_\_\_(initials)

I UNDERSTAND that if I do not obtain an additional positive Substance Abuse Policy violation **for a period of at least four months** (measured from last negative sample result), I may have one policy violation removed from my cumulative record, if I have not previously had a removal.

I understand that I may only have **ONE POLICY VIOLATION REMOVAL DURING MY ATHLETIC CAREER.** \_\_\_\_\_ (initials)

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:

**APPEALS PROCESS**

I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement academic advisors, compliance or coaches may assist me. If I choose to appeal, I will still be allowed to participate in any team activities until the appeal is resolved.

Do you wish to appeal your withholding penalty? \_\_\_\_\_(Yes/No)

You have 14 days to notify of appeal. On the 15<sup>th</sup> day your appeal opportunity is automatically denied based on your non-response.

Student-Athlete Signature:	Date:
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**For Department Use Only**

Reason for Appeal:		Penalty Notification Date:	
Penalty Amount:		Appeal Packet Due Date:	
Date Appeal Packet Received:			



**Third Positive Statement: Drug/Steroid Test**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I tested positive on \_\_\_\_\_ for \_\_\_\_\_. I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to myself, my coaching staff, and the Student- Athlete Recovery Training Team STARTT. My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency.

I UNDERSTAND that as a result of this **THIRD POSITIVE TEST**:

1. I am immediately being suspended from 50% of countable contests which must be served when I am otherwise eligible to compete, and depending on the timing of violation, may be applied over two different seasons.
2. Within 48 hours of signed statement, I must schedule a meeting with the STARTT designated psychologist and/or associated medical services for evaluation and recommendations for treatment.
3. Throughout the duration of the 16-week program, I must see the psychologist a minimum of once per month; these appointments may be more often, up to multiple times per week at the discretion the psychologist or doctor with whom I meet.
4. Failure to successfully follow the "Counseling Agreement Form" will result in withholding from team athletic activities (competition, practice, strength and conditioning, meetings, etc.). Reinstatement to participation is at the discretion the psychologist or doctor with whom I meet and will only occur after all evaluations are completed and medical clearance is obtained from the psychologist or doctor with whom I meet.
5. After the 16-week treatment/recovery period has concluded, I will be given a conclusive test with 14-21 days. If testing reveals the presence of illicit substances (positive test), I shall be deemed to have committed a third violation of the Substance Abuse Policy.
6. During treatment, the Athletic Department, as well as any treatment facility used by the Athletic Department, reserves the right to perform routine, unannounced substance abuse testing. Testing will occur, at minimum, an average of once every month.

**I UNDERSTAND that a subsequent positive test will result in immediate dismissal from The University of New Mexico's athletic program with loss of Athletic Aid \_\_\_\_\_ (initials)**

I UNDERSTAND that I am free to refuse to sign this statement, but that such refusal will result in **immediate dismissal from The University of New Mexico's athletic program with loss of Athletic Aid.** \_\_\_\_\_(initials)

I UNDERSTAND that if I do not obtain an additional positive Substance Abuse Policy violation **for a period of at least four months** (measured from last negative sample result), I may have one policy violation removed from my cumulative record, if I have not previously had a removal. I understand that I may only have **ONE POLICY VIOLATION REMOVAL DURING MY ATHLETIC CAREER.** \_\_\_\_\_ (initials)

Student-Athlete Signature:	Date:
Athletic Director/Designee Signature:	Date:

**APPEALS PROCESS**

**I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement academic advisors, compliance or coaches may assist me. If I choose to appeal, I will still be allowed to participate in any team activities until the appeal is resolved.**

Do you wish to appeal your withholding penalty? \_\_\_\_\_(Yes/No)

You have 14 days to notify of appeal. On the 15<sup>th</sup> day your appeal opportunity is automatically denied based on your non-response.

Student-Athlete Signature:	Date:
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**For Department Use Only**

Reason for Appeal:		Penalty Notification Date:	
Penalty Amount:		Appeal Packet Due Date:	
Date Appeal Packet Received:			



**Fourth Positive Statement/Dismissal**

Student-athlete:	Banner ID:
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I HEREBY ACKNOWLEDGE that I have incurred four positive drug tests:

1. on \_\_\_\_\_ for \_\_\_\_\_
2. on \_\_\_\_\_ for \_\_\_\_\_
3. on \_\_\_\_\_ for \_\_\_\_\_.
4. and on \_\_\_\_\_ for \_\_\_\_\_.

I have reviewed the results & confirmed that sample # \_\_\_\_\_ contained my unadulterated urine specimen.

I UNDERSTAND that the results of this test have been made known only to myself, my coaching staff, and the Student- Athlete Recovery Training Team (STARTT). My parent/legal guardian will not be notified by STARTT of the positive result unless there is a health or safety emergency. I also understand that I have the right to have my frozen "B" sample re-tested at an approved lab at my own expense. Should I choose this option, I must notify the STARTT Drug Prevention Coordinator within 48 hours of signing this document.

**I UNDERSTAND that as a result of this and previous POSITIVE TESTS, I am permanently removed from the athletics program. My athletics scholarship may not continue beyond (insert semester/year). My signature below acknowledges this consequence.**

**APPEALS PROCESS**

I UNDERSTAND that I may request an appeal of any penalty administered under this policy. I may request an appeal by submitting a letter of appeal to the Drug Prevention Coordinator/SWA within two calendar weeks, my written notice of the penalty. An appeal letter should include a description of the basis for the appeal. If I need help composing my statement academic advisors, compliance or coaches may assist me. If I choose to appeal, I will **NOT** be allowed to participate in any team activities until the appeal has been decided.

Do you wish to appeal your withholding penalty? \_\_\_\_\_(Yes/No)

You have 14 days to notify of appeal. On the 15<sup>th</sup> day your appeal opportunity is automatically denied based on your non-response.

Student-Athlete Signature:	Date:
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**For Department Use Only**

Reason for Appeal:		Penalty Notification Date:	
Penalty Amount:		Appeal Packet Due Date:	
Date Appeal Packet Received:			



Reasonable Suspicion to Suspect Prohibited Substance Use Notification Form

Student-athlete:	Banner ID:
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I, ( \_\_\_\_\_ ), DEPARTMENT STAFF MEMBER having reasonable suspicion to suspect prohibited substance use as defined in the “**Selection via Reasonable Suspicion**” section of The University of New Mexico Substance Abuse Policy, report the following objective sign(s), and/or behavior(s) that I believe reasonably warrant, NAME OF STUDENT, be referred for testing.

The following sign(s), behavior(s) were observed by me over the past \_\_\_\_\_ hours and/or \_\_\_\_\_ days. Please include specific, objective behaviors:

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**Substance Abuse Committee:**

By signing below, I am affirming that the reasonable suspicion outlined above <u>warrants testing</u> .	
Head Athletic Trainer Signature:	Date:
Athletic Director/Designee Signature:	Date:
Team Physician	Date

By signing below, I am affirming that the reasonable suspicion outlined above <u>DOES NOT warrant testing</u> .	
Head Athletic Trainer Signature:	Date:
Athletic Director/Designee Signature:	Date:
Team Physician	Date



**UNM Drug Testing Program  
Student-Athlete Notification Form**

[After student-athlete signs, institution may provide the student-athlete with a copy of this form]

Student-Athlete: _____	Date of Notification: _____
Institution: <u>The University of New Mexico</u>	Time of Notification: _____
Sport: _____	

**Institutional Representative:**

I certify the above student-athlete has been notified of their selection for UNM drug testing and informed that failure to sign the notification form or failure to appear for drug testing will be treated as if there was a positive for banned substance as defined by the UNM Student-Athlete Substance Abuse Program.

Institutional Representative Signature: \_\_\_\_\_

**The Undersigned:**

- Acknowledge being notified to appear for UNM drug testing and have been notified to report to the drug-testing station at \_\_\_\_\_, on \_\_\_\_\_ at \_\_\_\_\_ am/pm.  
(Location of Test) (Date of Test) (Time of Test)

**Please initial next to each statement:**

	I understand that all drug collections for UNM athletes will be under direct observation by someone of the same gender.
	For males: I will be told where to stand, and the collector will have a place to stand. For females: I will be told which toilet to use and the collector will stand right outside the stall with the door open.
	When I am directed to do so, I understand the bottom half of my clothing must be lowered to mid-thigh. The collector must see the urine go directly from my body into the collection container. Once I hand the collector my urine specimen then the collector will step back, keeping the urine specimen in my view at all times.
	I will be prepared to provide an adequate specimen and will not over hydrate (Do Not Drink Too Many Fluids.) I understand that providing numerous diluted specimens could be cause for follow-up drug testing.
	I understand failure to appear at the site on or before the designated time or failure to provide a valid sample may constitute a withdrawal of my previous consent to be tested as previously indicated on the UNM Drug Testing Consent Form and could result in a violation.
	I understand that if I have had a previous positive result, or had previous multiple dilutes, I may be subject to follow-up tests and may be tested with an expanded panel.
	I understand at the test I must wear a short sleeve t-shirt, a pair of gym shorts with NO pockets, and my choice of foot wear. Note: You may wear sweats and jackets but will be required to remove them prior to entering the restroom for testing.

*By signing, I have been notified of my selection for UNM Drug Testing, and am aware of what is expected of me in preparation of this drug-testing event.*

Student-Athlete Signature: _____	Comments: _____
Phone Number on Test Day: _____	





### Substance Abuse Appeals Committee Procedure

Student-athlete:	Banner ID:
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#### Substance Abuse Appeals Committee

Date Appeal Packet Received: \_\_\_\_\_ Date of In-Person Appeal Hearing: \_\_\_\_\_

Substance Abuse Appeals Committee Members:      1)(Chair) \_\_\_\_\_

2) \_\_\_\_\_ 3) \_\_\_\_\_

Substance Abuse Appeals Committee Recommendation:

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Substance Abuse Appeals Committee Members Signatures:

Committee Member 1	Committee Member 2	Committee Member 3
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