

CALIFORNIA UNIVERSITY OF PENNSYLVANIA DEPARTMENT OF ATHLETICS

SUBSTANCE ABUSE POLICY

Approved by President's Cabinet August 25, 2015

SUBSTANCE ABUSE POLICY

The Department of Athletics at California University, its coaching personnel, physicians, certified athletic trainers, and administrators, strongly believe that the use and abuse of alcohol and other drugs (excluding those drugs prescribed by a physician to treat a specific medical condition) can be detrimental to the physical and mental well-being of its student-athletes, no matter when such use should occur during the year. Additionally, the use of drugs, alcohol, and tobacco can seriously interfere with the performance of individuals as students and as athletes and can be extremely dangerous to student-athletes and their teammates, particularly when participating in athletic competition or practice.

For health, safety, and social concerns, the Department of Athletics at the University implemented a mandatory substance abuse policy that may include education, counseling, and rehabilitation efforts to assist and benefit the student-athletes at California University. This policy remains in effect throughout the academic year which would include holidays, semester break, vacation periods, and where applicable pre-and post-seasons.

Student information may be shared between the Office of Student Conduct, Athletics, and other offices as needed for the purpose of enforcing University policies and expectations.

PURPOSE OF THE PROGRAM

The purpose of the California University Department of Athletics Substance Abuse Policy is to aid and assist the student-athletes at our institution. This program is based on the Athletic Department's stance that the use and abuse of drugs, alcohol, and tobacco is detrimental to the student-athlete. Specific goals of this program are:

- to discourage any alcohol and or drug use or abuse by California University studentathletes
- to identify any student- athlete who may be using or experiencing problems with alcohol or other drugs
- to identify abusive patterns and provide a means of intervention and treatment
- to provide reasonable safeguards that every student-athlete is medically competent to participate in athletic competition
- to maintain and implement good health habits and self-discipline in a drug related environment
- to have every University student-athlete participate and live drug free.

IMPLEMENTATION OF THE PROGRAM

At the beginning of the academic year a presentation will be made to all student-athletes at California University to outline and to review the Substance Abuse Policy, its purposes, and implementation. A copy of this Policy will be given to each student-athlete. Each student-athlete will be asked to sign a form acknowledging receipt and understanding of the policy.

GENERAL PRINCIPLES OF THE PROGRAM

- 1. Participation in intercollegiate athletics at California University <u>is considered a</u>

 <u>privilege</u>. As a required condition for any student-athlete to be a member of a California
 University athletic team, he or she must agree to follow the Substance Abuse Policy. The
 policy can also be found online at calvulcans.com
- 2. All violations of the Substance Abuse Policy are considered **cumulative** for the student-athlete's career.
- 3. If a student-athlete has been criminally charged and proven guilty of Driving Under the Influence (DUI), the student-athlete will automatically advance **two violations** under the Possession/Use of Alcohol sanction list, in addition to receiving a violation on the DUI sanction list.
- 4. All Substance Abuse Policy regulations are in effect throughout the academic year including holidays, vacation periods, semester break, and, where applicable, during preand post-seasons.
- 5. The Director of Athletics will notify the student-athlete of the violation when the violation is reported. Alcohol violations will be imposed at the conclusion of the review by the Office of Student Conduct or legal process. Illegal drug violations will result in immediate suspension and will follow the guidelines set forth in those penalties.
- 6. Any exceptions to the above regulations must be authorized by the Director of Athletics.

The following actions will constitute a violation of the Substance Abuse Policy:

- Illegal use, possession or sale of drugs is prohibited under the Controlled Substance, Drug, Device and Cosmetic Act of Pennsylvania. http://ecapps.health.state.pa.us/pdf/ddc/ddcact2.pdf
- 2. Any drug and alcohol infractions that violate university policies or the law, occurring oncampus or off-campus, that are brought before the Office of Student Conduct, the Dean of Students office, the Campus Police, local police, or the state police will constitute a violation. These offices may contact the Director of Athletics regarding the facts and extent of infractions following all "Due Process Hearings." Any alcohol infractions occurring on-campus or off- campus brought to the attention of the athletics administration and/or member of the coaching staff will constitute a violation after all "Due Process Hearings" have taken place. Any drug violations, including infractions occurring on-campus or off- campus brought to the attention of the athletics administration and/or member of the coaching staff will result in suspension while due process hearings take place.
- 3. The use of any tobacco-related products, while participating in any practice or game, is prohibited and will constitute a violation. This includes all travel related to athletic events (PSAC regulations).

- 4. Adherence to all sanctions as found in the Substance Abuse Policy will be observed. If the student-athlete does not meet with the BASICS staff or follow the directions set forth in the sanctions, this will constitute an additional violation.
- 5. Criminal citations for drug, including alcohol, related infractions will be considered a serious breach of the Substance Abuse Policy. A First Violation Sanction will be immediately imposed while the charges are being investigated and legal proceedings are under way. After the case has been discharged in the appropriate manner, more serious sanctions can be imposed. Such sanctions will be in relation to the seriousness of the offense. The student-athlete charged with such a serious violation will be afforded the opportunity to present any additional information concerning such a violation in a hearing chaired by the Director of Athletics.

CALIFORNIA UNIVERSITY DEPARTMENT OF ATHLETICS SUBSTANCE ABUSE POLICY VIOLATIONS

Pennsylvania state law sets a minimum age for the purchase of alcoholic beverages at 21 years of age. Alcohol consumption is illegal and unacceptable for student-athletes under the age of 21. Even after reaching 21 years of age, student-athletes are prohibited from drinking alcoholic beverages when traveling with or representing their teams. When traveling to compete while representing the athletic department at California University of Pennsylvania, the use of alcohol or drugs by any student-athlete is strictly prohibited. Failure to abide by this policy can result in immediate dismissal from the team and loss of athletic aid (eff. 4/24/06). Additionally, alcoholic beverages are not to be consumed prior to or while attending athletic or athletically sponsored events (i.e., tailgating at football games, SAAC events, etc.). The following disciplinary guidelines have been established by the Department of Athletics and are in addition to any sanctions by California University Student Conduct for Violations of Drug and Alcohol Policies. For a detailed outline of the California University Alcohol and Other Drug (AOD) policies, refer to the student handbook.

Department standards are only minimal sanctions. <u>Additional sanctions may be imposed at</u> the discretion of the coach and/or the Athletic Director.

POSSESSION/USE OF ALCOHOL

FIRST VIOLATION ATHLETIC DEPARTMENT SANCTIONS

- Meet with members of the University BASICS staff and complete program
- Meet with Athletic Director and Head Coach
- Warning received from Athletic Director

SECOND VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with members of the University BASICS staff and complete program
- Meet with Athletic Director and Head Coach
- Minimum suspension of 10% of competition schedule (includes playoffs and penalty can carry over to next year)

THIRD VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with Athletic Director and Head Coach
- Minimum suspension of 50% of competition schedule (includes playoffs and penalty can carry over to next year)
- 50% reduction in Athletically related financial aid

FOURTH VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with Athletic Director and Head Coach
- Minimum suspension of one year of competition from time of infraction
- Loss of Athletically related aid

FIFTH VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with Athletic Director and Head Coach
- Permanent removal from Cal U Athletics
- Loss of athletically related aid

DRIVING UNDER THE INFLUENCE OF ALCOHOL OR ANOTHER ILLEGAL SUBSTANCE

FIRST VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with members of the University BASICS staff and complete program
- Meet with Athletic Director and Head Coach
- Minimum suspension of 50% of competition schedule
- 50% reduction in athletically related financial aid

SECOND VIOLATION

ATHLETIC DEPARTMENT SANCTIONS

- Meet with members of the University BASICS staff and complete program
- Meet with Athletic Director and Head Coach
- Minimum suspension of one year of competition from time of infraction
- Loss of Athletically related financial aid

THIRD VIOLATION ATHLETIC DEPARTMENT SANCTIONS

- Meet with Athletic Director and Head Coach
- Loss of Athletically related financial aid
- Permanent removal from Cal U Athletics

CALIFORNIA UNIVERSITY OF PENNSYLVANIA DRUG STATEMENT

Drug use and abuse represents a danger to the well-being of student-athletes and presents a serious threat to the integrity of intercollegiate athletics. The Pennsylvania State Athletic Conference supports efforts adopted by the National Collegiate Athletic Association to curtail the unauthorized use of chemical substances. A number of factors contribute to define student-athletes as a high-risk population regarding the use of drugs. These factors include pressures to excel, high visibility in the campus community, and recognition of their roles as institutional representatives. Prescription drug use that is not under current doctor's orders would also be considered in the athletic department drug policy.

Member institutions of the Pennsylvania State Athletic Conference are committed to the total development of student-athletes. That commitment includes a comprehensive drug education program that involves athletic administrators, coaches and certified athletic trainers. It also includes specific efforts to provide education and rehabilitation information to all students who participate in intercollegiate competition. The conference opposes the use of both performance enhancing and recreational drugs, including alcohol abuse, and encourages member institutions to develop appropriate policies and programs to combat this growing problem (adopted 12/7/89).

When traveling to compete while representing the athletic department at California University of Pennsylvania, the use of alcohol or drugs by any student-athlete is strictly prohibited. Failure to abide by this policy can result in immediate dismissal from the team and loss of athletic aid. (eff. 4/24/06)

PURPOSE

California University, in response to the Pennsylvania State Athletic Conference Drug Statement, has adopted a drug testing policy. This policy seeks to protect student-athletes at California University from the risks and dangers of drug abuse through such measures as drug education, testing, rehabilitation programs and, where appropriate, sanctions for violation of the policy. The program is designed to provide avenues of assistance for student-athletes at California University regarding problems and concerns such as alcohol or drug abuse.

REQUIREMENTS

All student-athletes will receive a copy of this policy and must sign a Drug-Testing Consent Form. All student- athletes shall participate in a drug and alcohol education program and must participate in counseling sessions as requested.

DRUG TESTING POLICY:

How will testing be done and what action will be taken if a student-athlete tests positive? The following policy is a lifetime policy for a student-athlete. It is <u>not</u> a year-to-year policy but rather <u>cumulative</u> over the career of a student-athlete at California University of Pennsylvania. **FAILURE TO PROVIDE A SAMPLE AT THE TIME OF THE DRUG TEST WILL BE CONSIDERED A POSITIVE RESULT.**

- 1. A nurse practitioner or registered nurse at the student health center will administer testing. Complete confidentiality will be required.
- 2. Testing will be done on a random basis and/or at the discretion of the athletic administration. If a positive screen is detected on a University drug test, that screen is sent to a laboratory for further testing and verification.
- 3. Test results will be confidential with the Athletic Director and Head Coach notified of a positive screen.
- 4. If a student-athlete tests positive on an NCAA administered drug test, the student-athlete will follow the penalties administered by the NCAA and will lose athletically related financial aid.
- 5. Student-athlete will pay appropriate fees to the NCAA for any additional tests for reinstatement after an NCAA positive test.

USE AND/OR POSSESSION OF ILLEGAL DRUGS OR DRUG PARAPHERNALIA

If a student-athlete <u>tests positive</u> for the first time during their intercollegiate career at California University <u>or is charged with possession of drugs or drug</u> paraphernalia, the following will take place.

FIRST VIOLATION ATHLETIC DEPARTMENT SANCTIONS

- Written parental notification
- Meet with Athletic Director and Head Coach
- Suspended immediately from program pending outcome of investigation or legal proceedings
- Suspension from competition to include 50% of contests. Penalty will take effect from the point of the positive drug test. If student-athlete is charged with possession, student-athlete will be suspended until such time that the charges are resolved through the legal system. Once resolved, and if found guilty, student athlete will serve the remaining 50% of contests. If resolution takes further time, student-athlete understands that this may result in more than a penalty of 50% of contests based on the timing of the system. If after resolution, student-athlete is found not guilty, student-athlete understands that due to suspension, a season may have been lost while awaiting resolution. Student can practice during time of suspension.

- The penalty of contests carries to postseason and can also carry over to the next year if not fully served.
- Suspension carries in all sports (cannot switch sports to avoid suspension)
- Loss of 50% athletically related financial aid applicable upon confirmation of positive test or convicted of possession.
- Student-athlete will be required to go to counseling in the BASICS program within two weeks of being notified. Failure to meet the requirements of the BASICS program will result in an immediate loss of athletic scholarship retroactive to the beginning of the semester and termination from playing on any sports team. In addition, you will not be released from California University of PA to attend another institution
- Student-athlete will be tested every Monday and Thursday after the positive test for the remainder of their collegiate playing career at California University. Student-athlete will work with the University Health Center to schedule an appointment to be drug tested on those days. Failure to show and be tested each Monday and Thursday will result in an immediate loss of athletic scholarship retroactive to the beginning of the semester and termination from playing on any sports team at California University. In addition, you will not be released from California University to attend another institution. If the result of one of your additional tests conducted by the University Health Center is positive, the student-athlete will advance to second violation,
- All results will be confidential.
- Additional sanctions can be handed down from program based on team rules.
- This is the student-athlete's first strike.

SECOND VIOLATION ATHLETIC DEPARTMENT SANCTIONS

- Written parental notification
- Immediate suspension from program pending outcomes of investigation or legal proceedings. Student-athlete cannot practice, compete, or be involved with the team in any way.
- Loss of athletic scholarship and athletic eligibility at California University for life if charges upheld.
- Scholarship will be immediately revoked and retroactive to the beginning of that semester.
- Meet with Athletic Director and Head Coach
- Student-athlete will not be released to any institution for any sport.

IF A STUDENT-ATHLETE IS CHARGED WITH DEALING DRUGS AND/OR INTENT TO DELIVER (Including Marijuana)

FIRST VIOLATION ATHLETIC DEPARTMENT SANCTIONS

- Meet with Athletic Director and Head Coach
- Suspended immediately from program pending outcome of investigation or legal proceedings. Student athlete cannot have any involvement with team including weight lifting and study hall during investigation and legal proceedings.

- If charges upheld Permanent removal from Cal U Athletics immediately
- If charges upheld Loss of athletically related financial aid immediately. If investigation carries from one semester to the next, loss of athletically related financial aid will occur at the end of the semester the infraction occurred.

PROHIBITED DRUGS

The following are guidelines from the NCAA on prohibited drugs. Student-athletes are responsible for keeping updated on changes in the list of NCAA substances. The use of anabolic steroids, cocaine, marijuana, amphetamines, and any other controlled substances as prescribed by federal and state law or banned by the NCAA, is expressly prohibited. Such use is prohibited whether it occurs before, during or after a team's season. The only exceptions are for medications prescribed by a licensed physician and registered with the Head Athletic Trainer.

** Student-athletes should review supplements they may be taking from nutrition centers with the strength coach or certified athletic trainers as these may contain substances banned by the NCAA **

NCAA Banned Drugs

The NCAA bans the following classes of drugs:

- a. Stimulants
- b. Anabolic Agents
- c. Alcohol and Beta Blockers (banned for rifle only)
- d. Diuretics and Other Masking Agents
- e. Street Drugs
- f. Peptide Hormones and Analogues
- g. Anti-estrogens
- h. Beta-2 Agonists

Note: Any substance chemically related to these classes is also banned.

The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedures Subject to Restrictions:

- a. Blood Doping.
- b. Local Anesthetics (under some conditions).
- c. Manipulation of Urine Samples.
- d. Beta-2 Agonists permitted only by prescription and inhalation.
- e. Caffeine if concentrations in urine exceed 15 micrograms/ml.

NCAA Nutritional/Dietary Supplements Warning:

Before consuming any nutritional/dietary supplement product, review the product with your athletics department staff!

- Dietary supplements are not well regulated and may cause a positive drug test result.
- Student-athletes have tested positive and lost their eligibility using dietary supplements.
- Many dietary supplements are contaminated with banned drugs not listed on the label.
- Any product containing a dietary supplement ingredient is taken at your own risk.

It is your responsibility to check with the appropriate athletics staff before using any substance.

STUDENT ATHLETE'S RIGHT OF APPEAL

Student-athletes who violate the substance abuse policy will be entitled to a meeting with the Athletic Director (or designee), Faculty Athletic Representative (or designee), and Head Athletic Trainer (or designee). This meeting shall include an opportunity for the student-athlete to present evidence as well as review any information. The meetings shall be confidential. The decision of this committee will be final.

1. If a student-athlete wishes to appeal, <u>they must submit the appeal in writing</u> to Athletic Director Dr. Karen Hjerpe and Faculty Athletic Representative Dr. William Biddington <u>within 5 business days</u> of receipt violation notification and penalty from Athletic Director.

Dr. Karen Hjerpe Athletic Director Hamer Hall Room 245 Hjerpe@calu.edu 724-938-4167 Dr. William Biddington Faculty Athletic Representative Hamer Hall Room 245 <u>Biddington w@calu.edu</u> 724-938-4351

- 2. In your appeal, you should include your name, year in school, sport, and the reason you are appealing. Include copies of any relevant documentation you wish to submit.
- 3. The appeal will be conducted within 21 consecutive calendar days of receiving your request for appeal.
- 4. The appeals committee will be comprised of:
 - a. Dr. Karen Hjerpe Athletic Director (or designee)
 - b. Dr. William Biddington Faculty Athletic Representative (or designee)
 - c. Dr. Jamie Weary Head Athletic Trainer (or designee)
- 5. At the hearing, the student-athlete will have an opportunity to present information.
- 6. The student-athlete will then leave the room.
- 7. The appeals committee will then stay and discuss the appeal. The student-athlete will be notified within 7 business days as to the result of the appeal.
- 8. The decision of this committee will be final.
- 9. Once the date of the appeal is confirmed failure by the student-athlete to show for the appeal will mean that the committee will move on without the student's input.

INDIVIDUAL TEAM POLICIES

Each varsity athletic team at California University may have a specific drug and alcohol code of conduct that addresses drug and alcohol violations. While each student-athlete will be governed

by the Department of Athletics Substance Abuse policy, each athletic team reserves the right to enforce additional sanctions above and beyond those specified in the athletics policy.

CONCLUSION

It is the hope of the Department of Athletics that implementation of the Substance Abuse Policy will serve to benefit all who are connected with intercollegiate athletics at California University. Further, we believe that participation in this program will make the men and women who participate in athletics at the University, and who represent the University in various areas of athletic competition, better students, better athletes, and more able to make individual, informed, and intelligent decisions with reference to substance use and abuse both now and in the future.

ADDITIONAL NOTES:

Suspensions from contests will be the next consecutive events in the schedule. Post-season events are also included in the suspension (i.e., PSAC Championships, NCAA Championships, Post-season invitationals, etc.)

If the student-athlete is allowed to practice, he/she will not participate in any other activity(s) surrounding competition (dressing out, sitting on bench, or being in the team area during competition, pre-event meals, being in the post-game locker room, etc.

If a team completes its competition schedule while the student-athlete is under sanctions, the student-athlete's suspension will be carried over into the sport's next competition season, as well as any intervening sport's competitive season.

If a student-athlete is suspended from the University for one calendar year, the student-athlete will be charged with the loss of one season of competition. A "red shirt" season or medical hardship cannot be used for the loss of the season of competition.

It will be the responsibility of the involved student-athlete to pay for all costs associated with required tests (i.e. Post suspension drug test for reinstatement) or additional expenses that may be incurred prior to returning to competition. Holds may be put on a student-athlete's academic record if payment has not been completed.

TOBACCO POLICY

PURPOSE

This policy has been established to comply with the NCAA regulations (Bylaw 11.1.5) pertaining to tobacco use by student-athletes, coaches, athletic trainers, equipment managers, administrators, medical personnel, and other individuals involved with the university's athletic programs. A further goal of this policy is to protect and promote healthy working and learning environments for students, faculty, staff, and visitors.

SCOPE

The policy applies to all student-athletes, coaches, athletic trainers, equipment managers, administrators, medical personnel, and other individuals involved with the university's athletic programs and game officials at all times in all athletic and recreation venues and facilities.

OBJECTIVE

The Athletics Department has an obligation to its students, faculty, staff, and visitors to take action to protect and promote a healthy working environment. To this end, it is the department's objective to prevent and eliminate the use of all forms of tobacco by all individuals in facilities and under Athletic Department control.

POLICY

It is the policy of the Athletics Department of California University to promote a tobacco free environment. The use of tobacco products is prohibited in all California recreation and athletic facilities by all student-athletes, coaches, athletic trainers, equipment managers, administrators, medical personnel, and other individuals involved with the university's athletic programs in all sports during all employment and participatory activities including, but not limited to, practice, competition, travel, or performing other duties for the university and in any other capacity while officially representing California University.

Tobacco includes all tobacco products, including, but not limited to, cigarettes, cigars, pipes, and the use of any oral tobacco products.

RESPONSIBILITIES

In consideration of the general health, safety, and comfort of all California University students, faculty, staff, and visitors, it is the responsibility of all members of the Athletics Department to observe and enforce this policy. All administrators, directors, and coaches will communicate this policy to everyone within their areas of responsibility.

PROCEDURES

Violations of this policy also violate NCAA rules. As such, the university will self-report any violations to the NCAA (Bylaw 11.1.5). Violators will be subject to appropriate disciplinary action.

Persons who want to help curb their use of tobacco may obtain literature and smoking cessation assistance from the Human Resources Department. Successful implementation of this policy depends upon the thoughtfulness, consideration, and cooperation of the entire California University community. All students, faculty, and staff share responsibility for adhering to and enforcing the policy. Violators will be subject to the disciplinary process.

PROGRAMS TO ASSIST STUDENT-ATHLETES

Alcohol and other drug programs:

Cal U's AOD programs are based within in the Wellness Center (also known as the Health Center), located on the Ground Floor of Carter Hall. Intervention and Prevention comprise the operational components of Cal U's AOD Programs in the interest of students' wellness.

BASICS (Brief Alcohol Screening and Intervention of College Students) is a preventive intervention program to reduce drinking and enhance awareness about alcohol-related issues. BASICS targets students who are considered at risk because of heavy drinking behaviors. The brief intervention relies primarily on a motivational interview to provide students with the skills, knowledge, and insight into the consequences of drinking. Participation in BASICS is open to any Cal U student; and those who have been cited by the Office of Student Conduct for violations of the Student Code of Conduct involving the use of alcohol and other drugs are required to participate.

Students who express and/or demonstrate greater difficulty in coping with alcohol or other drug use/abuse are referred to the Cal U Counseling Center to consult with an alcohol and other drug certified counselor. Students may also schedule a voluntary appointment to speak with the alcohol and other drug certified counselor. Please note that alcohol counselors, and other drug certified counselors, may refer a student to an outside alcohol and other drug treatment agency as Cal U does not maintain a treatment facility. For more information on BASICS, call 724-938-5507. To schedule an appointment to speak with an alcohol and other drug certified counselor, call 724.938.4056.

Note: If you seek voluntary treatment for possible chemical dependency, you will not be penalized by the Office of Student Conduct and will be welcomed back to the university community after completing treatment.

Note: If you assist a peer in obtaining treatment in the event he/she demonstrates a threat or potential harm to their well-being as a result of overuse of alcohol or other drugs, you will not be penalized by the Office of Student Conduct. Do not forsake a peer's well-being in any such instance. Contact University Police immediately at 724.938.HELP (4357) or the Wellness Center at 724.938.4056.

AOD PREVENTION is provided jointly by the Health and Wellness Education Center and the AOD Prevention Specialist, who works with the entire campus and local communities in the creation and execution of a comprehensive strategy to reduce underage and dangerous drinking, as well as other drug use. Options@Cal U is a peer educators program where students become nationally certified through BACCHUS in order to assist in prevention efforts. Options@Cal U provides interactive programming and education to Greek organizations, academic classes, residence life groups and more. Cal AOD Coalition is comprised of members of both the University and the community. They strategize ways to reduce underage and dangerous drinking, as well as drug use, on campus and in the community. Please contact the AOD Prevention Specialist at 724.938.4775 for further information, to schedule a presentation, or to become involved in prevention efforts.

HEALTH AND WELLNESS EDUCATION CENTER The Health and Wellness Education Center provides health education and services to promote a healthy campus community. Some of the major services offered include, but are not limited to: nutritionist visits, STD programming & monthly testing, stress management programs, and anti-smoking programs. We also offer Alcohol and Other Drug (AOD) awareness programs. Under the direction of an

Education Specialist, the office employs graduate assistants and work study students who provide wellness informational programs. The Health and Wellness Education Center is located on the ground floor of Carter Hall, G-82 and can be reached at x5442 and x5440.

Source: http://www.calu.edu/current-students/health-services/drug-free-schools/ files/aod-programs.pdf

CALIFORNIA UNIVERSITY OF PA ATHLETICS – 2016-2017 STUDENT-ATHLETE SUBSTANCE ABUSE DOCUMENT

NAME:	SPORT:
Substance Abuse Policy. tobacco, or drug violations Director, Athletic Training	received and reviewed the Athletic Department I understand the penalties associated with alcohol, s. I know that I can ask questions to the Athletic g staff, or my head coach regarding this policy. I elf-report any violations to this policy to my Head Coach rediately.
SIGNATURE:	DATE: