Our Clients

300+ individual college and university drug-testing programs
The APPLE Model

- Policies
- Education and ATOD Programs
- Recruitment Practices
- Expectations & Attitudes
- Drug Testing
- Sanctioning
- Referral & Counseling
Establishing a Drug-Testing Program Action Plan

Action Items/Best Practices

1. Establish Program Goals/Philosophies
2. Create/Review Education Plan
3. Create/Review Written Policy
4. Identify Prohibited Drug Classes
5. Establish Sanctions and Support Practices
6. Establish Collection Protocol
7. Utilize Certified Laboratory
8. Turn administration over to Independent Third-Party
ACTION ITEM 1:
PROGRAM GOALS AND PHILOSOPHIES
Action Item 1 – Establish Program Goals/Philosophies

Effective drug-testing programs rely on the creation and adherence to **STANDARDS** to ensure:

- informed consent
- confidentiality
- integrity of the sample
- reliable laboratory procedures
- integrity of reporting processes
- specific sanctions associated with positive tests
- and transparency of the process
Action Item 1 – Establish Program Goals/Philosophies

• What is your institution’s philosophy?
• What are the goals of the program?
• Identify your resources (on campus and off)
• Identify your roadblocks
• BE PROACTIVE rather than Reactive
• Make progress
• Conduct a Full Program Review (External Audit)
Action Item 1 – Establish Program Goals/Philosophies

- Complement NCAA Testing Programs
- Increase KNOWLEDGE through education
- Provide counseling and TREATMENT
- Protect the INTEGRITY of the sport and your school
- DETECT and DETER use
- Promote STUDENT-ATHLETE health, safety, and well-being.
- Protect the CLEAN student-athlete.
Action Item 1 – Establish Program Goals/Philosophies

Identify Specific, Measurable Outcomes

• Reduce missed class time
• Increase team GPA
• Reduce associated bad behaviors
• Reduce injury rate
• Build character

🌟 Increase team competitive performance and academic success
Action Item 1 – Establish Program Goals/Philosophies

Who is on your Team?
- Student-Athletes
- Coaches
- Administrators
- Compliance
- Sports Medicine
- Team Physician
- Faculty
- Legal Counsel
- Counseling Services
ACTION ITEM 2: COMPREHENSIVE EDUCATION
Action Item 2 – Comprehensive Education

- Student-athletes
- Coaches
- Athletic Administrators
- Special populations
Action Item 2 – Comprehensive Education

• Education is the foundation of prevention
• Required by NCAA Bylaw 14
• Conduct ATOD sessions at least 2x year
• Review department, school, conference and NCAA policies
• Discuss supplements & risks
• ID the “go to” staff member for supplement questions
• Sign institutional consent forms
Action Item 2 – Comprehensive Education

Drug Free Sport Axis
(formerly the Resource Exchange Center/REC)

is a trusted nutrition, health and wellness resource, combining scientifically proven dietary information with the most up-to-date research on supplements and over-the-counter and prescription drugs.

Log into Drug Free Sport Axis!

To enter Drug Free Sport Axis, select your organization from the dropdown on the left. Then, enter your organization's password.

1. Select your organization: NCAA Division I
2. Enter the organization's password: ncaa1

Login

Get login help >>
Includes:
• Dietary Supplement Inquiry
• Prescription/OTC Database
• Drug Program Information/ Banned Drug Lists/ Medical Exception processes
• Sports Nutrition Handouts
• Athlete Recipes
ACTION ITEM 3: CREATE/REVIEW POLICY
Action Item 3 – Create/Review Policy

• Has to be Written
• Published & distributed widely
• Informed consent (signed)
• Legal counsel involved
• Transparent
• Reviewed yearly
• Follow it! (NCAA Bylaw 10)
Action Item 3 – Policy

Policy Checklist

• Selection process and notification
• Reasonable suspicion
• Safe Harbor
• Results management /Need to know list
• Appropriate & escalating sanctions
• Sanctions applied consistently
• Legitimate appeal process
• Follow-up testing (declining values, test negative)
• Exit test (regain eligibility)
• Investigative arm (non-analytical positive results)
ACTION ITEM 4: PROHIBITED DRUG CLASSES
Action Item 4 – Identify Prohibited Drug Classes

NCAA’s Prohibited Drug Classes

- Stimulants
- Anabolic agents
- Diuretics and masking agents
- Street drugs (THC, K2, heroin)
- Peptide hormones (hCG, EPO)
- Anti-estrogens
- Substances banned for specific sports (alcohol)
Action Item 4 – Identify Prohibited Drug Classes

• Any substance that fits under the NCAA Banned Drug Classes
• Can test for any other drug or substance you so choose
• Athletes are responsible for anything that they put into their bodies
• Athletes must make responsible decisions and AVOID what is banned, illegal, unhealthy, has negative effects on performance, and is DANGEROUS!
Action Item 4 – Identify Prohibited Drug Classes

What are we seeing?

• Marijuana (THC)
• Abuse of prescription and over-the-counter drugs
• Dietary supplements (stimulants, anabolic agents)
• Heroine, cocaine and Ecstasy
• Alcohol
• Urine manipulators (dilution, manipulation, substitution)
ACTION ITEM 5: SANCTIONS
Action Item 5 – Sanctions

• There are many options!

• Remember that you want to complement the NCAA and/or Conference programs.

• What items do you need to consider?
Your poll will show here

1
Install the app from pollev.com/app

2
Make sure you are in Slide Show mode

Still not working? Get help at pollev.com/app/help
or
Open poll in your web browser
Action Item 5 – Sanctions

NCAA Drug-Testing Penalties

• **Current Penalty for Performance-Enhancing Drugs (PEDs)**
  – Loss of a year of eligibility
  – Loss of playing time - -out of competition for a minimum of 365 days

• **Current Penalty for Street Drugs**
  – Withholding from 50% of the next season of competition in each sport
  – Allows student-athlete to correct behavior and return to sport
  – Second positive – Loss of year of eligibility and out of competition for 365 days

• **Appeal hearing available**

• **Medical exceptions for all banned drug classes except street drugs**
ACTION ITEM 6:
COLLECTION PROTOCOL
Action Item 6 – Collection Protocol

Collection Matrices

Pros and Cons of ...

- Urine
- Hair
- Saliva
- Blood
Action Item 6 – Collection Protocol

• Trained & certified collectors for sport drug-testing
• Collection facility
  • Direct observation
  • Manipulation, dilution, substitution or attempt
• Advances in technology
Action Item 6: Collection Protocol

Athlete
Audie Collins

This is my urine.

I was accompanied by a collector while providing my specimen.

My specimen remained secure during the ENTIRE collection process.

I witnessed the measurement of my specimen and the securing of my specimen containers with the tamper-evident seals I chose.

The sample collection procedure was carried out in accordance with protocol.

Confirm ✅

Cancel ✗
ACTION ITEM 7: CERTIFIED LABORATORY
Action Item 7 – Engage Certified Laboratory

• Sport drug testing is not workplace drug testing
• Request certifications & accreditations
• Require screen & confirmation of samples
• Sample storage capacity
• Result turnaround time
• Thresholds
• Medical Review Officer (MRO)
• Urine vs. hair vs. blood
• Conducting research
• World Anti-Doping Agency (WADA)
ACTION ITEM 8: INDEPENDENT ADMINISTRATOR
Action Item 8 – Engage an Independent Administrator

- Administration is still conducted under institutional plan
- Best Practice to ensure program transparency
- Removes potential bias from the process
- Reduces the “uncomfortable” prospects of testing by an Athletics Department staff member
- Relieves “additional duties” from institutional staff
- Potential for expert advice
Action Item 8 – Engage an Independent Administrator

Drug-Testing Programs should include:

✓ Frequent testing events
✓ Unpredictable testing events
✓ Little or no-notice testing
✓ High percentage of student-athletes tested per event
✓ Testing for Drugs of Abuse and PED
✓ Significant/severe sanctions
✓ Comprehensive education, treatment and counseling
✓ Protect the CLEAN student-athlete!
Review of Best Practices

Establish the Goals/Develop the “Team”

Establish Education Program

Create Policy

Decide on the Prohibited Classes

Establish Sanctions

Establish Collection Protocol

Utilize a Certified Laboratory

Engage a Third-Party, Independent Administrator
Drug Free Sport™

Let’s Discuss?

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