
2017 DII APPLE Conference
Reston, VA

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September 23, 2017
300+ individual college and university drug-testing programs
Team Approach

Team Physician
Athletic Trainer
Compliance
Player Engagement
Team Coach

Strength & Conditioning
Sports Administration
Sports Dietitian
Sports Psychologist

Advancing the “team behind the team”

DFS Sport Exchange Summit June 11-12, 2018
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
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
- Safe harbor (self disclosure)
- Integrity of the sample
- Reliable laboratory procedures
- Integrity of reporting processes
- Specific sanctions associated with positive tests
- 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 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
Website: dfsaxis.com
Organization: NCAA Division II
Password: ncaa2

To serve as a pivot point for athlete health and wellness.
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!

Ask about dietary supplements, look-up medications, access athlete-centered recipes and review helpful resources on sports nutrition.

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 II
2. Enter the organization's password: ncaa2

Login

Get login help >>
ACTION ITEM 3: CREATE/REVIEW POLICY
Action Item 3 – Create/Review Policy

• 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 (self disclosure)
- 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 3 – Policy

Safe Harbor
A student-athlete eligible for the Safe Harbor Program may refer himself/herself for voluntary evaluation, testing and treatment for alcohol or drug problems. A student-athlete is not eligible to enter the Safe Harbor Program:

• More than one (1) time;
• After he/she has been informed of an impending drug test;
• After documentation of a positive drug test; or
• Thirty (30) days prior to NCAA or Conference postseason competition.
Safe Harbor Program

- Student-athlete tested for banned substances upon entry into the Safe Harbor Program.
- A positive initial test will not result in any administrative sanctions (Note medical exception).
- Student-athlete permitted to remain in Program for a reasonable period of time, not to exceed thirty (30) days, as determined by the treatment plan.
- If new use after initial test (as determined by follow-up testing), or failing to comply with treatment plan, S/A will be removed from the Program and subject to appropriate disciplinary actions.
Safe Harbor Program

• Entering the Program is treated as one of the disciplinary action phases and any positive test for new use after initial test will be treated as the next subsequent positive.

• While in compliance with the treatment plan, the student-athlete will not be included in random drug testing. Students in the Safe Harbor Program may be selected for drug testing by the NCAA.

• The Director of Athletics, Team Physician, Head Athletic Trainer, and the student-athlete’s Head Coach may be informed of the student-athlete’s participation in the Safe Harbor Program.
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)
- Heroin, 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?
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 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
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 Action Items

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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