



DRUG AND ALCOHOL POLICY (Final 7-2-12) Revised(11.28.16)

The safety and welfare of the athlete is of the utmost concern of the PCSEF.

Therefore athlete members of the PCSEF are prohibited from using or carrying illegal drugs (including, without limitation, Marijuana/THC and their synthetic equivalent, Cocaine, Opiates, Phencyclidine, Amphetamines) and alcohol except as permitted by law or medical prescription. In the case of the use or possession of medical prescription drugs, athletes must provide the PCSEF Program Director with a written statement from their doctor detailing the medication in use and its effects on the individual.

To ensure compliance with these rules, this policy for alcohol and drug use testing is established. The policy applies year-round to athlete members when involved in the dry-land and ski training program of the PCSEF, at or away from the team facilities, including travel, lodging and any other activity of athletes and staff while at other resorts. If the athlete is under any agreement of/bound by additional Drug and Alcohol Policy during this period PCSEF will meet jointly with the other institution to decide if and what actions are needed. PCSEF will comply with all applicable governmental or judicial requirements.

Selection – PCSEF will test all athletes (from ninth grade and higher) for drug and alcohol use at least once a year on a date determined by Program Director. Thereafter, all such athletes are subject to random testing throughout the season for drug or alcohol use. It is PCSEF's intent to test every such athlete at least twice a year. Eight grade athletes will not be subject to these same testing requirements, but will be subject to random testing throughout the season for drug and alcohol use. Random testing selection will be according to methodology adopted by the Program Director; working with the drug testing laboratory.

If PCSEF has reasonable suspicion that an athlete has violated this Drug and Alcohol Policy, PCSEF shall have the right to test that athlete at a time determined by the Program Director.

PCSEF may also test any athlete pursuant to accident or incident (while participating in team activities) that involves medical attention; at any time that safety of athlete members may be jeopardized.

An athlete who refuses testing shall by such refusal indicate his/her resignation from the PCSEF. In the event of such resignation, the athlete and his or her family shall not be entitled to reimbursement of any program fees or dues.

Sample Analysis – PCSEF will utilize laboratories experienced in performing chemical analysis for alcohol and drug detection. Urine sample testing will conform to currently accepted analytical methods and procedures. Positive test results will be confirmed by gas chromatography and mass spectroscopy.

PCSEF shall pay all costs of testing, including transportation and will own the results.

Results / Action – **Test results will be received and handled confidentially. Test results will not be divulged to other individuals except as necessary for the conduct of the PCSEF program.** All positive results will be passed on to a Medical Review Officer (MRO) selected by the Director and approved by the Executive Committee of PCSEF.

Whenever an athlete's test results indicate the presence of illegal drugs or alcohol substances or the MRO rules the specimen adulterated, the following will occur:

- The Program Director within 24 hours, will notify the parent/guardian/custodian first. A written notification from the Program Director will be sent to the parent/guardian/custodian by certified mail.
- The athlete will be notified and be required to submit to follow up testing. If the parent/guardian/custodian, staff member or athlete wish to contest the results the lab will arrange for confirmation testing at limits of detection. This is done at the parent/guardian/custodian or athlete's expense. Such a request must be made to the Program



- Director in writing five (5) working days from first notification of positive test results.
- Suspend the athlete until disciplinary actions have been decided pursuant to the Rule Violations & Discipline Policy.

In the event of a positive test, disciplinary action will be governed by the Rule Violations & Discipline Policy.

In the event of a dispute between the parent/guardian/custodian, or athlete and the PCSEF regarding the drug or alcohol testing procedures or protocol, a binding mediation process for dispute resolution will be utilized. The parent/guardian/custodian, or athlete will pay related expenses of the mediation process. In the event that disciplinary action is taken under the Rule Violations & Discipline Policy, the athlete and/or parent/guardian/custodian shall have the right to appeal the decision in accordance with the process and procedure outlined in such policy.