

Plano Wildcats Hockey Association Policy for Early Intervention and Redirection from Illegal Drugs and Prohibited Substances

I. Purpose of the Policy:

Plano Wildcats Hockey Association (PWHA) has recognized that observed and suspected drug and prohibited substance use and abuse has increased among the general middle school and high school student population. In an effort to take a proactive stance rather than a reactive one, PWHA is implementing a program in an effort to provide a safe, drug free hockey organization and to deter the use of illegal and prohibited drugs among its players. PWHA recognizes that individuals who use illegal and prohibited substances pose a threat to the health and safety of themselves, other players, coaches, and other persons. To implement these purposes, PWHA establishes the Plano Wildcats Hockey Association Policy for Early Intervention and Redirection from illegal Drugs and Prohibited Substances (The POLICY). The POLICY will help ensure the safety of all of the team members both on and off the ice and to promote a healthy and positive drug-free environment for all members.

This Policy is not intended to:

- Enforce current state or federal laws.
- Limit the Board's ability to discipline more severe incidents of misbehavior.
- Penalize a player on prescription medications used according to a doctors order.

Participation in Plano Wildcats Hockey Association (PWHA) is a privilege. Participation will be contingent on the acceptance of the terms and conditions of the POLICY.

Parent Initials _____

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Player Initials _____

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II. POLICY:

As a POLICY The Plano Wildcat Hockey Association (PWHA) does not permit or tolerate the possession or use of drugs, alcohol, or steroids by its players. PWHA enforces this POLICY through mandatory testing administered by the Association for banned substances and by empowering the coaching staff to take disciplinary action when there is a reasonable suspicion based on personal observation that a player has violated the PWHA POLICY.

PWHA also prohibits coaches from using or being under the influence of alcohol or other mood altering substances during any PWHA activities where players are present, or are under their supervision, including travel to and from such functions. The Association enforces this POLICY pursuant to the normal procedures of the Board Disciplinary Process.

PWHA Team Coaches will have the right to recommend a search of players' belongings for illegal and prohibited substances during PWHA sanctioned events if the player is suspected of having possession. Any search will be completed by the coach and the Board Member assigned to manage the POLICY.

This POLICY is separate from those of any other hockey governing body.

This policy is part of the Player Code of Conduct and the Parent/Guardian Code of Conduct. The POLICY and all offenses are applicable throughout a player's membership in the Association and are cumulative throughout the player's membership.

As part of this POLICY, PWHA will provide at least once per season meetings for the players to hear a community leader or subject matter expert speak on the dangers of substance abuse in an effort to promote a positive, safe and healthy environment amongst our members.

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III. Prohibited Substances:

This POLICY bans the use of the following substances:

- a. Any beverage containing alcohol.
- b. Drugs that an individual may not buy, possess, use, sell, or distribute under either federal or Texas law. Such drugs include, but are not limited to: marijuana, opiates, cocaine, heroin, designer narcotics such as Ecstasy, phencyclidine, amphetamines, barbiturates, benzodiazepines, methadone, methaqualone, propoxyphene, hallucinogens, steroids, and/or their metabolites.
- c. All prescription drugs without proper authorization
- d. All prescription and over-the-counter drugs used in an abusive manner.
- e. Anabolic steroids, HGH and other illegal substances of a similar nature.
- f. Masking agents and other substances used to alter test results.

The POLICY defines “use” to include possession, with or without the intention to sell or give away.

This POLICY does not prohibit the use of any substance that has been specifically prescribed for a player by his or her medical provider.

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IV. Testing Procedures

Mandatory Substance Testing:

Mandatory Substance Testing is one aspect of the implementation of the PWHA POLICY. It is intended to act as a deterrent to the use of banned substances by players, to relieve them of the peer pressures to which they may be subjected to in connection with the use of drugs, alcohol, and steroids and to demonstrate PWHA's commitment to the health and safety of the players who are members of its teams.

A designated Board Member will be assigned the responsibility of managing and operating the testing program (Board Program Manager "BPM"). Substance testing will be conducted by an outside party or company that is in the business of conducting such tests (the "Drug Testing Administrator" or "DTA") selected by the BPM and approved by the Board of Directors.

Testing will be conducted on dates selected by the BPM without the advance knowledge of any player, parent or other Board Member. PWHA will supply the BPM with schedules showing practice times for the Association's teams. The BPM will determine when and where the tests will be conducted. **All** players and coaches are required to take the test.

Any player who is absent from practice when a test is administered will be required to go to the DTA's facility to take the test within twenty-four hours of receiving notice from the BPM. Refusal to take the test when the DTA is administering tests, or failure by an absent player to appear for testing within the prescribed period (absent a doctor's excuse due to illness or other valid and approved excuse) will be treated as a violation of The POLICY.

A Head Coach can recommend a test be completed if there is suspicion of a violation based on personal observation. The BPM will be notified and the player will be required to get a test at an arranged location specified by the DTA within 24 hours of being requested.

Drug testing may be conducted through the collection of urine samples, tongue swab samples or other protocols determined in the sole discretion of the DTA. If a player is on any type of medication, it is the player's responsibility to notify the DTA as well before the drug test is administered. Player privacy shall be protected to the maximum extent reasonably possible during collection.

In the event of a "non-negative" test (as defined in Section V. of the POLICY), the BPM shall first contact the parent or guardian of the player involved for the purpose of determining whether the result may have been influenced by the use of any prescribed or over-the-counter drug, diet or other medical condition. If the non-negative result cannot be explained to the satisfaction of the DTA, the DTA or the BPM may, in their discretion, suggest another screening to eliminate a possible "false-positive". If such screening is recommended, it shall be done at the Association's expense.

If a non-negative result is not explained to the satisfaction of the DTA and BPM in accordance with the procedures above, the BPM is authorized to communicate the fact of the non-negative result to the team's head Coach and the player's parent(s) or guardian(s). The Head Coach and the BPM are prohibited from disclosing the fact of a non-negative test result to anyone other than the Board, the player, and the parent(s) or guardian(s).

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At his/her expense, a parent/guardian may have a re-analysis of the original specimen performed by a certified drug-testing laboratory of his/her choice. The request for a re-analysis must be made during the initial notification meeting. The parent/guardian must indicate which laboratory will be used for re-analysis so PWHA can provide the lab of choice with a portion of the original specimen. The player will remain under offense status while the re-analysis process occurs.

V. Definition of a Violation

This POLICY defines a violation as:

- 1) a non-negative result (positive result or dilution/masking) on a test administered under the PWHA testing procedures of the Policy that is not cleared either by investigation by the Drug Testing Administrator or by a negative second test.
- 2) Failure to take a test required under the testing procedure of the Policy or request of a Head Coach.
- 3) Possessing any prohibited substance

Notification of Parents/guardians

Parents/guardians will be notified as quickly as reasonably possible by the BPM and/or President in a confidential manner of all positive test results and violations. Parents/guardians will also be notified when their player has been tested and the result has been negative.

Confidentiality

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the PWHA Board. Records shall be kept in a secure location. This information will not be available to anyone other than the appropriate Board members, coach, and parents. Upon departure from PWHA, this information will be destroyed by means such as shredding. Under no circumstances will the information be shared with another Organization.

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Player Initials _____

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VI. Consequences of Violations

First Offense :

- a. The BPM will chair a confidential meeting with player, parent(s)/guardian(s), coach, and other Board Officer. PWHA will provide a list of Certified Chemical Dependency Counselors and will require the player to engage the services of a counselor within 14 days. The player must complete an approved assessment by a qualified counselor (see Assessment/Counselor Guidelines below)
- b. The player will be suspended from Association activities for a period of 4 weeks. The player will be allowed to participate in practices after a period of 2 weeks.
- c. The player will lose any leadership position or role.

Lifting of the suspension is contingent on a negative test result on a test administered by the Drug Test Administrator (“DTA”) and providing documentation that counseling assessment was completed.

Second Offense:

- a. The BPM will chair a confidential meeting with player, parent(s)/guardian(s), coach, and other Board Officer. PWHA will provide a list of Certified Chemical Dependency Counselors and will require the player to engage the services of a counselor within 14 days. The player must complete an approved assessment by a qualified counselor (see Assessment/Counselor Guidelines below)
- b. The player will be suspended from Association activities for a period of 8 weeks. The player will be allowed to participate in practices after a period of 6 weeks.
- c. The player will lose any leadership position or role.

Lifting of the suspension is contingent on a negative test result on a test administered by the Drug Test Administrator (“DTA”) and providing documentation that counseling assessment was completed.

Third Offense:

- a. The player will be permanently expelled from the Organization

All violations of PWHA’s POLICY are cumulative throughout the course of the Players membership in PWHA. In other words, second and third offenses do not need to occur in the same year or season as a first offense in order to trigger sanctions provided above. Penalties carry over from year to year. No refunds of any fees will be made in the event of a suspension under this policy. Upon return from a suspension, a player may, at the discretion of the coaching staff, be assigned to a team other than the player’s original team.

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Assessment/counselor Guidelines

PWHA can provide a list of certified chemical dependency counselors. This list is available on request but is not an endorsement of those counselors or a mandate that a counselor on the list be used. In order for a counselor to be approved to assess and treat a player, he/she must minimally be a Licensed Chemical Dependency Counselor. The assessment must include a written recommendation for treatment that is presented to the parents. The parents must present a copy of that recommendation to the BPM. Any cost for the assessment or any treatment shall be the responsibility of the parents and/or the player.

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VII.

**ACKNOWLEDGEMENT, WAIVER OF RIGHTS AND INDEMNITY
AGREEMENT WITH REGARD TO SUBSTANCE ABUSE PREVENTION
POLICY AND MANDATORY SUBSTANCE TESTING POLICY**

We as Parent(s) or guardian(s) of _____ (“Player”), who has been offered a position on the roster of a team organized by the Plano Wildcat Hockey Association (PWHA) for myself/ourselves, my/our child and any other parent or guardian of my child, acknowledge the following:

1. We have read, understood and agree to be bound by the terms of the Plano Wildcats Hockey Association Policy for Early Intervention and Redirection from Illegal Drugs and Prohibited Substances (The POLICY) including the Mandatory Substance Testing provided for in the Testing Procedures of Section IV of the POLICY, which policy is incorporated by reference herein. We have been provided with copies of the Policies. We understand that compliance with the POLICY is a condition of our child’s current and continuing participation on a Association team.
2. We hereby give my permission for PWHA’s Drug Testing Administrator (“DTA”) to perform drug testing on my child in accordance with the POLICY.
3. We agree to cooperate with the Association’s DTA in its conduct of drug testing in accordance with the POLICY, and will execute any forms required by the DTA in connection with its testing.
4. We understand that, in the event of a non-negative result on a test conducted on our child, we may be contacted by PWHA’s BPM to discuss the test result and to determine whether any medication, diet, or other medical condition may have influenced the test result. we agree to provide any information required by the BPM for its use in making such a determination.
5. We agree that, in the event of a confirmed non-negative result on a test conducted on my child, the BPM is authorized to disclose the non-negative result to the Team’s Head Coach and the PWHA Board, and that those Association officials are authorized to impose the disciplinary consequences provided for by the POLICY in the case of non-negative test result.
6. We agree to execute such additional forms that the Association may reasonably require in connection with the POLICY.
7. We hereby waive any and all rights under any Federal, State or local law or regulation that are or may be in conflict with the agreements and acknowledgements stated above.

We hereby release PWHA, and any and all of its directors, officers, agents and any other person acting on behalf of the Association, and the Drug Testing Administrator, and any and all of its directors, officers, agents and employees, from any and all liability, claims or causes of action arising in any way out of the Association’s application or enforcement of the POLICY.

Parents/Guardians Signatures _____

Player Signature _____

Parent Initials _____

Player Initials _____

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VIII. Evidence of Acceptance

Every player and their parents or guardians must sign (1) an acknowledgement that they have read, understood and agree to be bound by this POLICY before that player may be rostered on a Plano Wildcat Hockey Association Team and (2) appropriate waiver(s) agreeing that the Association and Drug Test Administrator may conduct drug testing as a condition of rostering players and holding the Association and Drug Test Administrator harmless from any liability relating to the Association's Policy for Early Intervention and Redirection from Illegal Drugs and Prohibitive Substance Policy (POLICY) including Mandatory Substance Testing.

We have read, understood and agree to be bound by the PWHA POLICY. We have read the Statements above, and agree to each and all of them.

Player Signature _____ Player Printed Name _____

Parent/Guardian Signature _____ Parent/Guardian Printed Name _____

Parent/Guardian Signature _____ Parent/Guardian Printed Name _____

Parent Initials _____

Player Initials _____