

Reitz Memorial High School Drug, Alcohol, and Tobacco Use and Testing Policy

Reitz Memorial High School (Memorial) is committed to working with parents and guardians to educate the whole person. In an effort to support the spiritual, emotional, mental, and physical well-being of all students, Memorial has adopted policies and procedures to ensure a drug free environment and support healthy behaviors of our students as part of our wellness program.

Memorial must be a safe zone where every student feels valued as the person God created him or her to be. The primary function of this policy is to promote health and safety in our student body and to give our students a reason to say “no” to drugs and alcohol. With this in mind, there are six goals for this policy:

- to help keep students safe and free from using drugs and/or alcohol;
- to arm our students with a reason to say “no” when they are faced with a situation where they are pressured to use drugs and/or alcohol;
- to affirm our students who are choosing to be drug and alcohol free and provide them with a reason to continue to do so;
- to educate our students who are choosing to experiment with drugs and alcohol that there are serious consequences for their choices, and their choices are unacceptable;
- to provide our students who may have a drug and/or alcohol problem with an avenue to get on the road to recovery; and
- to work in partnership with parents and guardians to ensure the health, safety and well-being of their children.

To accomplish these goals, Memorial reserves the right to require drug and alcohol testing when students display behavior that may be related to the use of prohibited substances. In addition, the school will implement procedures for the random drug and alcohol testing of students.

Attendance at Memorial comes with responsibilities. We hold students, parents, faculty, staff, and administration to a high standard of behavior in areas that affect the health and safety of all students.

This policy is not intended to be punitive, but to serve as a diagnostic tool in identifying drug and/or substance abuse among Memorial students so that parents and guardians can seek help for them to make healthier decisions. This program is a part of Memorial’s physical and mental wellness educational efforts and is an extension of the school's educational substance abuse programs.

I. Applicability

The policy applies to every Memorial student, from the day of Freshman Orientation until the student’s last school-affiliated event is completed as a senior. The policy applies at all times and in all places, throughout the student’s enrollment at Memorial.

A student’s behavior away from school and in the school can affect the safety of the student or

others. It can also be a sign of a significant issue in the student's life and can affect the overall well-being of the school community. For this reason, all students and parents are required to consent to participation in all aspects of this policy as a condition of the student's continued enrollment at Memorial. As well, parents agree that Memorial has full and complete discretion to impose discipline or take other action, as the administration deems appropriate, for behavior occurring at and/or away from school.

This content is included in the student-parent handbook under "Specific Regulations; **Testing for Drug Usage.**"

Students will be tested for drug usage in the following manner:

For Cause Screening: Any student who displays behavior that may be related to the use of prohibited substances, or is otherwise demonstrating conduct that may be in violation of this policy may be required to submit to screening. A student may be directed to submit to screening based upon behavior before, during, or after the school day or at a school-sponsored activity. This also includes any student found to be in violation of this policy due to previous screenings. Any student who tests positive in a screening may be subject to follow-up screenings at the family's expense.

Random Screening: Memorial will contract with a qualified health provider to conduct random testing for students. The random method could result in the same student being tested more than once per year.

Transfer Students: Transfer students **may** be required to produce medical evidence that they are drug and alcohol free. They will also be entered into the random pool beginning on their first day of school.

II. Drug Testing Method

Memorial will contract with a health provider to conduct drug testing for students. Each student will be assigned a number and the principal or designee will maintain one cross-reference lists of names and numbers. The provider will select the numbers on any given day of the school year.

III. Notification of Test Results

Notification of test results will be kept confidential and will only be given to the principal or his/her designee by the health provider. The principal or designee will notify the parents, guardians, and student of a positive or negative test result as soon as possible. Test results from For Cause screenings will be shared with the appropriate personnel.

If a student has a non-negative result for a banned substance, he or she will be informed and the principal or designee will inform parents immediately by phone. If the non-negative test results from the use of a prescribed medication, the parent will be asked to provide evidence of the prescription to the testing provider. The following will take place for verified positive test results:

First Offense

- Parents and student will meet with the principal or designee and/or designated pastoral team to discuss the next steps.
- Referral will be made to the Youth First social worker to discuss counseling alternatives.
- Student will be required to submit to additional testing during the next twelve months at parent/guardian expense.
- Student is considered to be in violation of the drug, alcohol, and tobacco policy for athletic participation agreed upon by the Evansville Athletic Council Members and is subject to the penalties of this policy.

Memorial will cooperate and support families who choose to enter treatment programs, if such action is appropriate.

Second Offense

- Meet with principal or designee to discuss the test result and explain the consequences of a second positive test.
- Meet with Memorial Youth First social worker. The social worker will provide a list of approved agencies for assessment and treatment. The student will provide a copy of the assessment and verification of a plan resulting from the assessment to the Memorial Youth First social worker and the Assistant Principal for Student Services. The student will be required to complete the plan successfully and provide verification requested by Memorial. Any expenses incurred for the assessment and/or any treatment program required by the plan will be the responsibility of the student's family.
- Four weeks probation which includes loss of privilege to attend school sponsored activities after school and on weekends.
- Student is considered to be in violation of the drug, alcohol, and tobacco policy for athletic participation agreed upon by the Evansville Athletic Council Members and is subject to the penalties of this policy.

Additional Offense

- Meet with principal or designee to discuss the report
- Referral to approved agency for assessment and treatment
- Possible referral to the Discipline Committee
- Implementation of a behavioral contract to remain enrolled or possible expulsion

IV. Prescription Drugs

If a student tests positive for a prescription drug, his/her parents will be contacted to provide information to verify the prescription. A student who abuses or misuses prescription drugs will be in violation of this policy.

V. Suspected Error in Test Results

If a student or parent suspects that the drug test result is in error, the student/parent may request that the test be repeated by providing a written request which must be received by the Principal

or their designee within 24 hours of the parents being notified of the non-negative test results. The repeat test shall be done by the same lab on the original split sample. The cost of the retest shall be borne by the student/parent. If the testing lab confirms a false positive, the cost of the retest will be reimbursed to the parents.

VI. Exceptional Circumstances

Notwithstanding any other provisions of this policy, Memorial retains full and complete discretion to impose any discipline or take any other action, or decline to take action, as it deems appropriate for any student behavior occurring anywhere at any time.

VII. Appeals

All appeals of decisions made under the policy shall be made to the President of Memorial High School. In the absence of a president, the appeal will go to the superintendent.

VII. Responsible Reporting

Students and adults have an obligation to join in our effort to help keep all students safe and free from drugs and alcohol. With this obligation comes the responsibility to report any unsafe, illegal, and/or dangerous activities involving students.