

2026 BIENNIAL REVIEW
DRUG FREE SCHOOLS AND COMMUNITIES ACT
SOUTHWESTERN OKLAHOMA STATE UNIVERSITY

10-5-2026

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Drug-Free Schools and Communities Act Southwestern Oklahoma State University

Introduction

The Drug-Free Schools and Communities Act (EDGAR Part 86) requires an institution of higher education to conduct a biennial review of campus programming. The objective of the biennial review is to examine the institution's program inventory to determine its effectiveness. Based upon identified strengths and weaknesses, the program shall be modified to ensure maximum effectiveness. In the event of policy violations, the biennial review also provides for consistent application of sanctions.

A comprehensive prevention program for alcohol and other drug (AOD) use includes university policy, education, enforcement, and collaboration. The participation of multiple individuals, departments, and programs culminate in a campus-wide plan that promotes a safe, healthy environment. Stakeholders collectively share in the responsibility for appropriate programming, data collection and review, recommendations for needed changes, and the implementation of those changes over the following two-year cycle.

Biennial Review Process

The biennial review process includes a discussion of university policies, a review of campus prevention activities and their effectiveness, an analysis of violation types, sanctions incurred and the effectiveness of such sanctions, as well as an action plan with details for improvement.

Description of Alcohol and Drug Programs and Services

Drug-Free Workplace and Schools

Southwestern Oklahoma State University recognizes its responsibility as an educational and public service institution to promote a safe and productive educational and work environment. This responsibility demands implementation of programs and services which facilitate that effort. Southwestern supports federal laws requiring the establishment of antidrug programs which prohibit the use of illegal drugs in the schools and the workplace. Toward this goal, the University has implemented the following policies:

- Students and employees are required to abide by the terms of the Drug-Free Schools and Drug-Free Workplace Policies as a condition of enrollment and/or employment.
- Illegal manufacture, distribution, possession or use of illegal drugs on university property is strictly prohibited.
- A violation of the policy is to be considered a major offense that can result in immediate expulsion for students, termination of employment or require satisfactory participation in a drug rehabilitation program. A criminal conviction is not required for sanctions to be imposed upon an individual for violation of this policy.
- Employees are required to notify their supervisors of a criminal conviction for drug-related offenses occurring in the workplace no later than five days following the conviction. Students are required to notify the Dean of Students of such a conviction on university property within the same time frame.
- Students and employees are provided access to the University's Employee Assistance Program (EAP), counseling and training programs which are designed to inform individuals about the dangers of drug abuse. Voluntary participation in or supervisory referrals to the Employee Assistance Program are on a confidential basis.
- Students and employees are forbidden from performing sensitive safety functions while a prohibited drug is in their system.

All students, faculty and staff receive a copy of this policy annually.

Drug & Alcohol Testing Policy

Southwestern Oklahoma State University ("the University") is committed to maintaining a safe, healthy, and productive environment for all employees. Employees are expected to report to work in a physical and mental condition that enables them to perform their job duties effectively and safely.

The following guidelines apply to all employees, contractors, and subcontractors of the University:

• Faculty and staff must be fit for duty while at work or while representing the University. No employee may report to or perform work duties under the influence of substances that impair mental or physical functioning.

• The unlawful use, possession, distribution, or sale of drugs or alcohol on the University property, in the University vehicles, or while conducting University business is strictly prohibited.

• Medical marijuana may not be used or possessed during work hours or on the University property, even if lawfully prescribed. However, possession of a license will not result in disciplinary action unless impairment or possession occurs at work.

• Employees prescribed medication that may affect their ability to perform their job duties safely must notify their supervisor and follow any work restrictions outlined by a healthcare provider.

• Use of drugs or alcohol off duty that negatively impacts job performance, safety, or the reputation of the University may result in disciplinary action.

• Violations of this policy may result in corrective or disciplinary action, up to and including termination of employment.

• Employees must notify Human Resources or their supervisor within three (3) calendar days of any drug- or alcohol-related criminal charge or conviction.

• The University may conduct searches of university-owned property and, where legally appropriate, personal property brought onto the University premises. Refusal to cooperate may result in disciplinary action.

• This policy applies to all employees, including contractors and subcontractors performing services on behalf of the University.

The University may require drug or alcohol testing for:

- Pre-employment screening
- Post-accident or incident evaluation
- Reasonable suspicion
- Return-to-duty or post-rehabilitation testing
- Random selection in safety-sensitive roles

Employee Drug and Alcohol Programs

SWOSU provides access to Counseling Services that are free to all students, as well as an Employee Assistance Program (EAP) for faculty and staff. EAP provides counseling and training programs that inform participants of the dangers of drug and alcohol abuse. Assistance in locating an in or out-patient rehabilitation site is available through EAP. Additionally, health insurance benefited employees may contact Blue Cross Blue Shield (toll free number on the back of their card) for preauthorization benefits to access in or out-patient treatment. Volunteer participation in our referrals to these services is confidential.

Those needing help or advice may also use the following hotline numbers:

SWOSU Counseling and Health Services	580-774-3776
After hours – SWOSU Police	580-774-3111
National Institute on Drug Abuse	1-800-662-HELP
Alcohol Addiction Hotline	1-855-504-6815
Reach-Out Hotline	1-800-522-9054

Any questions regarding the rules, regulations, and policies concerning the Drug-Free Schools or the Drug-Free Community standards of SWOSU may be referred to the HR Office.

Other resources include:

Celebrate Recovery, SW Christian Church, Weatherford	405-808-6180
Alcoholics Anonymous Referral Service	1-800-711-6375
Narcotics Anonymous Referral Service	1-800-711-6375
Weatherford Area Drug Rehab Centers	www.rehab.com/oklahoma/weatherford

Student Policies

Drugs, Alcohol and Weapons on Campus

The University enforces all state laws regarding the possession, use, and sale of alcoholic beverages, including those prohibiting the consumption of alcoholic beverages to persons under the age of 21.

The University's Alcohol Policy is available for review in Human Resources, SWOSU Drug Free Workplace, Faculty Handbook, and the Student Handbook.

The SWOSU Campus Police enforces all state and federal laws concerning illegal drugs. Anyone apprehended by the SWOSU Campus Police in possession of, using, or selling drugs will be apprehended. Students may additionally be charged under any existing University student disciplinary code.

In accordance with state law, no one other than a commissioned law enforcement officer may carry firearms on campus.

Medical Marijuana

In June 2018, State Question 788 was approved by the voters of Oklahoma and became law. The state question legalized medical marijuana in the state. Despite the passage of this initiative, it is important to know that the use, possession, sale or distribution of marijuana (including medical marijuana and products containing marijuana) on any SWOSU owned/controlled property or event is illegal and against SWOSU conduct guidelines. Additionally, students are prohibited from attending class or work impaired or under the influence of a prohibited substance. Violations of these laws and policies may result in disciplinary action.

Even though medical marijuana is now legal under Oklahoma law, it remains illegal under federal law and the policies of SWOSU's governing board – Regional University System of Oklahoma (RUSO). As a recipient of federal funding, SWOSU must abide by the Controlled Substances Act, the Drug Free Schools and Communities Act, and the Drug Free Workplace Act. Any deviation from these federal statutes and rules will place SWOSU's federal funding, including student financial aid, in jeopardy.

Residence Life Alcohol Policy

The university alcohol policy in the Student Handbook states: "The consumption or possession of alcoholic beverages, or illegal narcotics in any form, on the campus, in university housing, or at any affair on the campus sponsored by or for a student organization is forbidden. Drinking, being in possession of, or under the influence of alcoholic beverages on the campus or at university sponsored events on the campus is prohibited. Confiscated liquor and beer will not be returned to those persons from whom it was seized. All beverages which are confiscated will be destroyed pending resolution of

any legal action taken against parties in possession of the alcohol." Additionally, liquor bottles, beer cans or containers for alcoholic beverages may not be used for decoration in the residence hall and are subject to confiscation.

Residence Life Drugs and Drug Paraphernalia Policy

The Residence Life policy towards illicit drugs is a zero tolerance. Students are prohibited from possessing, consuming, transporting, dealing, being in the presence of, or exhibiting disruptive behavior influenced by the use of such substances. Students are also prohibited from possessing paraphernalia such as bongs, deseeding trays, roach clips, one-hitters, etc. Anyone found in violation of this policy will be subject to having his/her housing contract terminated and, in addition, may be subject to University disciplinary action and possible arrest, imprisonment, or fine according to State and Federal laws.

Although Oklahoma Marijuana Laws allow for Medicinal use, SWOSU follows federal guidelines. This means that Marijuana is not allowed on campus or in the residence halls.

Campus Prevention Activities

Campus prevention activities are designed and implemented in order to supplement the guidance of the Drug Free Schools and Campuses Act and meet the University's alcohol and drug free policies. Prevention activities are correlated to SWOSU's General Education Student Learning Objectives in Goal Four-Social groups, Social issues, Cultures, and Globalization, and Goal Five-Intellectual and Professional Aptitudes, in order to "foster a safe, healthy, and diverse intellectual, cultural, and social environment that encourages emotional well-being"; and HLC Criterion One and Criterion Two. The institution encourages curricular or cocurricular activities that prepare students for informed citizenship and workplace success.

Program Activities Inventory

Department	Activity	Effectiveness	Details	Changes for future events
Athletics	Random & Selective NCAA/SWOSU drug testing	3	Provides an avenue to enforce campus rules, NCAA regulations, and local, state, and federal laws.	
	University sponsored sporting events on campus	3	Social, recreational, extra-curricular options that do not include alcohol and other drugs.	
	Drug-free education for athletes	3	Education provided through sprots medicine staff, pamphlets, and posters in a social and residential environment that supports health prompting norms.	

Campus Police	Alcohol and safety classes in SWOSU Connect program	3	This activity is utilized as a preventative measure to deter students from making incorrect decision in their alcohol and drug consumption by providing awareness of the dangers of alcohol and illicit drugs and peer support.	
	Installation of Dash and Body Cameras	3	The use of cameras allows both officers and subjects to feel comfortable on a call by knowing the incident is recorded. Additionally, cameras may act as a deterrent from violators further continuing in an unlawful action.	
	Oklahoma Bureau of Narcotics (OBN) Drug Take-back Box	3	The Drug Take-Back box allows community members, including and expanding beyond the SWOSU community to drop off expired prescriptions and/or narcotics in a safe, anonymous manner.	
Dean of Students & Student Activities	Student Organizations Guidelines and Resources Handbook	2	The SWOSU Student Handbook includes information around the Code of Conduct and possible sanctions for violations. The Student Handbook states, “No one is permitted to bring alcoholic beverages on campus...all SWOSU events are alcohol and drug free.”	

	Campus Safety Week	1	During September, informative pop-up banners were set up by the DOS in the library, Student Union, Wellness Center, and gym with information on sexual assault & strategies to avoid harmful behavior; interaction is relatively low as this is a passive awareness initiative designed to repeat messaging in multiple locations.	
	Safe Spring Break Week	2	For three days prior to Spring Break, DOS Student Interns table in the Student Union to increase awareness around the risks of binge drinking by handing out information and koozies with tips & prevention information; the giveaways are appealing to students and the interaction is moderate.	
	Hazing Prevention Week	2	Title IX Coordinator meets with all Student Organization Presidents at the Dean of Students' monthly organizations meeting regarding hazing prevention for organizations. Additionally, five campus departments, including ours, leverages social media to promote awareness and hazing prevention to include drug and	

			alcohol abuse prevention during National Hazing Prevention week during the Fall semester.	
Counseling & Health Services	Individual Counseling and Early Intervention	3	During the 2025–2026 academic year, students were provided confidential counseling services. Counselors utilized screening, education, and brief intervention to identify students who may have been engaging in risky alcohol or other drug use and provided appropriate referrals when needed. These services promoted healthy coping skills, reduced risk factors, and supported student well-being, persistence, and academic success.	
	Referral and Care Coordination	3	Counseling and Health Services worked with students to connect them to appropriate campus and community resources when additional alcohol or other drug services were needed. Care coordination included referrals to substance use treatment providers, community agencies, and other support services to ensure students had access to the level of care	

			that best meet their needs. This collaborative approach helped reduce barriers to treatment, encouraged healthy decision-making, and supported student success.	
	On staff Licensed Alcohol and Drug Counselor (LADC)	3	Students had access to confidential counseling services provided by a Licensed Alcohol and Drug Counselor (LADC) during the 2025–2026 academic year. The LADC offered assessment, brief intervention, individual counseling, and referrals for students experiencing concerns related to alcohol or other drug use. Services emphasized reducing risky behaviors, developing healthier coping strategies, and supporting students in achieving their academic and personal goals while promoting long-term wellness.	
Human Resources	Employee Assistance Program (EAP)	3	The EAP program offers (3) free counseling sessions for employees and/or their dependents each calendar year. These sessions can be used for individuals needing assistance with drug and alcohol dependent. All	

			SWOSU employees are eligible for this benefit. This benefit is discussed with each new SWOSU employee and rehires before his/her first day on the campus.	
	New Hire Information	2	All new faculty, staff, administration, and student employees receive a copy of the Drug Free Workplace pamphlet when completing new hire paperwork.	
	Blue Cross Blue Shield Well on Target Portal	2	Blue Cross Blue Shield provides drug-free education as well as health risks related to drug and alcohol abuse. Blue Cross Blue Shield provides a Well on Target platform for benefit eligible employees and their dependents to be able to assess their tobacco and alcohol consumption. The program also aids employees to build healthy habits to avoid overindulgence in certain aspects of their lives.	
Residence Life	Drunk Goggle Olympics	2	Students learned the dangers of drunk driving by wearing drunk goggles and riding a tricycle through an obstacle course at one of our res life buildings. There were also given information on alternative ways to get home in our community.	

	Why do we need a ride?	1	Alcohol awareness presentation with drunk goggle kart course.	Turnout was minimal
	Nuggets & Narcan	1	SWOSU College of Pharmacy students shared information on the dangers of opioid overdose and how to avoid it.	Will promote better next time to increase attendance
New Student Orientation	Alcohol Awareness programming for freshmen students	2	This presentation is provided to all new students. It provides an overview of the effects of alcohol and drugs and what resources are available to students through Campus Police, Counseling and Health Services, and the community of Weatherford. Campus Police present the information so students can become comfortable with campus officers.	
Sayre Remote Campus	Campus Resources	1	Flyers are made available on campus about alcohol, marijuana, and opiates for all students.	
University Strategic Partnership	Harm Reduction Supply Closet	2	SWOSU partnered with the Cheyenne & Arapaho Tribes of Oklahoma to supply free NARCAN, Fentanyl test strips, STI prevention and personal care items in a public access area.	

The rating scale ranges from minimal effectiveness (score of 1), moderate effectiveness (score of 2), and maximum effectiveness (score of 3)

University Sanctions

Under federal regulations, the University must impose sanctions for violations of its Drug-Free Workplace and Schools Policy. Employee sanctions include, but are not limited to reprimand, restriction of activities, conduct probation,

administrative leave, and termination of employment. Administrative sanctions shall be imposed in a timely manner. The University may require the completion of an approved rehabilitation program at the employee's or student's expense. All disciplinary action will be taken in accordance with the applicable policies.

Local, state, and federal laws provide for a variety of legal sanctions, both civil and criminal, for unlawful possession and/or distribution of illegal drugs or alcohol. See Appendix E

Sanctions following a violation of the student code of conduct may include, but are not limited to, one or more of the following:

1. **Warning:** A verbal and/or written notice to the student that they are violating or has violated university regulations.
2. **Specified Restrictions and/or Requirements:** The imposing of specified restrictions, including but not limited to: letter of apology, program participation, presentation of a workshop, preparation of a research paper project, social probation, community service, assessment or evaluation, counseling sessions, restitution for damages, punitive fines, residence hall transfer, eviction from residence halls, loss of privileges (i.e., visiting privileges in housing or denial of access to computer services), or any combination of the above, and any other appropriate educational expectation.
3. **Conduct Probation:** Conduct probation is a formal probation. A second violation means that disciplinary action will be based on both charges. The record of conduct probation is kept in the student's disciplinary file and the disciplinary hold on his or her record is removed at the discretion of the DOS.
4. **Temporary Suspension:**
    1. To ensure the safety and well-being of members of the university community or preservation of university property;
    2. To ensure the student's own physical or emotional safety and well-being; and/or
    3. If the student poses an ongoing threat of disruption of, or interference with, the normal operations of the university.
        1. The Conduct Officer may impose a university or university housing temporary suspension prior to meeting with the student regarding their conduct.
        2. During the temporary suspension, a student may be denied access to university housing and/or to the campus (including classes) and/or all other university activities or privileges for which the student might otherwise be eligible, as the Conduct Officer may determine to be appropriate.
        3. The student shall be notified in writing of this action and the reasons for the temporary suspension. The notice shall include the time, date, and place of a subsequent show cause meeting at which the student may show cause why his or her continued presence on the campus or in university housing does not constitute a threat.
5. **Suspension:** A student may be suspended for reasons of conduct for a defined period of time not less than the remainder of the current semester in which he or she is enrolled. A student on suspension is not permitted to be on campus property while suspended unless attending an event which is open to the public. The student who has been suspended may apply for readmission at the close of the period for which he or she was suspended. A Dean's Hold will be placed on the transcript during the period of the suspension.
6. **Indefinite Suspension**: A student may be indefinitely suspended from the University, which includes a denial of admission or re-admission for an indefinite period of time. Readmission may be granted only under exceptional circumstances. A suspension hold will be placed on the transcript.
7. **Expulsion**: When a student is expelled, a record of this action will be made a part of the student's permanent record in the Office of Academic Records. A student who is expelled will not be allowed to re-enter the university.
8. **Rescission of Credit or Degree Revocation:** For those students found to have violated University policy, the University may elect to rescind credit for a specific course or program. Likewise, for those students who are found in violation of University policy and who have already graduated, the University may elect to revoke the degree(s) of a given student. When a degree is revoked or credit rescinded, a record of this action will be made a part of the official record of the student or graduate in the Office of the Academic Records.

9. **Disciplinary Hold:** A disciplinary hold may be placed on records of students who have been placed on suspension or expulsion. A disciplinary hold may also be utilized to ensure compliance with other sanctions or requests to appear.

Students are required to abide by The Policy on Drug-Free Schools as a condition of enrollment. This policy states the illegal manufacture, distribution, possession of or use of illegal drugs on university property is strictly prohibited. Violation of this policy is considered a major offense and may result in expulsion from the University. Criminal charges or a conviction are not required for sanctions to be imposed.

Campus police enforce state and federal laws concerning illegal drugs. Anyone in possession of, using, or selling drugs, will be investigated. Students may additionally be charged under any existing university student disciplinary code.

University Implementation of Sanctions

The office of the Dean of Students shall be responsible for maintaining discipline files on student conduct violations, including alcohol and other drug violations. These files will contain documentation of the violation type and sanctions imposed.

Violation Type	Total Number of Incidents 2024-2025 2025-2026	Sanctions	Effectiveness	Details
Athletics				
2024-2025 Positive drug test	1	Drug education program and subject to re-testing	Effective	39 total athletes were tested
2025-2026 Positive Drug Test	3	Drug education program, retesting, and suspended	Effective	32 total tests performed
Dean of Students				
No violations	n/a	n/a	n/a	n/a
Residence Life				
2024-2025 Alcohol Violations	7	Appear before judicial board & writing assignment. Underage students were mandated counseling through SWOSU Center for Health & Well-being	Effective	All students complied with sanctions and had no further issues.
2025-2026 Alcohol Violations	3	Appear before judicial board & writing assignment. All underage students were mandated to attend counseling through the Center for Health & Well-being	Effective	All students complied with sanctions and had no further issues.

2025-2026 Drug Violations	9	Appear before judicial board & writing assignment. All students were mandated to attend counseling through the Center for Health & Well-being	Effective	All students complied with sanctions and had no further issues
Human Resources				
No violations	n/a	n/a	n/a	n/a
Sayre Remote Location				
No violations	n/a	n/a	n/a	n/a

Assessment/Data Collection/Review

The University utilizes a multi-unit case study analysis review process. Units include Athletics, Campus Police, Dean of Students, Health and Counseling Services, Human Resources, Student Services, New Student Orientation, Sayre Remote Location, and Residence Life. Assessment documents allow units to rate the effectiveness of programming activities. The rating scale ranges from minimal effectiveness (score of 1), moderate effectiveness (score of 2), and maximum effectiveness (score of 3).

Assessment data is collected via the SWOSU Assessment Center. For students, the learning objectives of prevention activities is identified as General Education Student Learning Objectives in Goal Four-Social groups, Social issues, Cultures, and Globalization, and Goal Five-Intellectual and Professional Aptitudes, in order to "foster a safe, healthy, and diverse intellectual, cultural, and social environment that encourages emotional well-being"; and HLC Criterion One and Criterion Two. The institution encourages curricular or cocurricular activities that prepare students for informed citizenship and workplace success.

After the data collection process is completed, the Biennial Review Committee participates in a focus group to address the strengths and challenges of programming, to ensure consistency of sanctions, and to discuss recommendations for future use. The Biennial Review Committee will meet in September of even years.

University Action Plan

Progress Status from Prior Action Plans

Seminar on Substance Abuse, presented by SWOSU College of Pharmacy and Phi Lambda Sigma
SWOSU College of Pharmacy Faculty and Students in conjunction with a sponsorship from Oklahoma Pharmacists Helping Pharmacists present a yearly chemical dependency seminar. The seminars are provided free and are open to SWOSU faculty, staff and students, and the community. While the focus is on the healthcare side of addiction, the content is relatable to anyone. Next scheduled event is Spring 2027 with a shift to a "lunch and learn" type setting.
Status: Current and Ongoing

Operation Substance Use Disorder Committee
SWOSU College of Pharmacy Students in charge of drug take back day which is a safe space for the community to dispose of unwanted medication. This event is in addition to the Drug Take Back Box placed at the Campus Police Department. In addition, this committee provides NARCAN training to the community and Res Life Staff.
Status: Current and Ongoing

Focus educational materials on the dangers of binge drinking.
The Dean of Students will disseminate helpful information on the dangers of binge drinking and ways to prevent this behavior.
Status: Updated 2024 and Ongoing

Create a centralized location for reporting student/employee violations to ensure all students/employees are treated the same and given equal access to assistance. Implemented Maxient system for monitoring reported violations.
Status: Updated 2025 and Ongoing

Biennial Review Committee
Ms. Cindi Albrightson, Title IX & Compliance Coordinator
Ms. Dayna Hardaway, Assistant Vice President for Human Resources
Dr. Wendy Yoder, Dean of Students
Chief Kendra Brown, Director, Campus Police
Mr. Todd Helton, Athletic Director & Director for Compliance
Ms. Alyssa Bane, Director, Residence Life & Housing
Ms. Abagail Walker, Director, Counseling and Health Services
Dr. Taler Alexander, Director, Admissions & Recruitment
Dr. Adam Johnson, Vice President for Student Services

Executive Compliance Committee

Dr. Joel Kendall, President
Dr. Jason Johnson, Provost, and Vice President for Academic Affairs
Ms. Lori Boyd, Vice President for Administration and Finance
Dr. Boone Clemmons, Assistant Vice President for Public Relations and Marketing
Dr. Adam Johnson, Vice President for Student Services
Ms. Dayna Hardaway, Assistant Vice President for Human Resources
Dr. Chad Kinder, Vice President for Strategic Partnerships

Policies and Procedures for Distribution and Subsequent Reviews

Distribution of Annual Drug and Alcohol Abuse Prevention Program Notifications

All current students (enrolled for any type of academic credit except continuing education units) and all current employees will receive an annual reminder of SWOSU's Drug Free Schools and Workplace Policy.

Students

The annual notice of Drug Free Schools and Workplace will be distributed by email to all students. SWOSU Public Relations & Marketing will distribute the email to all students. This annual notice will be distributed with the Clery Act notification on or before October 1st of each year and again at the beginning of the Spring semester.

Employees

The annual notice of Drug Free Schools and Workplace will be distributed by email to all faculty & staff. SWOSU Public Relations & Marketing will distribute the email to all students. This annual notice will be distributed with the Clery Act notification on or before October 1st of each year and again at the beginning of the Spring semester.

All employees are given a copy of the Drug Free Workplace Policy on or before their first day of employment. A signed receipt is imaged in their personnel file. Also, this policy is addressed at each new employee and faculty orientation.

Biennial Review Certification

The Drug Free Schools and Communities Act biennial review will be completed by November 1st of each even numbered year for the previous September through August two-year period. The Title IX & Compliance Coordinator will coordinate and compile all materials and summary of the biennial review.

Identified departments will be notified during the summer of each year to gather all needed materials used related to Drug Free Schools and Workplace. These documents will be provided for the biennial review committee and used to evaluate program and policy efficiency.

Upon approval of the biennial review committee and the executive compliance committee, the completed review will be submitted to the university president for their signature and certification.

Certification:



Dr. Joel Kendall, President

Southwestern Oklahoma State University

Date 10-9-26

Appendices

Appendix A

SWOSU Mission/Values/Vision Statement 2026

Mission Statement

Southwestern Oklahoma State University empowers students to achieve personal and professional success through innovative teaching, scholarly discovery, personalized support, and pioneering partnerships with commerce and community.

Values Statement

In pursuing the university's mission, SWOSU faculty and staff are guided by a shared commitment to:

- Students, by providing innovative academics, industry connections, research opportunities, and creative engagement.
- Integrity, by nurturing an environment of honesty, transparency, trust, and accountability.
- Community, by engaging in partnerships and programs that add viability and visibility to Weatherford and the region.
- Commerce, by advancing programs and services that meet changing workforce demands of the region and beyond.
- Student and staff wellness, by sustaining a culture of safety, belonging, and emotional, mental, and physical support.
- Adaptability, by pursuing the exchange of ideas, research, and leadership for the ever-changing personal and public good.

Vision Statement

SWOSU strives to be the premier public university in the region by advancing student and campus community successes in academic program innovation, workforce responsiveness, individual belonging, responsible citizenship, professional advancement, lifelong learning, and individual growth.

Appendix B

Drug-Free Workplace and Schools Human Resources Policy

Southwestern Oklahoma State University recognizes its responsibility as an educational and public service institution to promote a safe and productive educational and work environment. This responsibility demands implementation of programs and services which facilitate that effort. Southwestern supports federal laws requiring the establishment of antidrug programs which prohibit the use of illegal drugs in the schools and the workplace. Toward this goal, the University has implemented the following policies:

Students and employees are required to abide by the terms of the Drug-Free Schools and Drug-Free Workplace Policies as a condition of enrollment and/or employment.

Illegal manufacture, distribution, possession or use of illegal drugs on university property is strictly prohibited.

A violation of the policy is to be considered a major offense that can result in immediate expulsion for students, termination of employment or require satisfactory participation in a drug rehabilitation program. A criminal conviction is not required for sanctions to be imposed upon an individual for violation of this policy.

Employees are required to notify their supervisors of a criminal conviction for drug-related offenses occurring in the workplace no later than five days following the conviction. Students are required to notify the Dean of Students of such a conviction on university property within the same time frame.

Students and employees are provided with access to the University's Employee Assistance Program (EAP), counseling and training programs which are designed to inform individuals about the dangers of drug abuse. Voluntary participation in or supervisory referrals to the Employee Assistance Program are on a confidential basis.

Students and employees are forbidden from performing sensitive safety functions while a prohibited drug is in their system.

Drug testing is mandated for sensitive safety positions prior to employment when there is reasonable cause, after an accident, on a random basis, and before returning to duty after refusing to take a drug test or after not passing a drug test. (Sensitive safety employees are defined in CFR Volume 32, Part 280, and CFR Volume 49 Part 653.) This legislation is available for review in the Human Resources Office.

All students, faculty and staff receive a copy of this policy annually.

SWOSU Human Resources webpage 2026—includes links to past Biennial Reviews

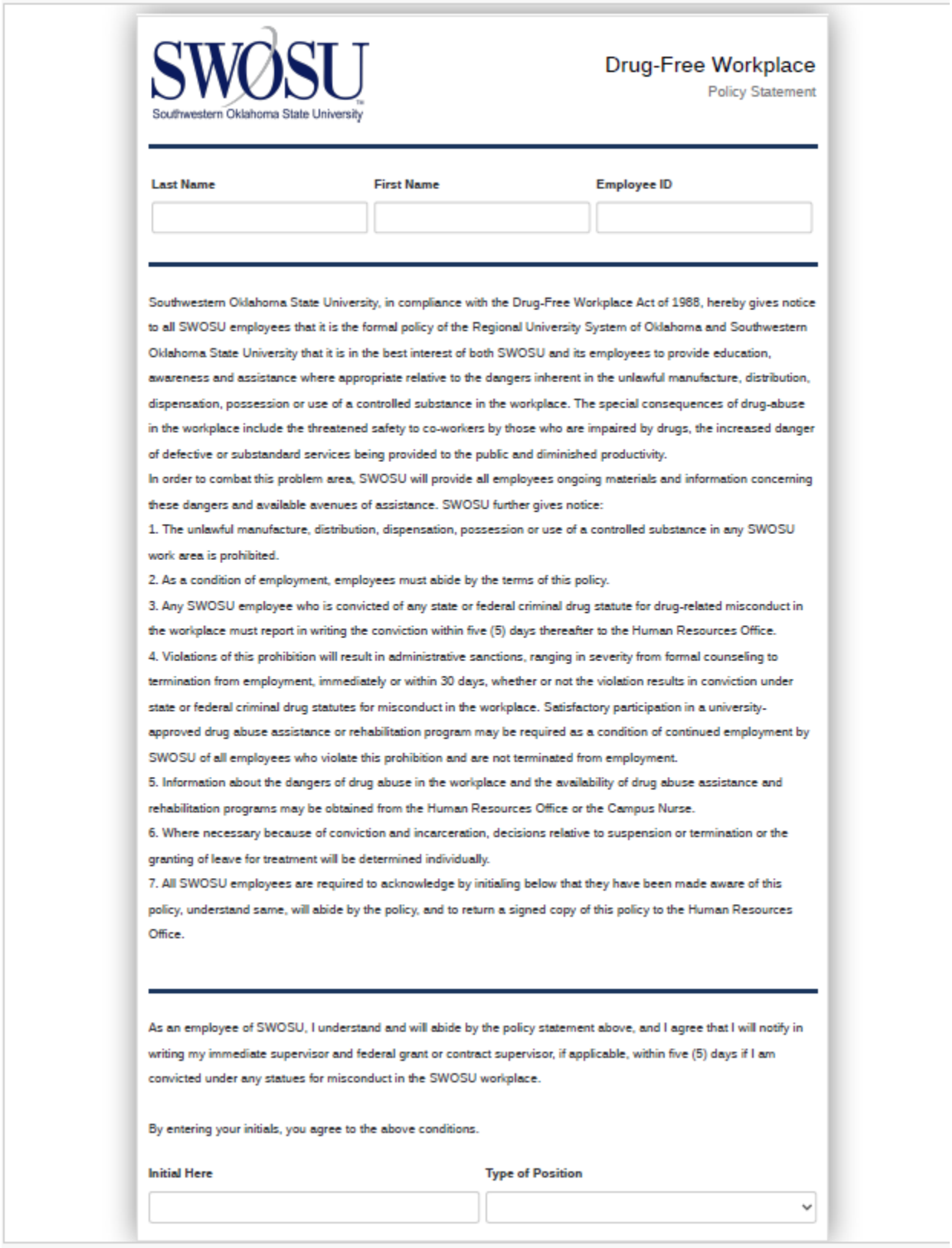
Conditions of Employment: Drug-Free Workplace

Drug Free Workplace: The illegal manufacture, distribution, possession, or use of illegal drugs by students and employees on SWOSU property, or as a part of any SWOSU student sponsored activity, is prohibited. Employees must abide by this policy as a condition of employment.

Personnel Handbook 2026

Appendix C

Drug-Free Workplace Policy Statement—new hire completion required. Completed via etrieve.



SWOSU
Southwestern Oklahoma State University

Drug-Free Workplace
Policy Statement

Last Name | **First Name** | **Employee ID**

Southwestern Oklahoma State University, in compliance with the Drug-Free Workplace Act of 1988, hereby gives notice to all SWOSU employees that it is the formal policy of the Regional University System of Oklahoma and Southwestern Oklahoma State University that it is in the best interest of both SWOSU and its employees to provide education, awareness and assistance where appropriate relative to the dangers inherent in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace. The special consequences of drug-abuse in the workplace include the threatened safety to co-workers by those who are impaired by drugs, the increased danger of defective or substandard services being provided to the public and diminished productivity.

In order to combat this problem area, SWOSU will provide all employees ongoing materials and information concerning these dangers and available avenues of assistance. SWOSU further gives notice:

1. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in any SWOSU work area is prohibited.
2. As a condition of employment, employees must abide by the terms of this policy.
3. Any SWOSU employee who is convicted of any state or federal criminal drug statute for drug-related misconduct in the workplace must report in writing the conviction within five (5) days thereafter to the Human Resources Office.
4. Violations of this prohibition will result in administrative sanctions, ranging in severity from formal counseling to termination from employment, immediately or within 30 days, whether or not the violation results in conviction under state or federal criminal drug statutes for misconduct in the workplace. Satisfactory participation in a university-approved drug abuse assistance or rehabilitation program may be required as a condition of continued employment by SWOSU of all employees who violate this prohibition and are not terminated from employment.
5. Information about the dangers of drug abuse in the workplace and the availability of drug abuse assistance and rehabilitation programs may be obtained from the Human Resources Office or the Campus Nurse.
6. Where necessary because of conviction and incarceration, decisions relative to suspension or termination or the granting of leave for treatment will be determined individually.
7. All SWOSU employees are required to acknowledge by initialing below that they have been made aware of this policy, understand same, will abide by the policy, and to return a signed copy of this policy to the Human Resources Office.

As an employee of SWOSU, I understand and will abide by the policy statement above, and I agree that I will notify in writing my immediate supervisor and federal grant or contract supervisor, if applicable, within five (5) days if I am convicted under any statues for misconduct in the SWOSU workplace.

By entering your initials, you agree to the above conditions.

Initial Here | **Type of Position**

Appendix D

Drug-Free Workplace Policy 2025

Southwestern Oklahoma State University recognizes its responsibility as an educational and public service institution to promote a productive work environment. This responsibility demands implementation of programs and services, which facilitate that effort.

The Drug-Free Workplace and Schools Policy of SWOSU may be found on the SWOSU website.

The SWOSU Office of Human Resources is responsible for informing employees about the danger of drug abuse in the workplace and the availability of counseling and rehabilitation programs. The appropriate Executive Officer will be responsible for notifying federal funding agencies within ten days whenever an employee is convicted of a drug-related crime which occurred in the workplace. This policy is based on the Drug Free Workplace Act of 1988 (P. L. 100-690, Title V, Subtitle D) and is subject to the grievance procedure stated in the Personnel and Faculty Handbook.

Faculty Handbook last updated 6-2025

Appendix E

Drug Free School/Workplace

Student Services Campus Security Procedures and Practices

Alcohol

The consumption or possession of alcoholic beverages or illegal narcotics in any form, on the campus, in University housing (to include approved sorority and fraternity housing) or at any affair on the campus sponsored by or for a student organization, is forbidden.

SWOSU also acts in accordance with the Drug Free Schools Act, the Drug Free Workplace Act and other applicable provisions of state and federal law.

Faculty Handbook Drug-Free Schools Policy Statement 2026

In compliance with the Drug-Free and Communities Act Amendments of 1989, SWOSU recognizes that drug and alcohol abuse diminishes the integrity of the institution and erodes the strength and vitality of its human resources. Employees are expected to be in suitable mental and physical condition and able to perform their assigned duties satisfactorily. It is the intent of SWOSU to educate students and employees about the dangers of drug and alcohol abuse and to discourage the illegal possession and distribution of drugs and alcohol. Accordingly, SWOSU adopts the following policy:

The unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on SWOSU property, or as a part of any SWOSU student sponsored activity, is strictly prohibited. Students and employees must abide by this policy as a condition of enrollment or employment. Continuance of employment or enrollment following receipt of this policy constitutes acceptance of this policy by the employee or student. Sanctions will be imposed for violation of this policy. Employees and students are required to notify SWOSU Human Resources of any state or federal drug statute conviction for a violation occurring on SWOSU campus no later than five (5) days after conviction. Students are required to notify the Dean of Students within the same time frame.

University Sanctions

Under federal regulations, the University must impose sanctions for violations of its Drug-Free Workplace and Schools Policy. The University sanctions include, but are not limited to reprimand, restriction of activities, conduct probation, administrative leave, and termination of employment. Administrative sanctions shall be imposed in a timely manner. The University may require the completion of an approved rehabilitation program at the employee's or student's expense. All disciplinary action will be taken in accordance with the applicable policies.

It is also within the discretion of SWOSU to refer any violations to the appropriate authorities for criminal prosecution. Local, state and federal laws provide for a variety of legal sanctions for the unlawful possession and distribution of illicit drugs and alcohol. Hence, sanctions include, but are not limited to, incarceration and monetary fines. Employees should note that they are also subject to SWOSU's Drug-Free Workplace policy and can refer to that policy for additional sanctions.

Health Risks

Alcohol and other drug use represent serious threats to health and the quality of life. Alcohol and other drug use increase the risk of accidents, birth defects, HIV/AIDS, and other diseases. Health risks generally associated with alcohol and drug abuse can result in, but are not limited to, a lowered immune system, damage to critical nerve cells, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders. With most illicit drugs, it is possible that users will develop psychological and physical dependence. Further information concerning health risks may be found in the Student Health & Counseling Services. Individuals should also consult their personal physician about alcohol and drug-related health risks. Drug Enforcement Agency (DEA) provides Drug Fact Sheets.

Counseling and Rehabilitation

SWOSU provides access to an Employee Assistance Program (EAP) and Counseling Services that is free to all students, faculty and staff. EAP provides counseling and training programs that inform participants of the dangers of drug and alcohol abuse. Assistance in locating an in or out-patient rehabilitation site is available through EAP. Additionally, health insurance benefited employees may contact BCBS (toll free number on the back of their card) for preauthorization benefits to access in or out-patient treatment. Volunteer participation in or referrals to these services is confidential.

Those needing help or advice may also use the following hotline numbers:
SWOSU Counseling and Health Services 580-774-3776
(After hours) SWOSU Department of Public Safety 580–774–3111
National Institute on Drug Abuse 1-800-662-HELP
National Alcohol & Drug Abuse Hotline 1-800-234-0420
Reach-Out Hotline 1-800-522-9054
Any questions regarding the rules, regulations and policies concerning the Drug-Free Schools or the Drug-Free Workplace standards of SWOSU may be referred to the HR Office.

Faculty Handbook 2025 retrieved 9-22-2026

Personnel Handbook 2026

Appendix F

Drug Free School Policies—Pharmacy

Professional, Legal, and Ethical

Students must adhere to ethical and professional standards of practice, including the principles set forth in the Oath of a Pharmacist. Students are expected to understand the legal aspects of the practice of pharmacy, including state and federal regulations. All College of Pharmacy students are subject to periodic background checks and drug screens.

Reporting of Alcohol and Substance Abuse and/or Misuse

Any issues related to the abuse or misuse of alcohol or other substances will be reported to the COP Oklahoma Pharmacists Helping Pharmacists (OPHP) faculty liaison per the COP Substance Abuse/Misuse Policy.

Substance Abuse/Misuse/Use Policies (SA/M/UP)

I. SWOSU Substance Abuse/Misuse Standards of Conduct

SWOSU students are required to abide by **The Policy on Drug-Free Schools** as a condition of enrollment. This policy states the illegal manufacture, distribution, possession of or use of illegal drugs on SWOSU property is strictly prohibited. Violation of this policy is considered a major offense and may result in expulsion from SWOSU. Criminal charges or a conviction are not required for sanctions to be imposed.

SWOSU **Student Obligations and Regulations** state that the consumption or possession of alcoholic beverages, or illegal narcotics in any form, on the campus, at any event sponsored by or for a student organization or other SWOSU sponsored activity for students is forbidden.

SWOSU **Student Handbook** defines misconduct and provides multiple examples of prohibited activities. Three of these prohibited activities address substance abuse/misuse (SA/M) related activities:

1) The unlawful use, sale, possession, distribution, or being under the influence of, or association with narcotics, drugs, marijuana, hallucinogens, or other dangerous drugs while on or off campus is prohibited.

2) Drinking, being in possession of, or under the influence of alcoholic beverages on the campus or at university-sponsored events off the campus is prohibited.

3) Possession of any form of illegal contraband or paraphernalia which is usually associated with the use of narcotics and/or dangerous drugs is prohibited.

In addition to complying with SWOSU policies the COP is required to adhere by the rules, regulations and policies promulgated by the Oklahoma State Board of Pharmacy (OSBP) to ensure the health, safety and welfare of patients. The COP is also contractually obligated to comply with SA/M and drug testing requirements of SWOSU's pharmacy practice experience sites.

II. COP Substance Abuse/Misuse Evaluation, Treatment & Monitoring Policy

The COP and OSBP are committed to ensuring that students with SA/M problems are not endangering public health, safety and welfare by practicing pharmacy while impaired. The COP is equally committed to helping students overcome SA/M problems and complete their professional education whenever possible. The COP has adopted the following policies and procedures to identify and attempt to assist students with SA/M problems.

The COP has partnered with Oklahoma Pharmacists Helping Pharmacists (OPHP) to help students with evaluation, treatment and monitoring for SA/M disorders. OPHP is a non-profit organization that specializes in assisting pharmacists/student pharmacists get the treatment needed to safely practice pharmacy. OPHP follows their own, independently developed policies and procedures when dealing with pharmacists/student pharmacists with SA/M disorders. To facilitate communication, the COP has a designated COP-OPHP faculty liaison who will serve as the primary

contact between the COP and OPHP. In situations where students are not in compliance with OPHP evaluation, treatment or monitoring recommendations, OPHP may communicate directly with a COP administrator and/or the OSBP. The COP and OPHP will strive to maintain the student pharmacist's right to confidentiality and personal dignity while addressing their SA/M problem. COP students classically gain access to OPHP through one of three processes.

A. SELF-REFERRAL

The student who feels s/he may be impaired calls or contacts the designated COP-OPHP faculty liaison or preferably OPHP (1-800-260-7574 ext. 5773) directly to arrange for an evaluation. Self-referral is the preferred method of OPHP contact and provides the student with the greatest chance for successful recovery, anonymity, and likelihood of completing their degree on time.

B. REPORTING BY A CONCERNED OTHER

A concerned person (fellow student, faculty, preceptor, family, or significant other) is encouraged to contact OPHP directly. The concerned person may contact the designated COP-OPHP faculty liaison for SA/M information and advice on how to address their concerns about a student's possible SA/M. OPHP will collect pertinent information from the concerned party and make a determination if an intervention and evaluation are warranted. If a student cooperates with OPHP, they will retain significant anonymity within the COP and increase the likelihood of completing their degree on time. Students refusing to participate in an evaluation will be treated as outlined in the OPHP Policies and Procedures Manual. (Contact OPHP for a current copy of their Policies and Procedure Manual at http://www.opha.com/?page=OPHP)

C. COERCED REFERRALS

Oklahoma State Board of Pharmacy

The OSBP may require that a pharmacy intern submit to an evaluation by OPHP. Failure to cooperate during the evaluation or to comply with OPHP recommended treatment and monitoring may result in the OSBP taking action against an intern's license.

SWOSU COP

The COP may require that a student undergo an OPHP evaluation as a condition of continued enrollment if it is suspected that they have a SA/M issue.

OPHP evaluation may be mandated by the COP if it is believed that a student may be impaired. OPHP lists the following as some possible manifestations of SA/M disorders in students:

1) Excessive or unexplained absenteeism or tardiness
2) Difficulty with concentration and fine motor skills
3) Confusion and difficulty following instructions
4) Spasmodic study/work patterns
5) Obvious abnormal physical condition or function
6) Generally lowered academic or work performance
7) Interpersonal relations problems

The COP reserves the right to remove the involved student from IPPE/APPE rotation related activities until the evaluation has been completed and the COP has received the resultant recommendations from OPHP.

D. ROLE OF OPHP:

1. OPHP will perform an intervention if warranted. If not, an evaluation is scheduled and conducted.

2. If treatment or monitoring is recommended, the student will enter into a contract with OPHP outlining what conditions must be met in order to remain in the OPHP program and/or COP.

3. OPHP will determine the type and frequency of required monitoring activities.

4. As part of the evaluation, OPHP will determine if it is in the best interest of the student to continue didactic course work. If OPHP recommends that a student not continue didactic coursework, OPHP will notify the designated COP-OPHP faculty liaison. The COP-OPHP faculty liaison will arrange a meeting with the student and the appropriate COP administrator during which the student will be administratively removed from all ongoing courses. 5. As part of the evaluation, OPHP will determine if it is in the best interest of the student and/or public safety that a student not participate in IPPE/APPE rotation activities. If OPHP recommends that a student not participate in IPPE/APPE rotation activities, they will inform the designated COP-OPHP faculty liaison. The COP-OPHP faculty liaison will inform the appropriate COP administrator and Director of Experiential Education that the student should not participate in IPPE/APPE rotation activities, and the student will be administratively removed from all ongoing rotations.

6. OPHP will inform the designated COP-OPHP faculty liaison when a student who was previously evaluated as not being ready to participate in didactic course work and/or IPPE/APPE rotations is deemed ready to resume COP course work and/or rotations. Once the appropriate COP administrator(s) are notified of the student's readiness to resume COP course work and/or rotations, the student will be allowed to enroll for the upcoming semester after completing all necessary forms/applications/etc.

7. OPHP will promptly report any student noncompliance to the designated COP-OPHP faculty liaison. A positive drug or alcohol test or failure to maintain compliance with an OPHP contract will result in notification of the appropriate COP administrator and the OSBP.

III. GENERAL RULES OF THE SUBSTANCE ABUSE/MISUSE/USE POLICY

A. CONSENT TO SEARCH

Affiliated experiential rotation sites retain the right to search any vehicle, pocket, package, purse, or any other personal property brought on site to ensure that the environment is free of illegal drugs or alcohol. SWOSU reserves the right to search students and their property while on campus if they are deemed to be a danger to themselves or others or if it is suspected that they are engaging in activities that violate the student conduct code.

B. COMPLIANCE

Students refusing to participate fully with OPHP will either be suspended or expelled from the COP.

C. RESPONSIBILITY FOR TREATMENT COSTS

Students are responsible for all costs associated with treatment programs and the fulfillment of monitoring required by OPHP. The initial evaluation and review conducted by OPHP will be performed at no cost to the student.

D. ACADEMIC PROGRESS/LEAVES OF ABSENCE

Appropriate efforts will be made to maintain a student's academic progress. When immediate intervention is necessary, and evaluation and/or treatment must take place during the academic year, the student shall be granted a leave of absence by the designated COP administrator for an appropriate period of time.

Subject to the terms of the student's OPHP contract, some students may continue didactic, IPPE, and APPE course work while in outpatient treatment.

E. RE-ENTRY

If academic progress is interrupted by treatment, re-entry into the COP shall depend on compliance with the terms of their OPHP contract, the recommendations of OPHP, and compliance with all the processes, rules, and regulations for re-entry and participation in the COP professional program.

F. GENERAL LIABILITY OF THE IMPAIRED STUDENT

Compliance with the COP SA/M/UP and participation with OPHP does NOT confer immunity from criminal prosecution, legal action, or protect one's professional license or registration. In addition, all COP rules and regulations (Professionalism, Academic Progression, etc.) supersede the SA/M/UP.

G. RECORDS

To the extent possible records will be confidentially maintained by the COP. Disclosure of confidential information, outside of communication described in this policy between OPHP, OSBP and the COP, generally requires consent of the student or court order. Student records will be maintained for a period of 5 years following graduation or dismissal from the COP, and then be confidentially destroyed. In the event a student is non-compliant with their OPHP contract, COP recovery support for the student may be terminated, and all records may be released to the appropriate COP administrator and the OSBP.

H. CONFIDENTIALITY

COP representatives must hold all information disclosed to them in strict confidence. Knowledge of student impairment or suspected impairment shall be disclosed to other COP members only for the sole purpose of securing intervention, treatment, support services and when necessary to facilitate academic progression within the COP. Any COP member who violates confidentiality may be subject to discipline or potential litigation for violation of the student's rights.

The designated COP administrator or COP-OPHP faculty liaison may identify students participating in this program to the COP Dean. This information will normally be maintained in confidence by the Dean and not jeopardize the student's participation in rehabilitation, academic progress within the COP, or professional licensure, as long as the student maintains compliance with their OPHP contract.

I. OUTSIDE ASSISTANCE

Nothing in the SA/M/UP shall be construed as prohibiting a student from seeking outside assistance for their SA/M problem. However, if a student is facing disciplinary sanctions, as outlined in this policy, they are required to participate in the OPHP program.

J. EXPERIENTIAL EDUCATION PLACEMENTS

Students who fail drug screens which limit rotation site placement may experience delays in or an inability to complete their degree.

IV. Procedure for COP Student Reporting of Alcohol and Drug Related Offenses

Any COP student arrested or charged with a drug or alcohol related legal offense (e.g. minor in possession, driving under the influence, driving while intoxicated, public intoxication, open container, drug possession, drug paraphernalia possession, etc.) at any time during their COP enrollment must notify, in writing, the Dean within 7 days of the arrest or citation. The Dean will designate a COP administrator to review the situation and notify all other pertinent COP and/or SWOSU officials. The designated COP administrator will meet with the student and may initiate a COP mandated OPHP evaluation referral.

The student is required to notify, in writing, the designated COP administrator within 7 days of any change in the status of the alcohol or drug related charge (e.g. conviction, removal from record, change in charge classification, diversion agreement, etc.).

Any student convicted upon a plea or a verdict of guilty or following a plea of nolo contendere to an alcohol related misdemeanor may be placed on non-academic probation for the duration of their enrollment in the COP. This also includes cases in which there is deferred or suspended imposition of sentence. Any student convicted upon a plea or verdict of guilty or following a plea of nolo contendere to a drug related misdemeanor or any felony may be disciplined, up to and including, expulsion from the COP per the COP’s Student Handbook Academic Regulations.

If a student's record is legally cleared of a conviction that led to either probation or expulsion from the COP, the COP will defer to the court and the student's enrollment status will be restored to what it was prior to the most recent conviction. In addition, if the student is exonerated of all charges, at the discretion of the COP Dean, the information related to the case may be removed from the student's file.

V. COP Drug Testing Policy

A. PROHIBITED SUBSTANCES

Alcohol - Consumption or being under the influence of alcohol by a student while on campus or performing any IPPE/APPE rotational activity is prohibited.

Illegal Drugs - The use, sale, purchase, transfer, or possession of any illegal drug by a student is prohibited. The presence of any detectable amount of any illegal drug in a student is prohibited.

Legal Drugs – Student use of any illegally obtained prescription drug is prohibited. The use or being under the influence of any legally obtained drug by a student while involved in any COP related activities which negatively impacts performance or patient safety is prohibited.

VI. Student Use of Validly Prescribed Mind-Altering Substances Policy

B. COP APPLICANT TESTING

All applicants to the COP must submit to a drug screen test after an offer of admittance has been made. The COP will provide the admitted student with the details necessary (location, forms, and due date) to comply with the required drug screening. Admitted students who do not comply with or fail the pre-admission drug screening will be denied COP admittance. Subsequent satisfactory completion of a drug screen does not guarantee the student admittance into the COP. Students who did not comply with or failed a pre-admission drug screening may reapply, but their applications are generally not looked upon favorably.

C. COP STUDENT TESTING

All COP students will undergo periodic drug testing while in the COP to comply with the COP's contractual agreements with experiential rotation sites. COP students must have a documented negative drug screen, completed within < 12 months, on file with the COP while participating in experiential rotations. Some experiential rotation sites may require more recent, comprehensive or onsite drug testing. If a student is assigned to one of these sites, the student will be provided with directions on how to comply with the rotation sites additional requirements.

D. COP DRUG TESTING PROCEDURE

The COP contracts with an outside vendor(s) to conduct drug testing. The outside vendor(s) will utilize practices consistent with Oklahoma Statutes as outlined in the Standards for Workplace Drug and Alcohol Testing Act. The contracted vendor(s) will be responsible for appropriate sample collection, chain of custody documentation, laboratory testing, result interpretation, result reporting and confidentiality. Drug testing may include the collection of urine, hair, blood or breath. The contracted vendor(s) will have a Medical Review Officer (MRO).

Medical Review Officer (MRO) Responsibilities

1. All preliminary results will be reviewed by the MRO prior to the issuing of a final report. As part of this review, the MRO will provide the student in question the opportunity to explain, in confidence, the preliminary results of the screenings.

2. A student may request a confirmative test on the currently held sample within the time limits specified by the contracted vendor after receiving notice of a positive test. The student shall pay all costs of the confirmative test.

3. The MRO will base their final report upon all information available to them, including preliminary lab results, any explanation provided by the student, evidence regarding drug prescriptions, and the results of any requested confirmative test.

4. The MRO's final report shall detail the presence of alcohol or any drug or its metabolites for which a medically acceptable explanation of the positive result has not been forthcoming for the student. The MRO's final report shall not include any information relating to the student's health or the presence of drugs or their metabolites for which a legal and medically acceptable explanation of a positive result has been forthcoming.

5. The COP will not act against an applicant or student until the MRO issues their final report. All decisions under the SA/M/UP, with respect to students, will be based solely upon the MRO's final report. The COP will not intervene on a student's behalf with the MRO. The COP will not ignore or alter the MRO's final report findings.

E. DILUTE NEGATIVE RESULTS

"Dilute negative" urine test results are not acceptable. Students with "dilute negative" results will be retested and not allowed to participate in any IPPE/APPE experiential rotation activities until an acceptable negative test result is received. Any student caught altering, diluting or substituting urine to be utilized in a COP mandated drug test will be referred to OPHP for a mandatory evaluation and will be subject to COP disciplinary action. Student use of a masking agent is considered alteration of the sample and will result in the student being referred to OPHP for a mandatory evaluation and will be subject to COP disciplinary action. Students with more than one "dilute negative" result will be referred to their primary care physician for medical evaluation of their multiple "dilute negative" results.

F. FOR-CAUSE TESTING

1. Approval to Test For-Cause

Any faculty member or preceptor who believes that a student is impaired should contact the designated COP administrator for campus-based students or an Experiential Education faculty member for rotation-based students to initiate for-cause testing. The faculty member or preceptor initiating for-cause testing will submit a written summary of the circumstances leading to their request that the student undergo for-cause testing. If the faculty member or preceptor is unwilling to provide the written statement necessary to initiate for-cause testing, they will be encouraged to contact OPHP or the COP-OPHP faculty liaison as outlined in section **II. B.** Anonymous reports of drug or alcohol use by another student are, by themselves, generally insufficient evidence to mandate for-cause testing. The COP or rotation site requesting for-cause testing will bear the expense of the testing.

2. Triggers to Initiate For-Cause Testing

For-cause testing may be mandated by the COP if it is believed a student may be under the influence of drugs or alcohol, including but not limited to, the following circumstances:

1) Drugs or alcohol are found on or about the student's person.
2) The student's conduct suggests they are impaired or under the influence of drugs or alcohol.
3) A creditable report of drug or alcohol use during COP related activities.
4) Information that a student has tampered with drug or alcohol testing at any time.
5) Excessive or unexplained absenteeism or tardiness.
6) Negative changes in a student's academic, personal and/or professional behavior.
7) Legal action or consequences (investigation, arrest, conviction, etc.) related to SA/M.
8) If a student is injured at a rotation site.
9) If a student is involved in a medication misadventure at a rotation site.
10) If drug(s) that a student on rotations had access to are missing.

The involved student may be prohibited from participating in any IPPE/APPE rotation related activities until the for-cause testing results have been reviewed by the COP. If the student tests positive they will immediately be removed from any ongoing experiential rotation and referred to OPHP for a COP mandated evaluation. If the student tests negative the COP may still refer them to OPHP for evaluation if it is deemed in the student's best interest. Otherwise, students testing negative will resume their educational activities.

3. Student Refusal to Submit to For-Cause Testing

Any COP student refusing to comply with appropriately approved for-cause drug testing will be immediately removed from any ongoing IPPE/APPE rotation. The student may schedule a meeting with the designated COP administrator to discuss the circumstances surrounding their refusal to submit to for-cause testing. The designated COP administrator will determine if the student should complete a COP mandated drug screen and/or OPHP evaluation.

G. CONSEQUENCES OF A POSITIVE ON A ROUTINE/PERIODIC COP DRUG SCREENING TEST (Not a for-cause testing situation)

1. Admission Drug Screen

The COP will rescind an offer of admission if an applicant has a positive drug screen, there is evidence of sample tampering, or failure to comply with any mandated drug testing requirements. The applicant may reapply after one calendar year but shall submit evidence of a SA/M evaluation, successful completion of any recommended treatment and a negative drug screen within 30 days of submitting their application. Acceptance into the COP, even after complying with these requirements, is not guaranteed. If accepted into the COP, the student should expect to be referred to OPHP for evaluation and possibly monitoring for the duration of their academic career.

2. Current Students

The student will be referred to OPHP for an evaluation. Students refusing to participate fully with OPHP will be expelled. Students who have a second positive drug screen on a routine COP or COP mandated drug test will be expelled. Students expelled for failing to comply with any OPHP recommendation or those presenting with a second positive drug test should have no expectation of re-admittance to the COP.

Students who are in compliance with OPHP recommendations and deemed fit by OPHP to continue their didactic course work will be allowed to continue by the COP. Students should meet with the designated COP administrator to discuss their individual situation in regards to their current course work. The administrative removal of a student based on an OPHP recommendation will not adversely affect a student's standing in the COP. All students, including those with SA/M issues, must comply with the COP Academic Progression and Professionalism Policies to remain in the COP.

Any student with a positive drug screen will be prohibited from participating in any IPPE/APPE rotations. Prior to being eligible to participate in any IPPE/APPE experience the student must complete an OPHP evaluation, fully comply with all OPHP recommendations, and provide the COP with "fit for duty" documentation obtained from OPHP.

VI. Student Use of Validly Prescribed Mind-Altering Substances Policy

COP students are prohibited from participating in any patient care related activities while potentially impaired, even if the impairment or potential impairment is the result of a legally prescribed medication for which a current valid medical indication exists. Potential impairment is to be determined by drug package warnings, by warnings of the prescribing physician, dispensing pharmacist and/or other reliable and credible sources.

If any question exists about the possibility of impairment, the COP student is responsible for seeking guidance from the designated COP administrator or an Experiential Education faculty member. In some instances, the student may be asked to provide certification from their physician that the use of the legally prescribed drug will have no impact upon their ability to function in the didactic and/or experiential setting. The designated COP administrator, in conjunction

with Experiential Education faculty when appropriate, may limit student access to didactic and/or experiential settings if they believe that impairment is present or likely to occur.

If a faculty member or preceptor believes that the COP student's use of a validly prescribed drug impairs the student's ability to safely fulfill the essential functions of the course/experience, they shall contact the designated COP administrator or an Experiential Education faculty member. Faculty members and preceptors are under no obligation to allow students, who they believe to be a danger or distraction secondary to impairment, access to their classrooms, labs or practice sites. The COP reserves the right to initiate for-cause testing and/or refer any student exhibiting signs of impairment for a COP mandated OPHP evaluation.

If a COP student's use of a validly prescribed drug impairs their ability to function in the didactic or experiential setting, they will be removed. If a student is being removed secondary to exhibiting signs of impairment, attempts will be made, either by the COP or practice site, to arrange safe transportation for the student.

Appendix G

Student Organization Guidelines

ALCOHOL ON CAMPUS

The use of alcohol is forbidden on campus as well as at campus events sponsored by recognized student organizations. Publicity encouraging the use or abuse of alcohol at events is prohibited.

FRATERNIGHT & SORORITY GUIDELINES ALCOHOL AND DRUGS

1) The possession, use and/or consumption of alcoholic beverages, while on University premises, during an official SWOSU sorority and fraternity event, or in any situation or setting sponsored or endorsed by the chapter, must be in compliance with any and all applicable laws of your state, county, and city.

2) The sale of alcohol, by any SWOSU sorority and fraternity is prohibited. This prohibition includes any action that is a functional substitute for the sale of alcohol such as: charging for admission to parties, passing the hat, selling empty cups, or selling drink tickets.

3) Alcoholic beverages may not be purchased with SWOSU sorority and fraternity funds. Nor, may the purchase of alcoholic beverages be undertaken or coordinated by any member in the name of or on behalf of the chapter.

4) SWOSU sorority and fraternity events may not involve the use of bulk quantities of alcohol, kegs of beer or any common source container of alcohol. All alcoholic beverages consumed at SWOSU sorority and fraternity functions must be purchased and brought by the individuals attending the function or through a cash bar operated by a licensed establishment where the function is held. Any legal use of alcohol should not involve unlimited quantities, the encouragement of rapid consumption, drinking games, or the direct or indirect pressuring of any person to consume alcohol.

5) No SWOSU sorority and fraternity shall sponsor open parties, meaning those with unrestricted access and without specific invitation, where alcohol is present.

6) All recruitment activities shall be dry; that is without the use of alcoholic beverages.

7) No alcohol may be present at any associate (non-initiated) member activity.

8) No SWOSU sorority and fraternity may co-sponsor, co-promote, or co-finance an event with a bar, tavern, distributor of alcohol, charitable organization, or student organization where alcohol is sold, given away or otherwise provided.

9) The possession, sale and/or use of any illegal drug or controlled substance at any SWOSU sorority and fraternity sponsored event is prohibited.

Student Organization Resource Guidelines

2026

Appendix H

Southwestern Oklahoma State University Department of Athletics Drug Education and Testing Program

Introduction

The Southwestern Oklahoma State University athletic administration and coaching staff expressly condemn the use of banned substances and the abuse of alcohol and tobacco as their use may endanger the safety and health of the student-athlete. In an effort to address the problem of substance abuse, the Department of Athletics has instituted educational programs and a Substance Abuse Program for its student-athletes. The Head Athletic Trainer directs the Department's Drug Education and Testing Program. Any student-athlete that is part of a team roster is subject to being tested. The student- athlete is subject to being tested by the NCAA Drug-Testing Program and/or the Southwestern Oklahoma State University Drug Testing Program. These two program are separate and distinct from each other. This policy is not to be construed as a contract between the institution and the student-athletes at Southwestern Oklahoma State University. However, signed consent and notification forms shall be considered affirmation of the student-athlete's agreement to the terms and conditions contained in this policy. Southwestern Oklahoma State University may amend this policy at any time.

Purpose

The purpose of the Department of Athletics drug program is twofold: (a) to prevent the use of banned substances by members of all SWOSU athletic teams, and (b) to detect and then to educate and to rehabilitate those team members who have engaged in the use of banned substances.

Implementation

At the beginning of the academic year, the Drug Education and Testing Program is presented to all student-athletes. Each student-athlete is asked to sign a form acknowledging that he/she understands the department's expectations in this regard.

NCAA Drug Testing

All student-athletes are subject to drug testing by the NCAA year round and at NCAA Championship and Post-season Bowl Games. If positive results are obtained for any drug banned by the NCAA, the Athletics Director, Compliance Officer, Head Athletic Trainer, and Head Coach are notified. This drug test is subject to the regular Athletic Department Drug Education and Testing Policy in addition to sanctions imposed by the NCAA. All student-athletes found to be positive for a banned substance are subject to loss of eligibility consistent with existing policies, as designated in NCAA Bylaw 18.4.1.5, and additional testing.

SWOSU Drug Testing

The SWOSU Department of Athletics, through the use of an independent private testing firm, shall, from time to time, test members of all athletic teams for the presence of banned drugs. All test results will be reported to the Director of Athletics and/or Director for Sports Medicine. The Director of Athletics and/or Director for Sports Medicine will notify the Head Coach of the sport in which the team member participates of any test with a positive result. ***Southwestern Oklahoma State University Department of Athletics reserves the right to test a student-athlete on the suspicion of banned substance use.***

Methods of Selecting Student-Athletes

Student-athletes selected for drug testing will be notified no more than 24 hours prior to testing. Student-athletes will be notified either by a telephone call or through direct contact from the Head Athletic Trainer or his/her designee. Specimen collection for testing will be conducted according to Drug Free Sport's collection guidelines. (See Attached Form)

 Random Selection – Members of all SWOSU Athletic teams are subject to being randomly selected for Drug Testing through use of a computerized random selection process.

 Reasonable Suspicion Screening - A student-athlete may be subject to testing at any time when the Director of Athletics or his/her designee determines there is individualized reasonable suspicion to believe the participant is using a prohibited drug. Such reasonable suspicion may be based on objective information as determined by the Director of Athletics or by an Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Head Athletic Trainer, Assistant

Athletic Trainer, or Team Physician, and deemed reliable by the Director of Athletics or his/her designee. Reasonable suspicion may include, without limitation, 1) observed possession or use of substances appearing to be prohibited drugs, 2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances, or 3) observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances. Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are: class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes, and legal involvement. If suspected, the Director of Athletics or his/her designee will notify the student-athlete and the student-athlete must stay with a member of their coaching staff, the athletics administration staff, or the sports medicine staff, until an adequate specimen is produced. Note: The possession and/or use of illegal substances may be determined by means other than urinalysis. When an individual is found to be in possession and/or using such substances, he/she will be subject to the same procedures that would be followed in the case of a positive urinalysis (e.g., using on-site saliva testing products to determine alcohol consumption). (See Reasonable Suspicion Reporting Form.)

 Post-season/Championship Screening - Any participant or team likely to advance to post-season championship competition may be subject to additional testing. Testing may be required of all team members or individual student-athletes at any time within thirty (30) days prior to the post-season competition. If a student-athlete tests positive, he or she will not be allowed to compete at the post-season event and will be subject to the sanctions herein.

 Re-entry Testing - A student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a drug and alcohol violation may be required to undergo re-entry drug and/or alcohol testing prior to regaining eligibility. The Director of Athletics or his/her designee shall arrange for re-entry testing after the counselor or specialist involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate.

 Follow-up Testing - A student-athlete who has returned to participation in intercollegiate sports following a positive drug test under this policy may be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Athletic Director or his/her designee in consultation with the counselor or specialist involved in the student-athlete's case.

 Pre-season Screening - Student-athletes are subject to pre-season drug testing and may be notified of such by the Director of Athletics or his/her designee at any time prior to their first competition.

Drugs to be Tested

The testing list is comprised of drugs generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete as set forth. The list specifically includes psychomotor stimulants, central nervous system stimulants, anabolic steroids, street drugs, diuretics, as well as other drugs. (See NCAA Banned Drugs List.)

Disciplinary Action for Violation

If Southwestern Oklahoma State University tests you for the banned drugs list and you test positive, the following procedures will be implemented.

Effects of Positive Test Results

A positive test result as determined by the testing agency shall constitute a violation of this policy. Failure to comply with the treatment requirements may also be considered a violation of this Policy.

First Violation

-Notification of a positive test will be given to the Head Athletic Trainer, the Director of Athletics, the student athlete's Head Coach, the team Physician for the purpose of securing additional assistance if necessary, and the student athlete's parents/guardian may be notified if deemed necessary by the Director of Athletics or his/her designee.

-The student athlete will be referred to Southwestern Oklahoma State University's Health and Counseling Center for evaluation and counseling services. The University's counselor will be responsible for determining the number of counseling sessions necessary.

- The student athlete will be subject to unlimited random drug testing for one year from the date of a positive test.

-The student athlete's Head Coach has the option to impose additional sanctions including, but not limited to, indefinite suspension, community service hours, revoking team privileges and travel, and/or termination of some or all athletics financial aid.
- Failure by the student-athlete to comply with the terms and conditions stated in the notice shall constitute a separate and distinct violation of the policy with the consequences as set forth for a second violation.

Second Violation

-The student athlete will be suspended from all team activities for seven (7) days from the date of notification of a positive test.
- The student athlete will be subject to unlimited random drug testing for one year from the date of a positive test.

Third Violation

-The third violation of the policy, at any time while enrolled as a student-athlete at Southwestern Oklahoma State University shall result in the expulsion of the student-athlete from the athletic program.
-The student-athlete's financial aid for the remainder of the academic year or the renewal of financial aid from any ensuing academic year may be revoked.
- If the person who receives a third positive violation is living in athletic provided housing, he or she may be removed from housing.

Attempts to Falsify Test

Attempting to falsify drug test will be treated as a serious offense and will not be tolerated. If a student athlete is found to have tampered or attempts to alter the testing process, it will be considered a positive test and will be subject to penalties associated with a second violation.

Failure to Appear/Refusal of Test

Failure to appear for a test or refusal to take a test shall be treated as a violation of the policy unless a valid verifiable excuse can be submitted.

Voluntary Evaluation ("Safe Harbor Program")

1. Self-Referral: A student-athlete who has engaged in prohibited drug or alcohol use is encouraged to seek assistance from the athletic department of Southwestern Oklahoma State University by voluntarily disclosing his or her use. A student eligible for the Safe Harbor Program may refer himself or herself to the Safe Harbor Program for voluntary evaluation and counseling. If the student-athlete seeks assistance prior to being identified as having violated this policy or prior to being notified that he or she must undergo screening, the impermissible use will not be deemed an offense for purposes of determining sanctions under this policy. A student-athlete will not be permitted to enter the Safe Harbor Program thirty (30) days prior to NCAA or Conference postseason competition.
2. Treatment Plan: Southwestern Oklahoma State University Athletic Department will work with the student to prepare a Safe Harbor treatment plan, which may include confidential drug testing. If the student tests positive for a banned substance upon entering the Safe Harbor Program, that positive test will not result in any administrative sanction unless the student tests positive in a subsequent test or the student fails to comply with the treatment plan. (The team physician may suspend the student from play or practice, if medically indicated.) A student will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed 30 days, as determined by the treatment plan.
3. Removal from the Safe Harbor Program: Failing to complete the treatment recommended by the counselor, having a positive test for any banned substance after entering the Safe Harbor Program, or having a positive result on a reentry test will be deemed a Second Positive Result under this policy.

4. Safe Harbor Protection: While in compliance with the Safe Harbor Program treatment plan, the student will not be included in the list of students eligible for random drug testing by Southwestern Oklahoma State University Athletic Department. Students in the Safe Harbor Program, however, may be selected for drug testing by the NCAA or other organizations.

5. Confidentiality of the Safe Harbor Program: The Athletic Director, the Head Athletic Trainer, and Head Coach of the student-athlete's sport will be informed of the student's participation in the Safe Harbor Program. The team physician assigned to that sport may also be notified, if medically appropriate. The assistant coach(es) may also be informed at the discretion of the head coach. The student-athlete's parents/guardians may also be notified if deemed

necessary. Other university employees may be informed only to the extent necessary for the implementation of this policy.

Note: These are Southwestern Oklahoma State University Department of Athletics policies. Student-athletes may also be subject to additional disciplinary action deemed necessary by the Head Coaches consistent with their team policies.

Appeal Process

Student-athletes who test positive for a banned substance by the laboratory retained by the institution may, within 72 hours following receipt of notice of the laboratory finding, contest the finding. Upon the student-athlete's request for additional testing of the sample, the Director of Athletics/designee will formally request the laboratory retained by Southwestern Oklahoma State University to perform testing on specimen B. Specimen B findings will be final, subject to the results of any appeal. If specimen B results are negative, the drug test will be considered negative.
Student-athletes who test positive under the terms of this policy will be entitled to a hearing with the Director of Athletics or his/her designee prior to the imposition of any sanction. Requests for such a hearing must be made within forty-eight (48) hours of notification of a positive test result. If the forty-eight hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing and received by the Director of Athletics or his/her designee.

The student-athlete may have an advocate or other representative present if the student so desires. However, the student-athlete must present his or her own case. The meeting should take place no more than seventy-two (72) hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Director of Athletics, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, as well as to review the results of the drug test. The proceedings shall be confidential. The decision by the Director of Athletics or his/her designee regarding the sanction to be imposed shall be final.

Use of Supplements

It is to be noted that the Southwestern Oklahoma State University Athletics Department does not condone the use of dietary supplements. The NCAA stance on dietary supplements is that student-athletes should be advised that the most effective and safest way to enhance their performance is to avoid dietary/nutritional supplement products and rely on a combination of a healthy diet, appropriate conditioning, rest and recovery, and avoiding substance abuse.
Student-athletes should bring all supplement products to the designated athletics staff before using, and then checking all supplements through the Resource Exchange Center, REC, staffed by the National Center for Drug Free Sport, the NCAA third party drug testing administrator. The REC is the only authoritative resource for questions related to whether listed ingredients on nutritional supplement product labels or in medications contain NCAA banned substances. (See Head Athletic Trainer for Supplemental Disclosure and Review Form.)

Products labeled as dietary supplements sold over the counter, in print advertisements and through the internet are under-regulated by the U.S. FDA. Dietary supplements are at risk of contamination or may include ingredients that are banned under your drug testing policy. Student-athletes have tested positive and lost their eligibility using dietary supplements. Any product containing dietary supplement ingredients is taken at the student-athlete's own risk.

To access the REC, call toll free 1-877-202-0769 or go to www.drugfreesport.com/rec , select NCAA, and insert password ncaa1, ncaa2, or ncaa3 (depending on your divisional affiliation). Right on the home page you can select "Ask about Dietary Supplements" or go to the "Prescription/Over-the-Counter Drug Search". It's as easy as 1, 2, or 3.
By signing the Policy Consent Form, the student-athlete:

1. Acknowledges that he/she understands that they are to disclose all dietary supplements used to the head athletic trainer;

2. Acknowledges the aforementioned policies and statements, and fully accepts the detrimental and possibly permanent defects caused by the use of dietary supplements;

3. Fully accepts that they have been made aware of the Southwestern Oklahoma State University and the National Collegiate Athletic Association (NCAA) policies with regard to the use of dietary supplements;

4. Accepts any and all liability if they have in the past used, continue to use, and/or use at any time in the future, dietary supplements in any form; and releases the Southwestern Oklahoma State University, its agents, and all personnel of any and all responsibility and liability related to such use.

Last updated 6-2022

2024-25 NCAA Banned Substances

NCAA legislation requires that schools provide drug education to all student-athletes. The athletics director or athletics director's designee shall disseminate the list of banned-drug classes to all student-athletes and educate them about products that might contain banned drugs. All student-athletes are to be notified the list may change during the academic year and that updates may be found on the NCAA website (ncaa.org). They should also be informed of the appropriate athletics department procedures for disseminating updates to the list. It is the student-athlete's responsibility to check with the appropriate or designated athletics staff before using any substance.

The NCAA bans the following drug classes:

Stimulants.
Anabolic agents.
Beta blockers (banned for rifle only).
Diuretics and masking agents.
Narcotics.
Peptide hormones, growth factors, related substances and mimetics.
Hormone and metabolic modulators.
Beta-2 agonists.

Note: This is not a complete or exhaustive list. Any substance chemically/pharmacologically related to these classes also is banned. The school and the student-athlete shall be held accountable for all drugs within the banned-drug class regardless of whether they have been specifically identified. Examples of substances under each class can be found at ncaa.org/drugtesting. There is no complete list of banned substances.

Substances and Methods Subject to Restrictions:

Blood and gene doping.
Local anesthetics (permitted under some conditions).
Manipulation of urine samples.
Tampering of urine samples.
Beta-2 agonists (permitted only by inhalation with prescription).

NCAA Nutritional/Dietary Supplements:

Before consuming any nutritional/dietary supplement product, first review the product and its label with your athletics department staff**.**

1. There are no NCAA-approved nutritional or dietary supplements.
2. Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
3. Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
4. Many nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
5. While third- party tested and low-level risk products may be options, complete elimination of risk is impossible.
6. All nutritional/dietary supplements are taken at the student-athlete’s own risk.

Athletics department staff should provide guidance to student-athletes about supplement use, including a directive to have any product checked by qualified staff members before consuming. The NCAA subscribes only to Drug Free Sport AXIS™ (AXIS) for authoritative review of label ingredients in medications and nutritional/dietary supplements. Contact AXIS at 816-474-7321 or axis.drugfreesport.com (access code ncaa1, ncaa2 or ncaa3).

THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES. DO NOT RELY ON THIS LIST TO RULE OUT ANY LABEL INGREDIENT.

Many nutritional/dietary supplements are contaminated with banned substances not listed on the label. It is the student-athletes responsibility to check with the appropriate or designated athletics staff before using any substance.

Stimulants	Amphetamine (Adderall)	Methamphetamine
	Caffeine (Guarana)	Methylhexanamine (DMAA; Forthane)
	Cocaine	Methylphenidate (Ritalin)
	Dimethylbutylamine (DMBA; AMP)	Mephedrone (bath salts)
	Dimethylhexylamine (DMHA; Octodrine)	Modafinil
	Ephedrine	Octopamine
	Heptaminol	Phenethylamine (PEA) and its derivatives
	Hordenine	Phentermine
	Lisdexamfetamine (Vyvanse)	Synephrine (bitter orange)

Exceptions: *Phenylephrine and Pseudoephedrine are not banned*.

Anabolic Agents	Androstenedione	Methandienone
	Boldenone	Methasterone
	Clenbuterol	Nandrolone (19-nortestosterone)
	Clostebol	Oxandrolone
	DHCMT (Oral Turinabol)	SARMS [Ligandrol (LGD-4033); Ostarine;
	DHEA	RAD140; S-23]
	Drostanolone	Stanozolol
	Epitrenbolone	Stenbolone
	Etiocholanolone	Testosterone
		Trenbolone
Beta Blockers	Atenolol	Pindolol
(banned for rifle only)	Metoprolol	Propranolol
	Nadolol	Timolol
Diuretics and Masking Agents	Bumetanide	Hydrochlorothiazide
	Canrenone (Spironolactone)	Probenecid
	Chlorothiazide	Triamterene
	Furosemide	Trichlormethiazide

Exceptions: Finasteride is not banned.

Narcotics	Buprenorphine	Methadone
	Dextromoramide	Morphine
	Diamorphine (heroin)	Nicomorphine
	Fentanyl and its derivatives	Oxycodone
	Hydrocodone	Oxymorphone
	Hydromorphone	Pentazocine
	Meperidine	Tramadol
Peptide hormones, growth factors, related	BPC-157	Erythropoietin (EPO)
substances and mimetics	Growth hormone (hGH)	IGF-1 (colostrum; deer antler velvet)
	Human Chorionic Gonadotropin (hCG)	Ibutamoren (MK-677)

Exceptions: Insulin, Synthroid and Forteo are not banned.

Hormone and Metabolic Modulators	Anti-Estrogen (Fulvestrant)
	Aromatase Inhibitors [Anastrozole (Arimidex); ATD (androstatrienedione); Formestane; Letrozole]
	PPAR-d [GW1516 (Cardarine); GW0742]
	SERMS [Clomiphene (Clomid); Raloxifene (Evista); Tamoxifen (Nolvadex)]

Beta-2 Agonists	Albuterol	Salbutamol
	Formoterol	Salmeterol
	Higenamine	Vilanterol

Southwestern Oklahoma State University Department of Athletics

Drug Testing Reasonable Suspicion Reporting Form

I, _____, under the reasonable suspicion clause that is
Staff Name
outlined in the Southwestern Oklahoma State University Drug Education and Drug Testing Policy, report the following objective sign(s), symptom(s) or behavior(s) that I reasonably believe warrant _____ be referred to the Director of Athletics or
Student-Athlete
his/her designee for possible drug testing. The following sign(s), symptom(s) or behavior(s) were observed by me over the past _____ hours and/or _____ days.

Please check below all that apply:

The Student-Athlete has shown:

_____ irritability _____ physical outburst (e.g. throwing equipment)
_____ loss of temper _____ emotional outburst (e.g. crying)
_____ poor motivation _____ weight gain
_____ failure to follow directions _____ weight loss
_____ verbal outburst (e.g. to faculty, staff, _____ sloppy hygiene and/or appearance
teammates)

The Student-Athlete has been:

____ late for practice _____ staying up too late
_____ late for class _____ missing appointments
_____ not attending class _____ missing/skipping meals
_____ receiving poor grades

The Student-Athlete has demonstrated the following:

____ dilated pupils _____ over stimulated or "hyper"
_____ constricted pupils _____ excessive talking
_____ red eyes _____ withdrawn and/or less communicative
_____ smell of alcohol on the breath _____ periods of memory loss
_____ smell of marijuana _____ slurred speech
_____ staggering or difficulty and red nose _____ recurrent motor vehicle accidents and/or
_____ recurrent bouts with a cold or the flu violations (provide dates _____)
(provide dates _____) _____ recurrent violations of Student Code of
Conduct policy

Other specific objective findings include:

_____
_____
_____
_____
_____
_____

Signatures:

_____
Name of Staff

_____ _____
Signature of Staff Date

Reviewed By:

_____ _____
Director of Athletics/Designee Date

College/University: Urine Collection Guidelines for Clients

1. Only those persons authorized by the institution will be allowed in the collection room.

2. When arriving to the collection room, the student-athlete will provide photo identification, or a client representative will need to identify the student-athlete. The student-athlete will then print his or her name and arrival time on the Roster Sign-In Form.

3. The student-athlete will select a Custody & Control Form (CCF) from a supply of such and work with the institutional collector to complete the necessary information before proceeding with the specimen collection process.

4. The student-athlete will select a specimen collection beaker from a supply of such and will be escorted by the institutional collector (same gender) to the restroom to provide a specimen. The student-athlete will rinse his or her hands with water (no soap) and then dry their hands. Then the student-athlete will place a specimen barcode from the Custody & Control Form onto the beaker.

5. The institutional collector will directly observe the furnishing of the urine specimen to assure the integrity of the specimen.

6. The student-athlete will be responsible for keeping the collection beaker closed and controlled.

7. Fluids and food given to student-athletes who have difficulty voiding must be from sealed containers (approved by the institutional collector), opened and consumed in the collection room. These items must be free of any other banned substances.

8. If the specimen is incomplete, the student-athlete must remain in the collection room until the sample is completed. During this period, the student-athlete is responsible for keeping the collection beaker closed and controlled.

9. If the specimen is incomplete and the student-athlete must leave the collection room for a reason approved by the institutional collector, the specimen must be discarded.

10. Upon return to the collection room, the student-athlete will begin the collection procedure again.

11. Once an adequate volume specimen is provided; the institutional collector will escort the student-athlete to the specimen processing table.

12. The specimen processor will instruct the student-athlete to closely observe the specimen processing steps and will then measure the specific gravity.

13. If the urine has a specific gravity below 1.005, no value will be recorded on the CCF and the specimen will be discarded by the student-athlete with the institutional collector observing. The student-athlete must remain in the collection room until another specimen is provided. The student-athlete will provide another specimen.

14. Once the specimen processor has determined the specimen has a specific gravity above 1.005 the sample will be processed and sent to the laboratory.

15. If the laboratory determines that a student-athlete's sample is inadequate for analysis, at the client's discretion, another sample may be collected.

16. If a student-athlete is suspected of manipulating specimens (e.g., via dilution, substitution), the institutional collector will collect another specimen from the student-athlete.

17. Once a specimen has been provided that meets the on-site specific gravity, the student-athlete will select a sample collection kit from a supply of such.

18. The specimen processor will open the kit, demonstrate to the student-athlete the vials are securely sealed, open the plastic and open the A vial lid. The processor will pour the urine into the A and B vials and close the lids. The specimen processor should pour urine into vials above the minimum volume level (35 mL in A vial; 15 mL in B vial) and pour as much urine as possible into the vials using care not to exceed the maximum levels (90 mL in A vial; 60 mL in B vial).

19. The specimen processor will securely close the lids on each vial and then seal each vial using the vial seals attached to the CCF; assuring seals are tightly adhered to the vials with no tears or loose areas.

20. The specimen processor must then collect all necessary signatures (collector, donor, witness, and collector/specimen processor) and dates/times where indicated on the CCF.

21. The specimen processor will place the laboratory copy of the CCF in the back pouch of the plastic bag and the vials in the front pouch of the same bag. The bag should then be sealed. The sealed bag with vials will then be placed in the sample box. The box will then be sealed.

22. The student-athlete is then released by the institutional collector.

23. All sealed samples will be secured in a shipping case. The collector will prepare the case for forwarding. When two split samples are collected and packaged, care must be taken to assure one sample is placed in the shipping container for shipment to the “drugs of abuse” laboratory and one sample is placed in the shipping container for shipment to the “anabolic steroids” laboratory.

24. After the collection has been completed, the samples will be forwarded to the appropriate laboratory and copies of any forms forwarded to the Sport Drug Testing Department.

25. The samples then become the property of the client.

26. If the student-athlete does not comply with the collection process, the institutional collector will notify the appropriate institutional administrator and Drug Free Sport.

SOUTHWESTERN OKLAHOMA STATE UNIVERSITY DEPARTMENT OF ATHLETICS

Drug Testing and Education Program

Consent and Authorization Agreement

By my signature below, I acknowledge that I have been provided with a copy of the Southwestern Oklahoma State University Drug Testing and Education Program Policy. For and in consideration of my being permitted to participate in the intercollegiate athletics program at Southwestern Oklahoma State University, I hereby agree to abide by the principles and conditions of the drug testing program that has been adopted by SWOSU's Athletic Department.

As a participant in the intercollegiate athletics program, I agree to cooperate with the personnel of the Athletic Department in the collection of urine specimens at such time or times as may be determined by the Athletic Department and I understand that such specimens will be tested for the presence of certain mood-altering substances and performance enhancer. I specifically consent to have my urine collected and tested for such mood-altering substances and performance enhancers pursuant to such program. I understand that under state law (63 O.S. Sec. 7002) it is a crime to substitute, spike, or adulterate a urine specimen with the intent to defraud or cause deceitful results in a urine screening test.

I further agree that SWOSU may, in its sole discretion, determine what tests are to be conducted upon my urine specimen, the substances to be tested for and the person or persons to perform the appropriate testing procedures. The results of such test may be provided to such University personnel or consultants as selected by the University for interpretation and evaluation and I hereby consent to University release of the test results of my urine specimen, along with any medical report, evaluation, opinion and recommendation to my parents, spouse, or legal guardian, the Director of Athletics, the Head Athletic Trainer, and the Head Coach of the sport(s) in which I may be a participant. My execution of this form shall be a consent for the release of such information under the Family Educational Rights and Privacy Act of 1974 (20 U.S.C.A Sec. 1232g), and I further hereby release SWOSU, Regents of the Regional University System of Oklahoma, and the University's and Regents' officers, employees and agents from any and all liability for all damages that may result from the authorized release of such information or records.

_____ _____

Signature of Student-Athlete Date

_____ _____

Signature of Parent/Guardian (if under 18) Date

Appendix I

SOUTHWESTERN OKLAHOMA STATE UNIVERSITY

ANNUAL CO-CURRICULAR ASSESSMENT

2024-2025

Department: Dean of Students
Author of Report: Dr. Wendy Yoder
Other participants: Cindi Albrightson
Co-Curricular Activity: Alcohol and Other Drug Prevention Activities

MISSION / GOALS

University Mission: The mission of Southwestern Oklahoma State University, a member of the Regional University System of Oklahoma, is to provide educational opportunities, research, scholarly and creative activities, and service in a safe, accessible, nurturing learning environment that meets the needs of the state and region and contributes to the educational, economic, and cultural environment. SWOSU provides traditionally strong programs of study leading to a variety of degrees, from associate to doctoral degrees. The University's areas of study, nationally accredited programs, general education curriculum, service and experiential learning activities, and participation in student activities and organizations provide students with opportunities to obtain skills, knowledge, and cultural appreciation that promote achievement by students and alumni.

Describe all or part of the mission statement that relates to your co-curricular activity:
Southwestern Oklahoma State University empowers students to achieve personal and professional success through innovative teaching, scholarly discovery, personalized support, and pioneering partnerships with commerce and community. Awareness and prevention activities related to Alcohol and Other Drugs supports the University mission as it speaks to a student's personal and professional success by contributing to student health and wellness, both physical and mental.