



Harding Academy of Memphis, Inc. Substance Screening Policy

Adopted October 3, 2002

Purpose

Harding was established to ensure that young men and women can receive a quality education in a Christian environment. Our students expect to be able to attend a school where the culture of drug abuse is neither present nor tolerated. We are committed to forming a partnership with the parents and guardians of our students to assist them in their desire to keep their children safe. It is also our desire to provide our students additional rationale to say “no” to the world’s message beckoning them to drug experimentation and use. Finally, it is our objective to identify students who are under the influence of illegal substances and to direct them to the help they need and deserve.

Because we care for our students, Harding Academy is committed to taking appropriate action to promote a drug-free environment for our school constituency. Therefore, Harding Academy shall implement a substance-screening program designed to achieve five goals: 1) prevention, 2) detection, 3) intervention, 4) rehabilitation, and 5) restoration. This policy shall not supercede existing policies prohibiting the illegal possession or use of drugs nor the possession or use of alcoholic beverages.

Premise

Drug screening at Harding will consist of non-intrusive, discreet, and professionally administered mandatory random screening and reasonable suspicion testing. Detection methods used may include, but are not limited to, hair collection, breath-scan alcohol detection, or other sample collection means. Each method used conforms to recognized, generally accepted standards of substance detection.

All students in grades 7-12 at Harding Academy will be required to participate in the random screening, and any student may be subject to reasonable suspicion testing. A written acknowledgment of this policy and written consent to screening/testing will be required prior to the student’s being enrolled.

The expense of the initial random screening or reasonable suspicion testing will be assumed by Harding Academy. However, any confirmation or follow-up testing resulting from an initial positive screen or test will be at the sole expense of the student’s parents or financially responsible party.

Procedure

A. Random Screening

1. A third party administrator not affiliated with Harding Academy will make a random selection of students for the purpose of providing a hair or other reliable physical sample for the purpose of drug detection. The selection process will be at various intervals throughout the school year. A numerical selection process will be implemented in which a student's identity is unknown until the selections are completed. A certified professional collector shall administer the collection of the sample at a designated location on the school premises in a manner that will minimize intrusiveness or embarrassment to the student while insuring the validity of the sample. Each sample collected will be labeled in a manner that will not publicly disclose the identity of the student. The certified professional collector will then forward all samples to the laboratory's processing facility.
2. Any student refusing to comply with the request to provide a sample is in violation of school policy and will be subject to disciplinary action up to and including expulsion. Regardless of any disciplinary action as stated above, the student will be required to submit himself for screening prior to the commencement of the next school day. The screening must be done by the designated laboratory. When a student refuses to submit to screening, the student's parents or financially responsible party will assume any additional expense incurred for screening. Refusal to submit to screening prior to the commencement of the next school day will cause the student to be in violation of this policy. The student will also be removed from school and will not be considered for re-entry until a drug screening is completed.
3. The licensed laboratory will notify the Dean of Students or designated representative at the school of the results of the screening as they are made available. A student's parents will be apprised of the results of the screening as soon as possible. If the results are negative, the parents will be notified by mail. If the results are positive, the parents will be called by the Dean of Students or designated representative and may be asked to come to school for a conference.
4. A positive result from the licensed laboratory will be presumptively considered a violation of the school's policy regarding the use of illegal substances.
5. Results will be a matter of school record only and will not be forwarded to law enforcement authorities unless required by law.

B. Reasonable Suspicion

1. Any student, based upon reasonable suspicion, will be required immediately to provide reliable physical sample for the purpose of determining possible substance abuse. Screening will be done in a manner that will minimize intrusiveness and embarrassment to the student while insuring the validity of the sample. Samples will be handled in a manner that will not publicly disclose the identity of the student providing the sample.

2. Indicators of drug use may include, but are not limited to, the following:
 - a. Uncharacteristic behavior that reflects the individual could be under the influence
 - b. Unusual or excessive discipline problems
 - c. Marked decline in academic progress
 - d. Excessive or unaccounted for absences
 - e. Substantiated information indicating such abuse
 - f. Possession of a controlled substance

Violation

When a student tests positive on a first offense, the student will be required to participate in a professional drug counseling/rehabilitation program, approved by the school and parents. The school will furnish a list of references. As a condition for re-admittance to school, a conference must be conducted with the student, parents, and the Dean of Students or designated representative. The parents will assume all expenses of any drug counseling/rehabilitation program.

The student will be retested in 100 days and will be subject to follow-up substance screenings at the discretion of the Dean of Students or designated representative. Students who test positive on the re-test or on any subsequent test while at Harding will be subject to permanent dismissal.

C. Alcohol Screening

1. Any student, based upon reasonable suspicion, will be required to immediately submit himself to the school administration to provide a breath sample for the purpose of determining alcohol consumption. This screening may occur during the school day, while a student is on school premises, or in route to or at a school activity. The sample is to be provided in a manner that will minimize intrusiveness and embarrassment while insuring the validity of the sample.
2. Indicators of alcohol consumption may include, but are not limited to, the following:
 - a. Blood-shot, watery eyes
 - b. Unsteadiness
 - c. Confused or slurred speech
 - d. Scent of intoxicating beverage
 - e. Possession of alcoholic beverages
 - f. Reliable substantiated information indicating consumption of alcohol
3. A student refusing to comply with the request to provide a sample is in violation of school policy and will be subject to disciplinary action up to and including expulsion. If allowed re-entry, the student will be subject to the policy as outlined under policy violation.

4. Results will be a matter of school record only and will not be forwarded to law enforcement authorities unless required by law.

Violation

If the test produces a positive result of .02 or greater, the Dean of Students or designated representative will use reasonable efforts to detain the student in his custody until released directly to the student's parents. The student will be subject to disciplinary action, including in-school suspension (minimum of one day) for the first offense. As a condition for re-admittance to school, a conference must be conducted with the student, parents, and the Dean of Students or designated representative. In addition, the student will be required to participate in an alcohol awareness program approved by the school and parents. The parents will assume the expense for this program.

A second offense for the student while at Harding Academy may result in permanent dismissal from school.

Any student testing positive for alcohol use will also be subject to the policies governing extra-curricular activities.

Self-Referral

Self-referral is encouraged and will result in a coordinated effort between the school and parents to achieve satisfactory rehabilitative treatment. The school will make every effort to work with the parents and the student in the event of a self-referral.

School Policy

This policy serves to provide opportunity for rehabilitation for students who test positive to substance abuse or alcohol abuse because of substances being detected within their system. It does not supersede Harding Academy's policy that addresses possession, being under the influence, and/or distribution as follows:

- Any student under the influence of non-prescribed drugs, any student having possession of illegal drugs, any student using drugs illegally, or any student selling drugs will be subject to disciplinary action and dismissal from the school within the discretion of the school administration. This policy applies not only during the school day, but also outside the school day.
- Any student under the influence of alcoholic beverages, any student possessing or providing alcoholic beverages, or any student using alcoholic beverages will be subject to disciplinary action and dismissal from the school. This policy applies not only during the school day, but also outside the school day.