



BISHOP CHATARD HIGH SCHOOL

A Faith Community. Learning. Leading. Serving.

BCHS Random Hair Follicle Testing Policy

Introduction

Bishop Chatard High School has a very simple philosophy in randomly drug testing our students. First and foremost, we want to provide a reason for students to say “no” to illegal and harmful substances. Secondly, if a student is choosing to take illegal or harmful substances, we want to provide him/her and his/her family the support needed to fight addiction or identify a possible situation where addiction is possible and put that student on a different, more healthy course for his/her life. And lastly, it is used as a tool for Bishop Chatard and families to openly talk about drug use, addiction, and the dangers drug use can pose.

This policy is not intended to be academically punitive, but to serve as a diagnostic tool in identifying drug and/or substance abuse among BCBS students. The parents of a student with a positive test will be notified in order to help guide their child toward a healthy, safe, and drug-free life. It is not intended that students testing positive be treated or disciplined in the same manner as students who make a conscious decision to take drugs and/or alcohol, and attend school, school functions, or be on campus under the influence.

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

Applicability

The policy applies to every BCBS student, from the day of freshman orientation until the student’s last school-affiliated event is completed as a senior. The policy applies at all times and in all places, throughout the student’s enrollment at BCBS. There are no times, no days, no places, and no circumstances in which the policy does not apply.

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

Testing for Drug Usage

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

1. **Random Screening:** On an annual basis, approximately 20% of the students enrolled at Bishop Chatard High School will be subject to screening for drug usage on a randomly selected basis. Consequently, some students may be tested more than once a year.
2. **For Cause Screening:** Any student who displays behavior that may be related to the use of prohibited substances, or is otherwise demonstrating conduct that may be in violation of this policy will be required to submit to screening. A student may be directed to submit to screening based upon their behavior before, during, or after the school day or at a school-sponsored activity. This also includes any student found to be in violation of this policy due to previous screenings. Any student who tests positive in a screening may be subject to follow-up screenings, at the parents expense of \$60.00, approximately every 100 days for the remainder of the time they are a student at Bishop Chatard High School.
3. **Transfer Students:** As part of the application process, all transfer students shall submit to a screening for drug usage on a date no more than 15 days from his or her first day of school. Admission is probationary until the screening has taken place and results showing the absence of drug usage are obtained.

Drug Testing Method

Bishop Chatard High School has entered into a contract with Omega Laboratories, a licensed clinical laboratory to do the analysis of all hair samples. The test will screen for marijuana, cocaine, opiates, amphetamines (both ecstasy and methamphetamines), and phencyclidine (PCP). Additionally, the test will identify a range of use (light, moderate, or heavy), and it can also provide the window of time when the substance was used. Trained school personnel will collect a small sample of head hair from the students. However, if a sample of head hair cannot be obtained, body hair from the arm or leg will be used for the drug screening method. If it is determined that a student has shaved his body hair in an attempt to avoid being drug tested, it may be considered as a positive analysis and the school will move the student through the appropriate consequence listed below.

When screening for alcohol use, school officials or local law enforcement will utilize a device to measure blood alcohol levels.

Notification of Test Results

Notification of test results will be kept confidential and will only be given to the Director of Safety and Wellness by the drug testing company. The Director of Safety and Wellness will notify the parents, guardians, and student of a positive or negative test result as soon as possible. Test results from For Cause screenings will also be shared with the appropriate personnel.

Consequences for Positive Test Results

If a student has tested positive for a banned substance, an administrator will inform him/her in person. As soon as possible, the administrator will notify the student's parents. A letter will be used if the parents cannot be reached by telephone. The parents will be asked to come to the school at the first mutually convenient time. The following will take place for each positive test:

First Positive Test Result:

- Meet with school administration to discuss report;
- Review results and define a positive test;
- Student will complete pre-approved counseling and allow school access to their attendance with a counselor;
- Be subject to hair follicle testing every 45 days and for the next 3 months the family's expense.

Second Positive Test Result:

- Discuss the results;
- Suspended 50% of Student Life Activity, including athletics;
- Required completion of a drug assessment, proof of ongoing counseling, and complete transparency of needed modifications during the school day at the family's expense;
- Be subject to continued hair follicle testing at the family's expense.

Third Positive Test Result:

- Discuss the results;
- Suspended for one full year from all Student Life Activities;
- Appear before the Discipline Board;
- Probable Expulsion.

Fourth Positive Test Result:

Student will face probable expulsion.

Prescription Drugs

If a student tests positive for a prescription drug, his/her parents will be asked to provide the Vice Principal with the original container for the drug with the label intact and containing the prescribed dosage. If the parent no longer has the original container, a signed statement from a doctor verifying the prescription and dosage shall be provided. A student who abuses or misuses prescription drugs will be in violation of this policy.

False Positive Results

Omega Laboratories. uses a method that does not allow false positive results to occur. If a student or parent suspects that the drug test result is in error or the result of a false positive study, the student/parent may request that the test be repeated. The repeat test shall be done by the same lab and collected in the same manner as the initial test. The cost of the retest shall be borne by the student/parent. If the testing lab confirms a false positive, the cost of the retest will be reimbursed to the parents.

Exceptional Circumstances

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

Appeals

All appeals of decisions made under the policy shall be made to the Principal of Bishop Chatard High School.

Responsible Reporting

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