

Bozeman Bucks Drug and Alcohol Policy

- A. Bozeman American Legion Baseball Post 14 strives to promote the well-being of our players, requiring that our athletes make healthy decisions on and off the field. We realize the importance of maintaining a good image, being good role models, and helping our players prepare to live a healthy lifestyle as adults. We value the importance of following through with our athletes to make sure that they understand the importance of these issues.
1. Players recognize the American Legion Drug and Alcohol Policy. That policy states each player agrees to remain alcohol and drug free through all of the baseball season. The season begins on the first day of official tryouts and the last game of the season for that player's team. In addition to the American Legion Drug and Alcohol Policy, Bozeman, Baseball, Inc. Legion Division has adopted the following policies and rules regarding drugs, alcohol, and tobacco to be followed by Bozeman American Legion Baseball Post 14 players and coaches within Attachment 2.
- B. Purpose: Each player and coach participating in Bozeman American Legion Baseball Post 14 agrees to adhere to this drug policy. Implementation of this policy will serve the following purposes:
1. To emphasize concern for the health and well-being of our players and coaches;
 2. To provide a chemical-free environment that will encourage healthy development;
 3. To promote a sense of self-discipline among players and coaches;
 4. To confirm and support existing state laws relative to controlled substances;
 5. To emphasize standards of conduct for players and coaches who, through their participation in the Bozeman American Legion Baseball Post 14, become leaders and role models for their peers and younger players.
 6. Policy Coverage: Within this policy the term Drug or Drugs cover the definitions of Drug, Alcohol and Tobacco.
- C. This policy requires that players shall not:
1. Use, have in their possession, distribute or sell alcohol, or illegal drugs (Possession is defined as the use of a prohibited substance, or having a prohibited substance in personal possession.)
 2. Use tobacco in any form; or
 3. Use vaping in any form; or
 4. Use marijuana in any form; or
 5. Abuse prescription or non -prescription drugs. This policy is not intended to apply to the use of prescribed drugs under a doctor's direction, when those drugs are used in the prescribed manner.
- D. Medical Marijuana cards must be declared by March 30th. Under no circumstances will any player participate in practice, games, fundraisers, or travel while under the influence of marijuana.
- E. Awareness: Bozeman American Legion Baseball Post 14 is responsible for player and parent awareness and the implementation of this policy. Players and coaches who elect to participate

in the program, as well as players' parents and/or guardians, are responsible for understanding this policy. A player's signature and that of his parent or guardian is required on these rules and policies as a condition of participation in the Bozeman American Legion Baseball Post 14. Additionally, each player is subject to drug testing as set forth within this Drug Policy and Consent Form.

- F. **Player & Parent Notification of Policy Violation & Proposed Action:** If a determination is made that a player has violated this policy, the player and player's parent(s) or legal guardian shall be notified of the violation and the proposed disciplinary action either in person or by telephone contact from the coach, or in writing by the Bozeman American Legion Baseball Post 14 Executive Committee.
- G. **Team members** who are seen by a member of the coaching staff or another adult in a position of authority, using or possessing drugs or alcohol, or in possession of drug paraphernalia (as defined in prevailing state law), during a team event will be subject to the discipline outlined below. In instances where another person, such as another team member, family member, or fan, reports a violation of this policy, the violation will be investigated on a case by case basis. If the person reporting the violation is willing to provide a written statement and /or testify in court (if needed), the report may be treated the same as if the violation was observed by a member of the coaching staff or an adult in a position of authority
- H. **Violations:**
1. Upon the occurrence of a violation of this drug policy and/or upon the receipt of notification that a player or coach has tested positive to a program administered drug test, the player or coach shall be immediately suspended from all workouts, practices, games and team functions pending a final determination by Bozeman American Legion Baseball Post 14 Executive Committee of the alleged violation and the appropriate disciplinary action to be taken; and
 2. If the violation occurs on a road trip, the player will be released to parent/guardian if present, or parent/guardian will be called and requested to arrange transport home; and
 3. A meeting of the player and the player's parent(s) or guardian with the coach and/or member of the Bozeman American Legion Baseball Post 14 Executive Committee will be held as soon as is practical to discuss the violation; and
 4. The Bozeman American Legion Baseball Post 14 Executive Committee shall, as soon as is practical, make a final determination of the alleged violation and the appropriate disciplinary action, if needed; and
 5. **Terms of Violations:**
 - a. 1st Offense: 4 game suspension from the day of discovery of infraction. Coaching staff will determine participation level of practice and other non-game events.
 - b. 2nd Offense: Removal from team the day of discovery of infraction and removal from the team for the remainder of the season.
 - c. 3rd Offense: Removal from the program.
 6. Multiple violations of this policy by a player shall be considered cumulative throughout his entire affiliation with the Bozeman American Legion Baseball Post 14.
- I. **Appeals:** A player may appeal a violation of the drug policy to the Bozeman American Legion Baseball Post 14 Executive Committee and director in writing. The Bozeman American Legion

Baseball Post 14 Executive Committee shall act as the grievance committee to hear the appeal. The grievance committee shall make a written report setting forth the violation and the disciplinary action.

J. Drug Testing Policy

1. For purposes of enforcing the American Legion Drug and Alcohol Policy and the Bozeman American Legion Baseball Post 14 Drug Policy and Consent Form set forth in the Bozeman American Legion Baseball Post 14 Rules and Policy Manual, Bozeman Baseball, Inc. may conduct drug testing on players and coaches under any of the following circumstances:
2. Random Testing: Players and coaches may be selected at random for drug testing at any time during the season. For purposes of random testing all players and coaches are entered into a random testing program which is administered by Tri Med Services, of Bozeman, Montana. Tri Med Services, of Bozeman, Montana shall also select alternate players and/or coaches in the event a player and/or coach are absent on the day of testing. Tri Med Services will be given the team's practice and game schedules prior to the start of the season. Tri Med Services will select dates and persons for random testing out of the player and coach pool.
3. A representative of Tri Med Services will contact the head coach via text messaging approximately one-half hour before arriving at the field for random testing to notify the head coach of the person selected for random testing. No other persons shall be notified of the players and/or coaches selected for random testing.
4. For Cause Testing: Players and/or coaches may be asked to submit to a drug test at any time during try outs or the season in the event the Director of Baseball, a coach or the Bozeman American Legion Baseball Post 14 Executive Committee has some evidence that the player or coach may be under the influence of drugs including, but not limited to, the following circumstances: reasonable evidence of drugs within the player's or coach's possession or control, unusual conduct that suggests impairment or influence of drugs, negative performance patterns, or a failure of, or refusal to submit to, any test administered hereunder.
5. Administration: Tri Med Services, of Bozeman, Montana, will handle all testing and the drawing from the player and coaches pool for the random tests at the expense of Bozeman American Legion Baseball Post 14; provided, however, that if a player or coach fails or refuses a test, then the cost of any subsequent test shall be at the expense of the player (or the player's parent or guardian in the case of a minor player) or coach. Drug-testing results will be disclosed only for the purposes related to enforcement of this policy. No results will be disclosed at the time of the random test being administered. If a random test produces a positive result the sample collected shall be sent by Tri Med Services to a medical lab of Tri Med Service's choosing for confirmation. Such confirmation may take as long as forty-eight (48) hours to complete. In the event the random test is confirmed as positive, Tri Med Services shall notify only the person(s) designated by Bozeman American Legion Baseball Post 14 receive such notification. A copy of the lab report confirming the positive result shall be provided to the person(s) designated by Bozeman American Legion Baseball Post 14 to receive such notification.
6. Refusal to Submit: If a player or coach refuses a request to submit to testing under this policy, the refusal will be considered an offense, whether first or second as the case may be, under the Bozeman American Legion Baseball Post 14 Rules and Policy Manual for the Bozeman American Legion Baseball Post 14 thereby resulting in either suspension or removal from the Bozeman American Legion Baseball Post 14, as applicable. Provided, however, that in such a case, the player or coach will be given an opportunity to explain the circumstances

prior to any final disciplinary enforcement becoming effective. Furthermore, in the event of a refusal to submit which is deemed a first offense, the player or coach will be required to submit to a subsequent test at the expense of the player (or the player's parent or guardian in the case of a minor participant) or coach, in which case a second refusal to submit shall be grounds for

removal from the Bozeman American Legion Baseball Post 14. In the event a player/coach refuses to submit to testing, Tri Med Services shall notify only the person(s) designated by Bozeman Baseball, Inc. to receive such notification.

7. Information: Parents, Players and Coaches are encouraged to contact Tri Med Services, of Bozeman, Montana with any questions or concerns regarding the drug testing procedures utilized by Tri Med Services in the implementation of this policy. Parents, Players, or Coaches should contact Tri Med Services, of Bozeman, Montana if for any reason they have reason to believe that if tested, a false positive result might occur as a result of some dietary or medical condition.

K. Consent

1. By signing Player Rules and Policy, you (or the parent or guardian in the case of a minor player) affirm that you are aware of Bozeman Baseball, Inc.'s drug testing policy for the Bozeman American Legion Baseball Post 14, and you hereby agree to allow Bozeman Baseball, Inc. and its agents and/or employees to test you (or the minor player in the case of a parent or guardian) at any time during the season in accordance with the aforementioned policy.

We, the undersigned, have read, understand, and agree to abide by Bozeman Baseball, Inc.'s Drug and Alcohol Policies for the Bozeman American Legion Baseball Post 14 as set forth in this policy

Player or Coach Name

Player or Coach Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date