

DRUG TESTING*

Orange Lutheran High School is a community fully committed to providing an environment that is free from illegal drugs and substance abuse. In 1 Corinthians 10:31 Paul writes: "So whether you eat or drink or whatever you do, do it all for the glory of God." Recognizing that the use of drugs by students is inconsistent with the Biblical admonition that the body "is a temple of the Holy Spirit," and that the use of drugs is detrimental to the health and safety of the students, Orange Lutheran High School has instituted a school wide mandatory random drug testing program as a proactive approach to a truly drug free school. The purpose of this program is threefold:

1. To provide for the health and safety of all students.
2. To reduce effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs.
3. To encourage students who use drugs to participate in drug treatment programs.

The emphasis of our program is placed on a proactive approach in maintaining a drug free school. This random testing program is designed to create a safe, drug-free environment for our school community and to assist students in getting help when needed.

Student Selection

Each week students will be randomly selected from the student body to provide samples. Students will also be selected for testing if there is a reasonable suspicion that they may have drugs in their system. Reasonable suspicion could be based on some of, but not limited to, the following circumstances:

1. Behavioral conduct that causes reasonable suspicion to believe that there is the presence of illegal or unauthorized drugs in an individual's body fluids based upon specific personal observations concerning behavior, speech, actions, and/or body odors.
2. Other circumstances which would indicate that an individual is reporting to school other than in a sober and reliable state that is free from the influence of drugs.

Once a student has been selected for a test, his/her name will **not** be withdrawn from the pool of names for subsequent testing.

Sample Collection

Samples will be collected by a certified outside collection agency who will maintain a confidential chain of custody for each specimen. Samples will be collected at an appropriate time on the same day the student is selected for testing. If the student is absent on the day they are selected, then the sample will be collected on the day the student returns to school.

Consequences

First Positive Test Results

When a student is identified with a positive test, the student must:

1. Participate in a minimum of ten hours of individual counseling at the parent's cost, in which at least two of those hours include the parents/legal guardian. The counseling must be provided by a licensed psychiatrist/psychologist or a counselor with a marriage, family and child certification (MFT).
2. Undergo additional testing at the expense of the parent/guardian. This additional testing will be for the duration of the student's enrollment at Orange Lutheran.

Second Positive Test Results

Should a student be identified with a second positive test, the student will not be eligible to continue enrollment at Orange Lutheran High School. The second positive test consequence applies over a four year period or as long as the student is enrolled at Orange Lutheran High School.

Students who refuse to be tested, fail to arrive for testing, attempt to falsify or contaminate a sample, or otherwise violate a provision of the drug-testing program will be issued the same consequences as a first positive test and may be subject to additional consequences.

Prescription Medication

Written verification by a licensed medical practitioner will be required for those students with a documented medical history demonstrating the need for regular use of a prescription drug or over-the-counter medication. Students who refuse to provide verification and test positive will be subject to the consequences listed above for positive test results.

Controlled Substance Definition

See "Zero Tolerance Policy"

Parent Notification

All test results will be sent directly from the lab to the school via a secure email account. Orange Lutheran will safeguard all information and maintain confidentiality. *Parents will only be contacted when the results are positive.*

Extracurricular Activities

Students participating in extracurricular activities who test positive for substance abuse may be subject to additional consequences (Refer to "Eligibility for Extracurricular Activities").