

## The Bolles School

### Random Drug Testing Program

### Questions and Answers

We have created this document to respond to general questions about the random drug and alcohol testing program at Bolles in an effort to promote wellness within our community.

#### **Why have these schools decided to test students for drug and alcohol use?**

Our decision to implement random testing of students for illegal drug and alcohol use stems from a deep concern for their health and welfare and a desire to protect them from potentially self-destructive behavior. Such testing will arm students with an acceptable “out” to resist peer pressure to use drugs: “I can’t drink or take drugs; my school tests for substance use, and my parents will find out.” While we would all like our children to be strong enough to say no, we know that they need help with decision-making during their teenage years.

#### **Do our schools have a drug and alcohol problem?**

The consequences of drug use affect all school campuses—public, private and parochial. We know that the majority of our students make healthy choices and do not have problems with alcohol or drugs; nevertheless, even experimentation among teenagers can be dangerous. We want to be proactive in order to reduce potential experimentation and use.

Study after study reveals that the longer a young person avoids even casual substance use, the less likely it is that he or she will face abuse problems later in life. Our culture sends mixed messages to teenagers about drugs, particularly marijuana and alcohol. This program’s primary objective is to underscore the harmful effects of substance use on teenagers and to prevent use among our students.

#### **Is random testing part of Bolles’ disciplinary program?**

Testing students in grades 9 through 12 for illegal drug use is a health and safety initiative, not a disciplinary initiative, structured to be impartial and confidential and to limit knowledge of positive test results. The goal is first to deter, and then to identify substance abuse problems privately and proactively, in partnership with parents and remedy them professionally. Our collective goal is wellness. In some schools, after the second positive drug test, the student will be subject to disciplinary and counseling processes pursuant to the individual school policies.

#### **When will this program go into effect?**

Random student drug and alcohol testing will go into effect in September of 2020. A randomly selected group of students in grades 9 through 12 representing 20-25 percent of the student body will be tested over the course of each year. Tests will be conducted throughout the school year.

#### **Will it actually be random testing?**

Yes. Using student identification numbers, students will be randomly selected for testing.

#### **Will college counselors, other administrators or authorities be notified of positive test results?**

All information regarding a student’s first positive result will be strictly limited to those on a need-to-know basis, such as the nurse, counseling personnel, parents and top administrators. After a second positive result, additional administrators may be involved in the disciplinary process.

**What drugs will be detected?**

We will be testing for 15 drugs, including: Alcohol, Amphetamine, Barbiturates, Benzodiazepines, Buprenorphine, Cocaine, Fentanyl, Marijuana, Methadone, Methamphetamine, Nicotine, Opiates, Oxycodone, Phencyclidine, and Synthetic Marijuana.

**Is nicotine included in this test? How are you addressing vaping?**

Yes, nicotine is a drug included in the testing. Vaping – the use of electronic cigarettes, JUULs and other pod-based systems – works by converting liquid nicotine into a vapor that the user inhales. Vaping will be detected as part of the saliva test and treated as a positive result.

**What if my child is taking a physician-prescribed drug?**

Some prescribed medications, especially various forms of painkillers, will cause positive results. In this case, the nurse's office would review records already on file and contact the parent to request a copy of the prescription or of the medication, along with the prescribing doctor's contact information.

**How accurate is saliva testing?**

Mouth swab drug test accuracy is extremely accurate.

**Does random drug testing violate the 4th amendment or any Florida Statutes?**

No. The 4th Amendment addresses unreasonable searches of citizens by a government or an agent of the government. Our schools aren't acting as either and are therefore exempt from the 4th Amendment prohibitions. Similarly, there is no Florida statute that prohibits drug testing by a private business entity. In addition, our students attend our schools as a privilege, not as an entitlement, and do so pursuant to an enrollment contract which outlines our drug-testing initiative.

**Will parents be charged for the drug and alcohol testing?**

No. Each school's operating budget will cover the expenses for this testing program. However, after a positive test result, all expenses of the substance abuse evaluation and counseling will be the responsibility and obligation of the student's parents.

**Are your employees drug tested?**

Faculty, staff and all employees at each of our institutions are subject to drug testing. All new hires undergo background checks and drug tests prior to employment and all employees are randomly checked if there is a concern.

**I am concerned that my child may be experimenting with alcohol and/or other drugs, and I would like to be proactive. Where might I turn for help?**

Our professional student services staff on campus can provide advice and direction to parents about many issues affecting your children, including substance abuse and the conditions that lead to it. Additional resources are updated regularly in Counselors Corner on [www.Bolles.org](http://www.Bolles.org).

**Will this remain on their high school record?**

This program is designed to be supportive and not punitive in nature. A single positive test results in parental notification without any impact to the student record. Multiple positive tests could indicate that a student has not taken advantage of the intervention and support offered, and could result in a disciplinary infraction that could impact the student's record.

**What if I or my child refuse to undergo testing?**

Students refusing to participate in the RDT program, making arrangements to leave the school after being notified of their selection, or attempting to tamper, alter or invalidate the testing process will face disciplinary consequences up to and including dismissal.

## What are the consequences of a positive result?

First positive test:

- Parents/Guardians contacted to come pick up child
  - No disciplinary actions
  - Automatically added to additional random testing
  - Recommendation to see licensed professional

Second positive test:

- Parents/Guardians contacted to come pick up child
  - Mandatory intervention with licensed professional
  - Conduct search of student's belongings which include vehicle, locker, etc.
  - Student placed on disciplinary probation
  - Automatically added to additional random testing

Third positive test:

- Parents/Guardians contacted to come pick up child
  - Student immediately suspended from school activities
  - Student and Parent/Guardian meets with Head of School (or designee) to discuss options

(Please review the Student-Parent Handbook to read the complete policy.)