

Abridgment of Drug Testing Policy

It is the policy of Cal Maritime to be in compliance with the Federal Drug-Free Schools and Communities Act Amendments of 1989, as well as the U. S. Coast Guard regulation regarding mandatory drug testing per 46 CFR, Parts 4, 5, and 16 and 49 CFR, Part 40.

The purpose of this policy is to:

1. Promote education.
2. Minimize the use of intoxicants by merchant marine personnel.
3. Promote a drug-free and safe work environment.
4. Set forth minimum standards, procedures, and means to be used to test for the use of dangerous drugs.

The Federal Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C.; 1145g) and Cal Maritime prohibit the unlawful possession, use, sale, or distribution of alcohol and illegal drugs by students, faculty, and staff on its property, training vessels, or as part of any Academy-sponsored activities. This prohibition extends to any off-campus activities that are sponsored by Cal Maritime or any of its recognized clubs and organizations. Under the auspices of the U.S. Department of Transportation (DOT), the U.S. Coast Guard has issued regulations establishing mandatory drug testing and drug abuse education programs (46 CFR, Parts 4, 5, and 16). These regulations are applicable to the marine transportation industry and all operators of marine vessels, crewmembers, pilots, licensed officers, holders of merchant mariner's documents, or watch standers (who are not regular crewmembers) of non-recreational vessels, including all Cal Maritime cadets (students).

Cal Maritime as directed by 49 CFR Part 40 and amendments thereto, will **randomly drug test all cadets**. Drug testing begins the first month of fall semester and continues through the end of cruise. The following drugs are routinely tested by analyzing a urine specimen: **Marijuana, Cocaine, Opiates, Amphetamines, and Phencyclidine (PCP)**. In addition, CMA reserves the option of testing for other dangerous drugs, alcohol, and the presence of adulterants.

"Random drug testing" means that every cadet has a substantially equal chance of selection for drug testing on a statistically valid basis through their enrollment at Cal Maritime. The random selection process is accomplished by a non-university third-party administrator. Approximately one-half (50 percent) of the cadets enrolled during a given academic year will be tested on the basis of random selection.

Drug Testing may also be conducted for the following reasons:

1. Pre-employment or baseline test.
A marine employer must conduct a drug test prior to employing or giving a commitment of employment to any crewmember. The prospective employee must actually pass the test before being employed.
2. Periodic Testing.
Whenever a person is required to have a physical examination under the U.S. Coast Guard regulations, a drug test may be required.
3. Reasonable Cause (Drug and Alcohol).
Cal Maritime is required to drug test any cadet involved in vessel operations who is reasonably suspected of using a dangerous drug or being under the influence of drugs or alcohol. The following examples are grounds for "reasonable cause."
 - a. Direct observation of drug use or physical evidence of such use.
 - b. Physical, behavioral, or performance indicators of use or intoxication. This may include slurred and incoherent speech, lack of coordination and balance, nodding or dozing off on watch, frequent absences from assigned duties or class, mood or attitudinal changes, general appearances, evidence of drug paraphernalia, and smoke or body odors.
 - c. Suspicion of an adulterated or substituted urine specimen rejected by the lab for testing.
4. Follow-Up Testing.
The Substance Abuse Professional may direct a cadet to take a drug test when a previous test was failed or refused and prior to reinstatement of safety sensitive duties.
5. Marine Casualty, Accident, or Serious Incident.
U.S. Coast Guard requires testing for drugs and alcohol of any individual directly involved in a serious marine incident, marine casualty or accident.

Any cadet failing a drug/alcohol test in accordance with this policy may be presumed to be a user of dangerous drugs/alcohol. Thereafter, the following actions may be carried out immediately by the Student Conduct Administrator:

1. The cadet may be removed from all duties which affect the safe operation and security of the Training Ship and campus, including but not limited to, watch standing, operation of equipment or handling of dangerous chemicals, and assumption of command responsibilities.
2. The cadet shall be offered campus support services, including education and training, counseling, and referral to off-campus agencies appropriate to the nature of the drug abuse problem.
3. The cadet will be referred to a DOT certified Substance Abuse Professional for further evaluation and follow up.
4. Cadets will be referred to the Discipline Review and Investigation Committee for disciplinary action as specified by the REGULATIONS GOVERNING THE CORPS OF CADETS.

I certify that I have read and understand the above summary of the Drug Testing Policy at Cal Maritime and recognize that I will be a participant in the Drug Testing Program while enrolled at the Academy.

Name of Applicant (printed)

Signature of Applicant

Date