



ACADEMY POLICY MANUAL

| | |
|-----------------------|---|
| Policy Title: | CADET DRUG TESTING POLICY |
| Policy Number: | SA 07-001 |
| Policy Administrator: | Vice President for Student Affairs |
| Policy Initiator: | Office of the Commandant |
| Authority: | 46 CFR, Parts 4, 5 and 16 and 49 CFR, Part 40 |
| Effective Date: | August 2014 |
| Revised Date: | N/A |
| Approved: | President Thomas Cropper |
| Approval Signature: | /s/ |

Purpose This policy establishes policy and procedural guidelines for the randomization, scheduling, and notification process for a drug testing program for all cadets of the California Maritime Academy (Cal Maritime) in order to insure compliance with applicable federal, state and local laws.

Scope This policy applies to all cadets enrolled at Cal Maritime.

Accountability: The Vice President for Student Affairs (VPSA) through the Office of the Commandant is responsible for administering this policy and ensuring compliance. Any waivers of established testing procedures must be approved by the VPSA through the Commandant's Office.

Policy: It is the policy of Cal Maritime to establish an environment free from the adverse effects of substance abuse. Cal Maritime will annually notify all cadets of its drug program. The Cal Maritime standard of conduct requires cadets not to use illegal drugs and/or prescription drugs.

To combat the misuse and abuse of drugs is the policy of Cal Maritime to require all cadets to pae Tw -34(ad [p 0 Tcovr)3(e)41dIn To comt- Tru Gu0 Tw -34d.

Further, it is the policy of Cal Maritime to conduct testing for reasonable cause/suspicion, serious marine incident, return-to-duty and followup, consistent with the U.S. Department of Transportation (DOT) Drug Testing regulations.

Cadet Drug Testing Procedures The California Maritime Academy

All cadets must participate in a Random Drug Testing Program compliant with the Code of Federal Regulations, 46 CFR, Parts 4, 5 and 16 and 49 CFR, Part 40. This includes random testing, and testing for Reasonable Cause/Suspicion, Serious Marine Incident, return to duty, and follow-up consistent with the U.S. Department of Transportation (DOT) and United States Coast Guard (USCG) Drug Testing regulations. In addition, all cadets are subject to the California Maritime Academy policies, procedures, and statutes regarding the use of drugs.

I.

| Step | Action | Responsible |
|------|--------|-------------|
|------|--------|-------------|

II. Drug and Alcohol Testing Procedures for Reasonable Cause/Suspicion, Serious Marine Incident, Return-to-Duty, and Follow-up

A. Reasonable Cause/Suspicion



C. Return to Duty. Before a cadet can resume the performance of any safety sensitive duties, the