

# WELLNESS PROGRAM

## *Psi Chapter of Delta Kappa Epsilon*

### *University of Alabama*

*Last Revised 12/18/2021*

#### **I. Introduction.**

The men of Psi Chapter of Delta Kappa Epsilon (the “Chapter”) hold themselves accountable to many high standards and membership in the fraternity is a rare privilege and honor. In an effort to assist the members of the Chapter live up to those standards, the Chapter has implemented a Wellness Program for the benefit and protection of the Chapter and its members. This Wellness Program is the cumulative result of the experiences and issues encountered at the Chapter. The Wellness Program has three primary components: (1) an Educational Component, (2) a Counseling Component, and (3) a Drug Testing Component.

The purpose of the Educational Component is to provide the Chapter members and officers with education and training relating to drug, alcohol, and mental health issues. The purpose of the Counseling Component is to provide members with a clear avenue to receive support and assistance while a member of the Chapter. A member may voluntarily use the services offered by the Counseling Component. A member may also be required to undergo counseling at the discretion of the Wellness Committee and/or as a result of a failed drug test.

All students entering the Chapter are required to submit to mandatory drug testing. This includes all incoming new members and any members who have been inactive for any amount of time. The goals of the Drug Testing Component are: (1) to deter drug use by members of the Chapter, (2) to assist in the identification of members abusing drugs or other substances, (3) prevent the development of a drug culture in the Chapter, and (4) provide a disincentive to drug use and a convenient excuse for members to use when pressured by peers to use drugs.

#### **II. Wellness Committee.**

##### **2.1 Purpose.**

- 2.1.1** The Wellness Committee is responsible for developing an education program for both the pledge class and active Chapter addressing drug, alcohol, and mental health issues.
- 2.1.2** The Wellness Committee may require a member attend counseling as a result of a failed drug test or other health and wellness concerns.
- 2.1.3** The Wellness Committee is responsible for determining whether a member that fails a drug test is eligible for and should receive alternate or enhanced sanctions.

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### **2.2 Composition.**

- 2.2.1** The Wellness Committee shall consist of the Health and Wellness Officer, Brother Beta, the Vice-President, a member of the House Corporation, and Dr. Tim Hebson (while engaged by the Chapter).
- 2.2.2** If the Chapter engages a third party to assist in its Wellness Program, this individual shall also serve on the Wellness Committee.
- 2.2.3** The individuals identified in Sections 2.2.1 and 2.2.2 shall appoint one individual from each active pledge class to serve on the Wellness Committee.

### **2.3 Meetings.**

- 2.3.1** The Wellness Committee shall meet as often as necessary to carry out its purpose, but not less than two times a semester.
- 2.3.2** The Health and Wellness Officer shall chair all meetings of the Wellness Committee.
- 2.3.3** The Wellness Committee shall decide issues by majority vote, with the Health and Wellness Officer breaking any ties.

## **III. Educational and Counseling Component.**

### **3.1 Educational Component.**

- 3.1.1** The Wellness Committee will develop and implement an educational program addressing drug, alcohol, and mental health issues. This program will consist of training, speakers, and other programming deemed appropriate by the Wellness Committee.
- 3.1.2** An educational program will be provided to new members as a part of the pledge program.
- 3.1.3** An educational program will be provided to the active Chapter members no less than once a semester.

### **3.2 Counseling Component.**

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- 3.2.1** The House Corporation has engaged Chuck Wint (Chuck@lifelinesolutionsllc.com) to serve as the Chapter's designated counselor for up to three counseling sessions per semester for each member.
- 3.2.2** Any member of the Chapter may contact Chuck Wint to arrange counseling.
- 3.2.3** The Wellness Committee may require a member undergo counseling with Chuck Wint.
- 3.2.4** A member may be required to undergo counseling with Chuck Wint as a result of failing a drug test.

### **IV. Drug Testing Component.**

#### **4.1 Third-Party Administrator and Testing Logistics.**

- 4.1.1** The Drug Testing Program is administered by a third-party administrator (the "TPA").
- 4.1.2** Testing will be by hair sample conducted by a professional testing lab and following their procedures and chain of custody protocols.
- 4.1.3** The particulars of testing (location, date, and time) will be prearranged by the TPA in conjunction with Student Health Services. Testing dates shall be communicated by the TPA to the Chapter as soon as they are determined.
- 4.1.4** There shall be three regularly scheduled 90-day hair tests each academic year. The tests should be scheduled working backwards at 100-day intervals, with the third test being scheduled near the end of the Spring semester.
- 4.1.5** At each regularly scheduled 90-day hair test, the TPA randomly selects 20% of the active Chapter (plus positives from the prior test) for testing. This percentage may be increased up to 100% for any reason including, but not limited to, an excess of positive test results. A member may be tested more than one time during the academic year.
- 4.1.6** Members selected for testing will be notified by email by the TPA and given a two week window to report to the Student Health Services for hair sample collection.
- 4.1.7** Members will identify themselves at all required testing using their driver's license and will be given a written confirmation following the sample collection. This confirmation should be retained by the student for future verification.

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- 4.1.8** Members who are unable to be tested during the specified testing times should make other arrangements with the TPA to be tested before the deadline. Exemptions will be granted by the TPA on a case by case basis (rarely) and only if prior arrangement was impossible or if an emergency precluded the ability of the member to be tested.
- 4.1.9** Members with a prescription should submit that prescription to the TPA for verification.
- 4.1.10** A member's medical marijuana prescription shall only excuse a positive marijuana test if the prescription is valid under Alabama law.
- 4.1.11** All test results will be sent by the testing lab to the designated TPA. Notifications of test results will be made by the TPA. The House Corporation will not be provided the identity of a member following that member's first fail.
- 4.1.12** Under no circumstances will specific test results be shared with the University. Summary statistics alone will be provided with no ability to identify individual students.
- 4.1.13** It is possible that a test will have an error or otherwise return inconclusive results. In such a case, the member must retake the test at a time and place determined by the TPA.

### **4.2 Default Sanctions.**

- 4.2.1** Absent intervention from the Wellness Committee within five business days of receiving notification of a member's positive result, the Default Sanctions described in this Section 4.2 shall apply.
- 4.2.2** Non-Marijuana. A member's first fail shall result in a letter sent by the TPA to the member's parents. A member's second fail shall result in a letter sent by the TPA to the member's parents and a 45-day full suspension. A member's third fail shall result in expulsion from the Chapter.
- 4.2.3** Marijuana. A member's first fail shall result in a warning. A member's second fail shall result in a letter sent by the TPA to the member's parents and a 45-day social suspension. A member's third fail shall result in a letter sent by the TPA to the member's parents and a 45-day full suspension. A member's fourth fail shall result in expulsion.

### **4.3 Alternate Sanctions.**

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**4.3.1** The Wellness Committee, using the guidelines enumerated in Section 4.3.4, may decide that member with a positive drug test result qualifies for and should receive Alternate Sanctions. The Wellness Committee is free to impose enhanced sanctions on any member if determined to be in the best interests of the member or the Chapter.

**4.3.2** Non-marijuana.

**4.3.2.1** A member's first fail shall result in a letter sent by the TPA to the member's parents.

**4.3.2.2** Following the member's second fail, a letter is sent by the TPA to the member's parents. The Wellness Committee may offer the member the option of being put on Probation. While on Probation, a member is not suspended. The member must take the next three regularly scheduled hair tests. If the member fails a drug test while on Probation, the member must serve a 45-day full suspension starting the date of the member's failed drug test.

**4.3.2.3** A member's third fail shall result in expulsion from the Chapter.

**4.3.3** Marijuana.

**4.3.3.1** A member's first fail shall result in a warning.

**4.3.3.2** A member's second fail shall result in a letter sent by the TPA to the member's parents. The Wellness Committee may offer the member the option of being put on Probation. While on Probation, the member is not suspended. The member must take the next two regularly scheduled hair tests. If the member fails a drug test while on Probation, the member must serve a 45-day social suspension starting the date of the member's failed drug test.

**4.3.3.3** A member's third fail shall result in a letter sent by the TPA to the member's parents. The Wellness Committee may offer the member the option of being put on Probation. While on Probation, the member is not suspended. The member must take the next three regularly scheduled hair tests. If the member fails a drug test while on Probation, the member must serve a 45-day full suspension starting the date of the member's failed drug test.

**4.3.3.4** A member's fourth fail shall result in expulsion from the Chapter.

**4.3.4** Alternate Sanctions Guidelines.

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**4.3.4.1** Required Guidelines: (1) the member must have a 2.8 GPA; (2) the member must not have damaged Chapter property in the last year; (3) the member must not have had any hazing violation at any point; (4) the member must not have skipped the test at issue; (5) the member's most recent fail must not have immediately followed a previous fail.

**4.3.4.2** Other Guidelines: (1) the member is a leader, officer, or other contributor to the Chapter; (2) whether the member has multiple fails for both marijuana and non-marijuana; and (3) any other factor deemed relevant by the Wellness Committee.

**4.3.4.3** If a member is a resident in the Chapter House, the Wellness Committee has the discretion to waive the requirements listed in Section 4.3.4.1, except the hazing requirement may not be waived under any circumstances.

### **4.4 Counseling.**

**4.4.1** If a members fails a drug test for a drug other than marijuana, the member must complete at least one counseling session prior to the next regularly scheduled drug test.

**4.4.2** A member placed on suspension must complete at least two counseling sessions prior to the next regularly scheduled drug test.

**4.4.3** The Wellness Committee may require a member to complete more counseling sessions at its discretion.

### **4.5 Coming Back from Suspension.**

**4.5.1** Days on suspension are counted only when the Chapter House is open.

**4.5.2** Members serving a suspension (of any type) may take and pass a 30-day sectional hair test to have their suspension lifted. If a member fails this test, it does not count as a permanent strike. The member remains on suspension and must take the next regularly scheduled 90-day hair test. Failure of this 90-day hair test results in a permanent strike.

**4.5.3** A member serving a suspension must receive approval from the Wellness Committee and 66% approval from the active Chapter before the member's suspension is lifted.

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**4.5.4** All members serving a suspension for a failed drug test must take the next regularly rescheduled 90-day hair test. Failure of this test results in a permanent strike for the member.

### **4.6 New Member Testing.**

**4.6.1** All new members will be required to take a drug test prior to initiation.

**4.6.2** The test administered to new members will either be a 30-day or 60-day sectional hair test, depending on when the test is scheduled. Failure of this test will not result in a permanent strike for the new member.

**4.6.3** A new member that fails the drug test will not be formally initiated and will become a neophyte following the end of pledge ship. The neophyte must take the first regularly scheduled test in the Spring semester. Failure of this test results in a permanent strike. The neophyte must take the next regularly scheduled test at the end of the Spring semester. Failure of this test shall result in expulsion from the Chapter.

**4.6.4** A neophyte may not participate in Chapter meetings or vote on Chapter issues.

### **4.7 Other Provisions.**

**4.7.1** A member that fails a drug test must take the next regularly scheduled 90-day hair test regardless of the member's sanction.

**4.7.2** A member not on Probation that passes a regularly scheduled test is put back into the random selection pool.

**4.7.3** A member that completes Probation without failing a test is not automatically selected for the next regularly scheduled test, he is placed in the random selection pool.

**4.7.4** Marijuana fails and non-marijuana fails generally do not combine. Multiple fails for different drugs, however, should be considered by the Wellness Committee in applying alternate or enhanced sanctions.

**4.7.5** If a member fails for both marijuana and non-marijuana in the same drug test, the member receives both a marijuana and non-marijuana permanent strike and the higher level of sanctions shall apply.

**4.7.6** A member that skips a test will receive both a marijuana and non-marijuana permanent strike.

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- 4.7.7** A member who goes inactive after being sent a notification to report for a test will be presumed to be going inactive to avoid a positive test and will receive both a marijuana and non-marijuana permanent strike.
- 4.7.8** A member living in the Chapter House on Probation or serving social suspension does not have to move out of the Chapter House.
- 4.7.9** A member that violates a suspension may have his suspension extended or enhanced. Repeated violations of a suspension may result in expulsion.
- 4.7.10** Absent extenuating the circumstances, the House Corporation will endeavor to communicate changes to the Drug Program to the Chapter 90 days before the next regularly scheduled hair test. The House Corporation, however, may at any time alter the Drug Program or conduct additional testing to address concerns regarding drug use in the Chapter.
- 4.7.11** The Chapter has an obligation to enforce the sanctions imposed pursuant to the Drug Program. For each repeated violation of sanction imposed pursuant to the Drug Program, there shall be a \$250 fine to the member and \$1,000 Chapter fine.
- 4.7.12** Failure by the Chapter to enforce the sanctions imposed pursuant to the Drug Program may result in reversions to the prior Drug Program and/or additional Chapter fines.