**DRUG AND ALCOHOL POLICY**

The following is the Drug and Alcohol Policy (“the Policy”) of Covington Catholic High School. Section I of the Policy pertains to drug or alcohol infractions which occur at school or at school-related activities. Section II of the Policy pertains to testing for illegal drug use.

**I. Drug or Alcohol Infractions at School or School-Related Activities**

Covington Catholic High School strictly forbids students to possess, constructively possess (i.e., be in the presence of), use, buy, sell, or be under the influence of controlled substances, alcohol, or other unsafe substances/paraphernalia while the students are at school, on school property, or attending a school-sponsored or school-related activity, regardless of whether such activity is on or away from the school grounds and facilities. Nothing in this Policy prohibits a student who has a valid prescription for medication prescribed by his physician from using such medication in accordance with the written instructions of his physician.

In most instances, the sequence of disciplinary action set forth below will be invoked for an infraction of Section I of this Policy. However, Covington Catholic High School reserves the right to take any disciplinary action, including expulsion, at any time and in any case for violations of Section I of this Policy. The following sequence of disciplinary action is a guideline only, and Covington Catholic High School, in its sole discretion, may proceed directly to additional levels of disciplinary action, including expulsion, as the situation warrants.

1. Parent(s) will be notified by telephone and will be required to pick up the student from school or the school-sponsored activity.
2. The student will be suspended from school and all school-related activities. A minimum of three days suspension will be implemented immediately by the administration of Covington Catholic High School.
3. The student may also be subject to other disciplinary actions, including expulsion, in the discretion of the administration.
4. Conditions for reinstatement shall include, but not necessarily be limited to, the following:

* A meeting with the student, parent(s)/guardian, and the school administration.
* The student shall be on probation for at least the remainder of the school year.

1. The student will be required to undergo professional counseling at the parents’ expense with a written report furnished to the administration. In addition, any student who possesses or sells controlled substances on school property will be reported to the police.

**II. Drug Testing**

Covington Catholic High School strives to promote a healthy, safe, and drug-free environment. Accordingly, every student who attends this school, and his parent(s), freely and willingly consent to the drug testing of the urine of the student. Covington Catholic High School partners with St. Elizabeth Business Health to serve as the medical review officer for purposes of this Policy. A qualified laboratory and St. Elizabeth’s Medical Review Officer will review and confirm positive test results. The signatures of the student and his parent(s) on the “CCH Student/Parent Agreements” form shall be evidence that the student has voluntarily agreed to be tested for the use of drugs, and that his parent(s) have consented to such testing.

All students will be tested at least once annually. Students may also be tested if a member of the faculty, staff, or administration suspects them of being under the influence of a controlled substance. Students may also be tested at random. There is no maximum number of times a student may be tested. Any student who refuses to take a drug test is subject to whatever disciplinary action is deemed appropriate by the administration, up to and including expulsion. The procedures set forth below generally will apply in the event of a failed drug test. However, Covington Catholic High School reserves the right to take any disciplinary action in any case, at its sole discretion.

Following the administration of a drug test, the parent(s) will be notified by mail that the student has been tested. If the results of the test are negative (i.e., no drugs detected), the parent(s) will be notified of the negative test results by mail. If the test results are positive (i.e., drugs detected), the school counselor, testing facility, and/or medical review officer will inform the parent(s) via telephone.

A student who tests positive for a controlled substance and refuses to attend substance abuse treatment or counseling will be expelled from Covington Catholic High School. However, if the student avails himself of the community resources available, no additional school-imposed consequences typically will occur as a result of a first violation of Section II of this Policy, unless the student also possessed drugs or was under the influence of drugs on school property or at a school-related activity, in which case the student is subject to the disciplinary actions set forth in Section I of this Policy.

A first positive test for a controlled substance is considered a first violation of Section II of this Policy. Following a first positive test, the parent(s) and their son will be required to meet with the school counselor. At that meeting, the school counselor will discuss the results of the positive test and the community resources available to provide treatment and assistance. All recommendations after a first positive test result will be written by the school counselor, signed by the parent(s) and student, and must be fulfilled. The student is required to attend whatever substance abuse treatment or counseling is recommended, at his parents’ or his own expense. Generally, students who have committed a first violation of Section II of this Policy will be permitted to continue to participate in extracurricular activities. Exceptions may be made in the discretion of the administration. A student who tests positive may thereafter be drug tested regularly, at the expense of the student or his parent(s).

A subsequent positive drug test for the same substance may be considered an additional (i.e., a second or third, as described below) violation under Section II of this Policy if the level of the positive test indicates continued usage, in the sole discretion of the school counselor, principal, or principal’s designee. A subsequent positive test for a different substance will always be considered an additional violation of Section II of this Policy. Failure to complete the recommended course of treatment or counseling shall also be considered an additional violation of Section II of this Policy.

Upon a second violation of Section II of this Policy, the parent(s) and their son will be required to meet with the school counselor and the principal. At that meeting, the school counselor and the principal will discuss the results of the second positive test, and will make additional recommendations as an elevated response to the second positive test. All recommendations after a second positive test result will be written by the school counselor, signed by the principal, parent(s) and student, and must be fulfilled. The student is required to attend whatever substance abuse treatment or counseling is recommended, at his parents’ or his own expense. Upon a second violation of Section II of this Policy, a student will be ineligible for extracurricular activities and other school-related activities for a period of 30 consecutive days. No student may regain eligibility without first producing a drug-free test.

Upon a third violation of Section II of this Policy, expulsion from the school is probable, as the ongoing pattern of abuse is evidence of the need for significant change.

Although all students at Covington Catholic High School are subject to drug testing under Section II of this Policy, Covington Catholic High School expressly disclaims any legal duty to test any student. By signing the “CCH Student/Parent Agreements” form, each individual student and his parents expressly waives any claims they may have against Covington Catholic High School or the Diocese of Covington related to the drug testing of the student, or the failure to provide such testing. The student and his parents further waive any claims they may have against Covington Catholic High School or the Diocese of Covington that may result from the student’s participation in extracurricular activities following a violation of this Policy.

521914v1