



November 12, 2019

Dear Parent(s), Guardian(s) and Community Members,

Stephen T. Badin High School has constantly worked over our 50 year history to empower students to live out their faith, make responsible choices and be leaders within their communities. We believe that a critical component of this is for students to remain drug free. Beginning in January 2020, Badin High School will launch a Health and Wellness Initiative that will include required drug testing of all students. This decision was carefully made over a two year process by the administrative team at Badin High School with the support of the Archdiocese of Cincinnati. The impact of drug use on young students and their families is staggering and our community is not immune to this issue.

The purpose of this initiative is to provide our students with help first and to involve parent(s)/guardian(s) every step of the way. All students are capable of making mistakes and it is our job to ensure that students learn from them and grow through the process with the support and guidance of their family and the leadership of the school. We have made the conscious choice to structure Badin's reaction to any positive drug test to be focused on the well-being of the student and to work with the student and family to help the student avoid poor decisions in the future. Parent(s)/guardian(s) are truly our partners in this initiative. The administration at Badin will keep you informed about what tests are conducted and the results of those tests. We will only release evidence of the use of a substance to a student's parent(s) or guardian(s) and, where appropriate, medical or counseling personnel for substance abuse screening with the parent's permission. This initiative is not possible without the partnership of each of you.

Given the great pressures our students face, now is the time to take an even more aggressive stance against the threat of drug use. Through drug testing, we are strengthening our students' ability to truly say "I can't, my school tests" when pressured into experimenting with drugs. Having this out is a great tool for fighting peer pressure and can provide parents greater peace of mind.

Testing for drug use is not the only means that Badin High School will utilize in order to better support our students as they combat pressure to use any drugs. The administration and staff of Badin High School has made student wellness the focus of this school year and beyond. Last week, we hosted a speaker from Steered Straight to speak to parents and students about the dangers of drug use, particularly vaping. Tommy Lewis, a nationally renowned consultant, has been working with our staff in multiple areas to strengthen relationships with each other and the students at Badin. Each of these steps has been thought out and implemented with one goal in mind: to ensure that each student that enters Badin High School is supported in every facet of their development.

Your child will be informed of this new initiative Tuesday, November 12th during an all school assembly. It is our hope that you have a discussion with them in regards to this initiative. We also anticipate that you may have questions as you look over the entire policy. We have included a full description of the new policy with this letter.



November 12, 2019

Badin High School will be hosting an information night for parents. Parents: please check your e-mail for additional details.

Badin High School will never stop seeking ways to keep our students safe and help them develop into the person that God intends them to be. Our mission has been at the heart of the entire process of developing this initiative as we continue to inspire young men and women to achieve their personal best, live their faith, and lead the future. We believe that this initiative is an important step in helping them understand the sacredness of their own bodies and assist them in making choices for a positive future.

Yours in Christ,

Stephen T. Badin High School Administrative Team

Brian Pendergest, Principal
Sid Imhoff, Assistant Principal/Dean of Students
Chris Mate, Assistant Principal for Curriculum and Academics
Patrick Keating, Assistant Principal for Professional Growth
Jennifer Fabry, Director of Finance
Matt Thompson, Director of Facilities
Gina Helms, Campus Minister
Geoff Melzer, Athletic Director
Angela Bucheit, School Counselor
Brion Treadway, School Counselor



Stephen T. Badin High School Drug, Alcohol and Nicotine Policy

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

I. Drug, Alcohol or Nicotine/Tobacco Infractions at School or School-Related Activities

Badin 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, nicotine 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.

Vaping products are illegal on school property and are considered a violation of school policy. Due to the increased usage of vapor products in the teen population across the country, we are making our policy clear so that all students and parents understand the ramifications of having or using a vapor product at school, on school grounds or at any school related function (event).

Nothing in this Policy prohibits a student who has a valid prescription for medication prescribed by his/her physician from using such medication through the proper procedures in the clinic and following the proper protocol in accordance with the written instructions of his/her physician.

In order to promote a drug-free environment in our school, drug- detecting dogs may be employed inside the building and on the school grounds. A student suspected of using drugs/alcohol before school, during school, or at a school related function will be required to undergo a drug/alcohol test. A student in possession of an illegal substance will be referred to the police. A student possessing or using any amount of alcohol, drugs or counterfeit drugs/look-alike drugs (including prescription or non-prescription drugs), or in possession of drug paraphernalia, before school, during school, at a school-related function and any time out of school will be required to comply with the following:

1st Offense:

- The student and parents must meet with the Dean of Students or other member of the administrative team.
- The student will be sent for an evaluation. The student and parents must agree to follow the recommendations resulting from the evaluation.
- The student will be given five days of out of school suspension.
- If an athlete, the student will not be able to play in 25% of the season schedule, but must attend practices. The suspended athlete may not be in sports uniform, but may sit on the bench for all games.



November 12, 2019

- The student will not be permitted to attend any school sponsored events during the 25% suspension, except for the games played in his/her sport.

2nd Offense:

- The student will be given 10 days of out of school suspension.
- The student must attend a treatment program, out-patient or in-patient, based on the second evaluation of the student.
- The student must follow through on all treatment recommendations.
- If an athlete, the student will not be able to participate in 50% of the season schedule. If the second offense occurs during spring sports season, the athlete will serve the remainder in the fall of the following year.
- The student will not be permitted to attend any school sponsored events during the 50% suspension, except for the games played in his/her sport. All suspensions are subject to being carried over into the next sport played.

3rd Offense:

- The student will be expelled from Badin High School.
- Any student found to be distributing or selling drugs or counterfeit drugs will be automatically referred to the principal for expulsion and to the police department for legal action.

II. Drug Testing

Badin High School strives to provide a safe, challenging, supportive and innovative learning environment. Accordingly, every student who attends this school, as well as his/her parent(s) or guardian(s), freely and willingly consent to allow the student to undergo drug testing for the presence of illicit drugs, alcohol, nicotine or other banned substances. Students and parents/guardians are required to consent to this policy as a condition of a student's continued enrollment at Badin High School. Attendance at Badin High School is not a right, but a privilege in which students and parents/guardians are to act in a way that supports the health, safety and well-being of all students. The Badin High School community recognizes the inherent risks for adolescents in the use of alcohol, drugs and nicotine. This use is always viewed as abuse since the negative consequences, both short and long term, are well documented and often tragic. Thus, Badin High School prohibits the use of alcoholic beverages, illegal drugs (as defined by Ohio or Federal law), nicotine, the misuse of prescription or over-the-counter medications for any purpose (such as to get high) other than their intended medical use, and/or possession of drug paraphernalia by a Badin student. A Badin student includes any student who is enrolled at Badin High School with the culmination of their Badin experience coming at the end of graduation.

Badin High School partners with Great Lakes Biomedical to conduct our drug testing. Their trained professionals make the selection of students for testing, handle the collection, packaging, transportation and analysis of test samples. Most importantly, certified Medical Review Officers communicate non-negative test



results with parents/guardians, offering a professional medical explanation of the meaning of test results and answering questions that might arise.

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. In addition, students may also be tested at random. There is no maximum number of times a student may be tested.

If the test results are positive (i.e., drugs detected), the Intervention Matrix listed below will be followed. A first positive test result alone, which is not connected to other violations of the Drug, Alcohol and Nicotine Policy (such as possession of drugs or being under the influence of drugs at Badin during the normal course of a school day) or other school policies, will not result in disciplinary action. If a parent believes that there was a false positive, the parent can request an immediate second testing at the parent/guardian's expense by the same means and through Great Lakes Biomedical.

Intervention Matrix

First Positive Test:

- A Medical Resource Officer from Great Lakes Biomedical will contact the parent/guardian.
- Student and parent/guardian will meet with the designated Administrator to discuss the results of the test.
- Student will be evaluated by certified medical drug and alcohol professional or counselor approved by Badin High School.
- A medical release will be given to the designated Administrator to access information from the medical professional.
- Student will follow through on all recommendations of the medical professional.
- Student will be tested again within 90 days.

Any violation by the student and/or parent/guardian of the professional recommendations as set forth in the assessment, and/or the requirements set forth by Badin High School will jeopardize the student's enrollment at the school and could result in dismissal. All expenses for drug and alcohol assessments and treatment programs are to be covered by the student and his/her parent/guardian.

Second Positive Test

- A Medical Resource Officer from Great Lakes Biomedical will contact the parent/guardian.
- Student and parent/guardian will meet with the Principal and the designated Administrator.
- A comprehensive intervention plan will be developed by certified medical drug and alcohol professional or counselor approved by Badin High School.
- A medical release will be given to the designated Administrator to access information from the medical professional.
- Student will follow through on all recommendations of the medical professional.



- Repeated testing will take place throughout the rest of the student's enrollment at the parent/guardian's expense.

Any violation by the student and/or parent/guardian of the professional recommendations as set forth in the assessment, and/or the requirements set forth by Badin High School will jeopardize the student's enrollment at the school and could result in dismissal. All expenses for drug and alcohol assessments and treatment programs are to be covered by the student and his/her parent/guardian.

Third Positive Test

- A Medical Resource Officer from Great Lakes Biomedical will contact the parent/guardian.
- Student and parent/guardian will meet with the Principal and the designated Administrator.
- Student may be recommended for expulsion from Badin High School.

We believe that there is a spiritual aspect to all drug and alcohol abuse and that the abuse of these substances is an attempt on some level to fill a void that was meant to be filled only by God. Thus, in addition, spiritual counseling by a priest, minister or a person of faith is highly recommended.

Self-Disclosure Policy

Drug or alcohol dependency self-disclosures, either by parent/guardian or the student, are encouraged at Badin High School. Badin recognizes that drug or alcohol dependency is a treatable disease and will extend to the student and his/her family all the support that is available. This support requires following the steps as if having a positive test. Recovery for the student is the primary goal of the self-disclosure program. This allows the student and his/her parent/guardian to take the steps necessary to make sure that the student will test drug and alcohol free after going through the appropriate assessment and treatment. A positive test after self-disclosure will be viewed under the second positive test criteria.

Refusal to Test

Enrollment at Badin High School is a privilege and drug testing is required by every student. If a student refuses to test when required to do so, the test will be treated as a positive test.

Alterations of Test and Test Results

Any student suspected of altering a drug test or test results will be required to submit to another test immediately. If a student is caught trying to alter a drug test or test results, the test will be automatically treated as a positive test.

Graduation Pertaining to Drug Testing



November 12, 2019

If a senior student is randomly selected for a drug and alcohol test and the test results in a positive within 90 days of graduation, this student must complete the intervention steps prior to receiving a diploma. If this is the student's second offense, he/she is subject to disciplinary action as per the guidelines set in the Drug and Alcohol Policy (Section I of this document), as well as the potential to not participate in the Badin High School senior awards ceremony or graduation.

Confidentiality

Confidentiality is of the utmost importance with the drug testing. All information received by Badin High School from Great Lakes Biomedical or any other medical professional is confidential and will be maintained in a secure file by the designated Administrator. No records will be made available to colleges or universities, nor anyone else. All records will be shredded and erased upon graduation.