

Louisiana Tech University Substance/Drug Policy for Aviation Faculty, Students, and Staff (Rev 1: Dec 2025)

INTRODUCTION AND APPLICABILITY

This document describes the School of Aviation substance/drug policy. It applies to specific personnel referred to as “applicable persons” which includes all students enrolled in the Professional Aviation (PRAV) major, those flying under 14 CFR Part 61 who are seeking enrollment in PRAV, Certified Flight Instructors (CFI) employed by the University and faculty members with CFI privileges.

BASIS FOR THE POLICY

Louisiana Tech University recognizes that poor job performance by individuals involved in aviation-related activities can lead to injury or death. Applicable persons must conduct operations competently and with a full focus on safety.

POLICY

For applicable persons, Louisiana Tech cannot, and will not tolerate the use, or possession, of any substance (legal, illegal or prescription) which may impair cognitive or psychomotor functions. Louisiana Tech maintains a teaching and learning environment which is drug and alcohol free in accordance with the Drug-Free Schools and Communities Act Amendments of 1989. Therefore, Louisiana Tech requires that all applicable persons be (and remain) free of any chemical impairment during their entire time at Louisiana Tech. Alcohol is considered a drug and being under the influence or latent effects of alcohol during flight-related activities is also prohibited and subject to testing. Having a prescription is no defense against the tenets of this agreement.

GENERAL TESTING PROGRAM PROCEDURES

The Chief Instructor directs the testing program. This includes setting the testing policy, administering/contracting the testing program, and dealing with the results of testing. In the absence of the Chief Instructor, this responsibility is assumed by the Director of the School of Aviation or the Assistant Chief Instructor. Testing will be conducted by an outside agency specified by the School of Aviation. All applicable persons are required to submit to testing according to the procedures and timelines of this policy and/or those of the contractor. Failure to report for testing within the allotted time frame, without approval from the Chief Instructor constitutes refusal to submit to testing. Individuals selected for testing will have a specified time period, after notification, to report for testing. If the individual is out of town (defined as beyond 50 miles from Ruston), a selected neutral testing facility may be chosen by Louisiana Tech University and the same time period applies. Any non-compliance, refusal to test, deception or attempt to interfere with the validity of the testing will be treated as a positive test result with the associated repercussions.

PAYMENT FOR DRUG TESTING

All students will pay an "Aviation Drug Test Fee" each quarter. Funds will be budgeted by the university for testing of CFIs and Faculty. Funds will be held in a separate account and used to fund testing. This fee may change.

RANDOM TESTING (NEUTRAL SELECTION)

Applicable persons are subject to random testing on an on-going basis. Testing will be conducted at random times throughout each quarter. For a random test there exists a presumption of a negative test result and the individual may return to flight-related duties without the need to wait for the test result. Test results that subsequently come back positive will be dealt with at that time.

REASONABLE SUSPICION TESTING

Applicable persons may be directed to accomplish testing if reasonable suspicion of drug use exists based on observation, behavior, reports of use, or other indicators considered credible by the Chief Instructor. The individual will be grounded pending the results of testing. A negative report must be received before any individual will be allowed to resume flight-related duties.

TESTING FOLLOWING AN ACCIDENT OR INCIDENT

Applicable persons involved in an accident or incident (aviation-related or non-aviation related) may be directed to accomplish testing at the discretion of the Chief Instructor. The individual will be grounded pending the results of testing. A negative report must be received before any individual will be allowed to resume flight-related duties.

TESTING PROCESS/DUE PROCESS

Negative test results: The Chief Instructor may advise the individual of the results, but silence equates to a negative result. No further action is required. In the case of multiple testing types with differing result timelines (for example, urine sample and hair sample taken at the same time), if grounded, the individual may be returned to flight-related duties upon the first negative result.

Positive (or non-negative) test results: The Chief Instructor advises the individual and the Director of the School of Aviation. A copy of the report will be provided to the individual, and another will be placed in the individual's training file. The Director of the School of Aviation will be notified along with the recommendation for termination/disenrollment from the Louisiana Tech Aviation Program.

This agreement serves as a contract between the signatory below and the Louisiana Tech School of Aviation. I have read and understand this agreement and the consequences of non-compliance.

Printed Name (First MI, Last)

Signature

Date

ADDITIONAL INFORMATION

DEFINITIONS

Alcohol: Ethyl alcohol and is considered a drug.

Controlled Substance: Any of a category of behavior-altering or addictive drugs, whose possession and use are restricted by law. The Tech Aviation Program may test for the following in the Substance/Drug Policy: marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), or metabolites of any of these substances, alcohol (ethanol), and any other substance/drug governed by the U.S. Department of Health and Human Services.

Dangerous Drugs: A broader category of illegal substances, which describes hundreds of chemicals and other compounds.

Illegal Drugs: Any substance, other than alcohol, having psychological and/or physiological effects on a human being that is not a prescription or non-prescription medication.

Intern Agency: Any agency that has agreed to provide learning opportunities for Tech aviation students. Faculty, students, or staff members who are engaged in intern learning experiences in agencies that require mandatory drug testing are expected to comply. The Tech Aviation Program may elect to subject an individual to drug testing should an incident occur at an intern agency.

Non-prescription medication: A drug that is authorized by federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailment, or injuries.

Neutral Selection (Random) Testing is defined as a mechanism of faculty, student, or staff selection for drug testing at any given time throughout the course of study or employment at Louisiana Tech.

Prescription medication: A drug that is authorized by federal or state law for general distribution and use with a doctor's prescription in the treatment of human diseases, ailments, or injuries. This includes medical marijuana or any marijuana substitute, simulation or derivative added into any other form of deliverable to include but not limited to vapes, pills or gummies.

Reasonable Suspicion (Non-inclusive list): The threshold for reasonable suspicion is deliberately set low

1. Observable phenomenon, such as direct observation of substance/drug use and/or the physical symptoms or manifestations of being under the influence
2. Abnormal conduct or erratic behavior such as absenteeism, tardiness, significant deterioration of performance, and/or verbal or physical aggression
3. A report of substance/drug use considered to be credible by the Chief Instructor
4. Evidence that an individual has tampered with, or attempted to invalidate or deceive a test
5. Direct or indirect involvement in an accident/incident (flight-related or non-flight related)
6. Evidence of involvement in the use, possession, sale, solicitation or transfer of illegal substances/drugs

Refusal to Test is defined as a person's verbal statement or actions by not submitting to a screening test within the prescribed time requirements. Refusal to test also extends to an individual's failure to fully cooperate or failure to act in good faith with regard to the testing process (e.g., attempts to "trick" or "beat" the system).

Relevant Federal Aviation Regulations:

FAR 61.15 Offenses Involving Alcohol or Drugs

FAR 61.16 Refusal to Submit to a Drug or Alcohol Test

FAR 91.17 Alcohol or Drugs

FAR 91.19 Carriage of Narcotic Drugs, Marijuana, and Depressant or Stimulant Drugs or Substances

CONFIDENTIALITY

All information, reports, statements, memoranda, and test results (requested or received) by the Louisiana Tech School of Aviation, in accordance with the Substance/Drug Policy, are confidential communications. Their use is limited to the tenets of this agreement. They may not be used for other purposes except under certain circumstances as allowed by the subject individual, the Federal Aviation Administration's Shared Information Act, or court order.