



UNITED HERZLIA SCHOOLS

בתי"ס המאוחדים הרצליה

RANDOM DRUG TESTING POLICY

We are all aware of the massive drug problem that exists in Cape Town as well as the tremendous pressures on our children to get involved with drugs.

In 2000 the UHS resolved to institute random drug-tests in the Middle and High Schools on an ongoing basis.

The reasons for this decision were as follows:

- **Children will be empowered to resist pressure to take drugs if they know that they may be subject to testing the following Monday.**
- Parents will be able to exercise greater control over their children.
- Substance abuse can be identified early and appropriate action taken.
- Children will be disinclined to experiment with drugs if they know that there is a high probability of their being found out.

We took legal and medical advice, and developed a model in accordance with this advice and with successful practice at other schools.

Our legal team has advised us that it is perfectly legal and constitutional to go ahead with our model of random drug testing.

The model is this.

Parents will be asked to complete the attached form, sign it, and return it to the school. The form gives the parents the choice of consenting or not consenting to the conducting of random testing on their children. If a parent chooses not to consent, his/her child will not be part of the programme. The consent form applies to all parents in the Herzlia system, even though testing is only envisaged in the Middle and High School at this stage.

The form must be returned to the school as soon as possible, irrespective of whether the parent gives consent or declines consent.

All pupils for whom consent has been given will be assigned a number. At frequent but irregular intervals, numbers will be drawn from a container. The process of drawing numbers will be duly witnessed in order to guarantee fairness and randomness. Pupils whose numbers have been drawn will have a **urine test administered by medical professionals**; with due regard being given to dignity, confidentiality and appropriate protocol.

The test which we shall use is one of the highest rated such tests internationally. It is capable of detecting illegal substances for at least 8 days after use, and often for longer. It is extremely reliable.

Any specimen testing positive will immediately be sealed and sent to a pathology laboratory (labelled only with its number not with a name) for independent re-testing. If the laboratory confirms the positive reading, the pupil will be called in and interviewed by the Principal, who will then call in the pupil's parents. This will be done in the very strictest confidence.

The matter will then be handed over to the parents to deal with as they choose, with two provisos: the School will offer any support and advice it is able to offer, and the pupil may be required to submit to regular, non-random testing for a time following the positive test.

This is the outline of the plan. We would like to stress again that

- No pupil will be tested without his/her parents' consent
- The selection process will be random
- The school will not normally impose disciplinary measures on someone who tests positive
- The purpose of this programme is not to humiliate anyone: it is to minimise the extent of substance abuse by our children

It will be noted that this procedure is fully in line with our existing policy on substance abuse.