



Student-Athlete Handbook
2023-2024

ATHLETIC DEPARTMENT MISSION

Wheaton College Athletics exists to develop Christian faith, character, and leadership through competitive sports programs that “run the race to win”.

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2023-2024 COLLEGE CALENDAR

FIRST DAY OF CLASSES	AUGUST 23
LABOR DAY (NO CLASSES)	SEPTEMBER 4
HOMECOMING	SEPTEMBER 29-30
FALL BREAK	OCTOBER 14-18
FAMILY WEEKEND	NOVEMBER 3-4
THANKSGIVING BREAK	NOVEMBER 22-26
CLASSES END	DECEMBER 8
FINAL EXAMS	DECEMBER 11-14
CHRISTMAS BREAK	DECEMBER 16-JANUARY 7
CLASSES BEGIN	JANUARY 8
MLK HOLIDAY (NO CLASSES)	JANUARY 15
NO CLASSES (FACULTY DEVL. DAY)	FEBRUARY 6
PRESIDENTS DAY (NO CLASSES)	FEBRUARY 19
END A QUAD	MARCH 1
SPRING BREAK	MARCH 2-10
BEGIN B QUAD	MARCH 11
GOOD FRIDAY (NO CLASSES)	MARCH 29
CLASSES END	APRIL 26
FINAL EXAMS	APRIL 29-MAY 2
COMMENCEMENT	MAY 5

ATHLETICS STAFF DIRECTORY

	<u>Title</u>	<u>Name</u>	<u>Office</u>	<u>Phone</u>
Athletics Staff	Acting Athletic Director	Mike Schauer	226	5735
	Associate Athletic Director	Bill Stukes	228	5734
	Equipment and Operations Manager	Jesse Hill	188A	5748
	Assistant Athletic Director-Athletics Communications	Brett Marhanka	230	5747
	Sports Information Assistant	Gabriel Woodiwiss	234	5353
	Head Athletic Trainer/SWA	Tricia Deter	192A	5738
	Office Coordinator	Anna Nussbaum	232	5079
	Asst. Athletic Trainer	Allan Prasil	192A	5738
Baseball	Head Coach	Matt Husted	246	7164
Basketball - Men	Acting Athletic Director, Head Coach	Mike Schauer	226	5735
	Associate Head Coach	Jon Panner	248	5775
Basketball - Women	Head Coach/Assistant Athletic Director	Kent Madsen	258	7057
	Assistant Coach	Katie Cuthbert	256	5736
Cross Country/Track	Head Coach	David Walford	238	5145
	Assistant Coach	Brianna Hawthorne	236	7059
Football	Head Coach	Jesse Scott	266	5938
	Offensive Coordinator	Andrew Bowers	264	5271
	Defensive Coordinator	CJ Nightingale	262	7166
Golf – Men & Women	Head Coach	Paul Craig	162	5563
Soccer - Men	Head Coach	Steve McCrath	240	5123
	Assistant Coach	Dylan Milikent	247	
Soccer - Women	Head Coach	Patrick Gilliam	242	7003
	Assistant Coach	Jeanne Nielson	249	
Softball/Club Sports	Head Coach		244	5845
Swimming - Men	Head Coach	Jacob Ayers	124	5411
Swimming - Women	Head Coach	Meghan Ayers	122	5342
Tennis - Men	Head Coach	Brad Pihl	245	5167
Tennis - Women	Head Coach	Jane Nelson	245	5907
Volleyball	Head Coach	Stephanie Schmidt	254	5733
Wrestling	Head Coach	Jim Gruenwald	272	7163

ATHLETIC TRAINING

Tricia Deter, Head Athletic Trainer 630.752.5738 Tricia.Deter@wheaton.edu

Wheaton College provides athletic training services to all varsity student-athletes. Our staff provides services of injury and illness prevention, evaluation, treatment, and rehabilitation in conjunction with the team physicians. All athletes experiencing an injury or illness that affects their athletic participation are asked to notify an athletic trainer.

Athletic Training Staff:

Head Trainer	Tricia Deter ATC/L
Asst. Trainer	Allan Prasil ATC/L
Part-Time Asst. Trainer	Tonya Baker ATC/L
Part-Time Asst. Trainer	Jonathan Gramme ATC/L
Part-Time Asst. Trainer	Lance Mathieu ATC/L

Athletic Training Room Phone#: 630-752-5738

Athletic Training Room Hours:

- Open daily from 9am until 6:45pm
- During athletic events.
- Student-athletes needing treatment before 2pm are asked to make an appointment.

Athletic Training Room Rules & Guidelines:

- Taping, treatment, and evaluations are done on a first-come, first-served basis in order of the sign-in to the ATS injury tracking system.
- Please wait outside the training room door for pre-practice taping and treatments until your name is called from the list.
- Please wear shirts in the training room.
- Do not wear cleats inside training room.
- Over-the-counter medications (Advil, Tylenol, Sudafed, etc.) are available on a very limited basis and will be given out only for the first 24 hours of an injury or illness. They will not be available on a continual basis.
- Equipment that is checked out from the training room must be returned at the end of the semester or a fine will be given through student accounts.
- Student-athletes are prohibited from setting up their own modality (stim, ultrasound) treatments.

Insurance Coverage Guidelines:

All student-athletes must carry personal health insurance. This may be a family policy that includes the athlete as a dependent or a personal policy that the athlete has taken out for him/herself. Any student-athlete who does not have health insurance coverage will not be permitted to participate in intercollegiate athletics at Wheaton.

A student-athlete's personal insurance is always considered primary, and will be billed first for coverage of all athletic-related injuries and illnesses necessitating medical treatment outside of the training room. Costs for such treatments that are not covered by the athlete's personal insurance may be eligible for coverage under the Wheaton College athletic insurance policy.

- Athletes must report any injuries to the certified athletic training staff at Wheaton College and file a claim form in order for the secondary insurance coverage to be applied.
 - The injury must be reported within 90 days from the date of injury.
 - The statute of limitations of the policy is 2 years after the date of injury.
 - Failure to report an injury will result in the secondary policy not being applied.
- The policy only covers athletic injuries that occur during the NCAA sanctioned 18/19 week practice and playing season for a varsity sport.
 - It does NOT include student led practices, individual work-outs, and conditioning sessions outside of season.
 - Injuries outside the official NCAA playing and practice season are not covered by this policy.
- The secondary policy functions to help cover that which hasn't been covered by the student-athlete's primary insurance policy.
 - Any claim for benefits must first be filed with the student's primary insurance carrier before the secondary insurance will consider medical benefit payments. A student's primary insurance must have some coverage to be eligible for benefits under the secondary policy.
- The secondary policy will be applied only after \$1000 dollars has been paid by the primary insurance or the student-athlete.
 - After the first \$1000 dollars of the claim and the primary policy has paid all costs it covers, the Wheaton College secondary insurance policy will then cover remaining amounts *based on its terms of coverage.*

NOTICE: All athletic injuries and illnesses must first be reported to a certified athletic trainer. Injuries not reported appropriately may be ineligible for coverage under the Wheaton College athletic insurance policy.

Bills that are not paid by either the athlete's personal insurance policy or the Wheaton College athletic insurance policy are the athlete's responsibility.

The NCAA provides a catastrophic injury insurance policy for all athletes who are catastrophically injured while participating in a covered intercollegiate athletic event. The policy has a \$90,000 deductible and provides benefits in excess of any other valid and collectible insurance. Please reference the NCAA Catastrophic Injury Insurance Program available on the NCAA web site at:

<https://www.ncaa.org/sports/2021/6/25/insurance.aspx>

for further details including payment limits.

EQUIPMENT & FACILITIES GUIDELINES

Jesse Hill, Equipment and Operations Manager 630.822.4934

Jesse.hill@wheaton.edu

Equipment Service

- Each athlete is responsible for equipment issued to him/her throughout the season. Fines will be charged for missing equipment.
- Athletes are not to exchange equipment without permission of the equipment manager.
- All missing or damaged equipment should be reported to the equipment manager.
- Towel service and laundry service will be provided during each team's regular playing season only.

Laundry Service: All daily practice laundry will be washed in laundry bags. No personal items are to be placed in laundry bags at any time. At no time should game uniforms, football practice uniforms, or sweats be placed in laundry bags. These items will be collected separately as instructed. Clean laundry will be returned by practice time the next day.

- All lockers must be cleaned out at the end of the school year. Fines will be issued for failure to clean out lockers.

Locker Room Rules

- Do not stick anything on the lockers.
- Keep Locker Room clean. Use trash containers.
- Mud must be knocked off shoes onto grass before entering the Locker Room.
- Locks are the property of Wheaton College and should not be removed from the locker to which they are assigned.

CHROUSER SPORTS COMPLEX

- Please be respectful of the CHR staff and CHR policy.
- Student ID's are required to enter CHR except for attending classes & scheduled varsity practices.
- The north hallway doors will be locked at all times. Athletes may use their I.D. card for access from 9am to 7pm. Please use Main SRC Entrance at all other times.
- King Arena is not a hallway, so please do not walk through the gym. Use the west hallway near the tennis courts.
- No cleats are to be worn outside of the locker rooms.

Weight & Fitness Room Guidelines

- Please wear clean shoes in the fitness room.
- Please do not step behind weight room monitor counter. Ask monitor for equipment or specific music selections.
- Tennis shoes are appropriate workout shoes. However, sandals, flip-flops, or similar shoes are prohibited. Men should keep shirts on and ladies clothing must cover midriff when in weight room.
- Please wipe down machines and return all weights and equipment to their original location after use.
- Use of Weight & Fitness Room during 'non-peak' hours is encouraged.
- The following are available from the fitness room Control Desk or the Chrouser Service Desk:
 - a. Jump Ropes
 - b. Ladders
- During 'peak' fitness room hours, please limit time on cardiovascular machines to 30 minutes.

SPORTS INFORMATION

Brett Marhanka, Assistant Athletics Director-Communications 630.752.5747 Brett.Marhanka@wheaton.edu

The goal of the Wheaton College Sports Information Department is to serve the Wheaton College community by providing information on varsity sports team. This is accomplished in the following ways:

- Update and maintain the Wheaton College Athletics Website.
- Write and design media guides, game programs and other materials.
- Compile team rosters and team information.
- Compile statistics and records.
- Report statistics to the NCAA and CCIW.
- Nominate athletes for various awards (All-American, Academic All-American, Player of the Week, etc.).
- Write press releases for local media and athletes' hometown media.
- Distribute information to radio, websites, newspapers, television and all other forms of media.
- Update and maintain Facebook and Twitter for Wheaton Athletics.

Notable Information:

- Thunder Athletics website athletics.wheaton.edu
- NCAA www.ncaa.com (includes Division III statistics and other organization information)
- CCIW www.cciw.org (includes statistics, standings and conference records)

ELIGIBILITY BASICS

*Bill Stukes, Associate Athletics Director/Compliance Coordinator 630.752.5734
Bill.Stukes@wheaton.edu*

To be eligible for intercollegiate competition, student-athletes must comply with the following guidelines:

1. Meet the **GOOD ACADEMIC STANDING** criteria for Wheaton College as listed below and in catalog.

Hours Attempted (incl. transfer credits)	GPA Minimum
0.5-19.9	1.70
20.0-39.9	1.80
40.0-59.9	1.90
60.0-above	2.00

2. Carry and pass a minimum of 12 credit hours for the semester.
3. **ACADEMIC WARNING:** when a student's GPA for a semester is below 2.00 but their cumulative average is above the academic status scale requirement, the student will be placed on ACADEMIC WARNING for the following semester. Student-athletes on ACADEMIC WARNING will be permitted to participate in intercollegiate athletics. However, if they should have another poor semester, it could lead to being placed on ACADEMIC PROBATION.
4. **ACADEMIC PROBATION:** when a student's cumulative GPA falls below the appropriate level of good standing on the academic status scale, the student will be placed on ACADEMIC PROBATION for the following semester. Any student-athlete who does not pass 12 semester hours or fails to make a 1.25 GPA in any semester is subject to being placed on ACADEMIC PROBATION. Students on academic probation cannot participate in intercollegiate athletics. Participation in other extracurricular activities shall be subject to the approval of the Student Development Office.
5. **CHAPEL PROBATION:** Chapel attendance is required of all undergraduate students. Students who exceed the allowable number of absences will be placed on CHAPEL PROBATION. This means that you will not be permitted to participate in any co-curricular activities such as intercollegiate athletics, ministries, music groups, arena theater, etc. without the permission of their head coach or a Dean. Successive semesters on chapel probation could jeopardize a student's enrollment at Wheaton College.
6. **COMMUNITY COVENANT:** The goal of campus life at Wheaton College is to be a Christian educational community. While living and learning in such a community bring privileges, they also carry responsibilities. Students, by virtue of their enrollment at the College, agree to accept the responsibilities of membership in the College community. Failure to adhere to these responsibilities could lead to disciplinary action or dismissal from the College.

For further information regarding probation and dismissal, consult the Wheaton College Student Handbook.

7. NCAA REGULATIONS

1. Eligibility Summary

- Enrolled in at least a minimum full-time program of studies, but no less than 12-credit hours. NCAA rules allow for a student athlete to be part-time in their final semester **only if** the institution can certify that they are taking all courses they need to graduate in that term. The only way for Wheaton to certify this is if students are taking all of those classes at Wheaton. Students should contact the Academic Advising Office to confirm that their final classes meet all requirements. Student Athletes in their last semester are not permitted to take courses needed for graduation at another school while maintaining only part-time hours at Wheaton. To participate in intercollegiate athletics while enrolling in less than full time hours, the Student Athlete needs to be completing their requirements at Wheaton College.
- Maintain satisfactory progress toward a baccalaureate or equivalent degree.
- Be in good academic standing as defined by the College;

2. Academic Probation:

- GPA falls below the required criteria to be considered in good standing on the academic status scale
- Student-athlete who does not pass **12 semester hours** or fails to make a **1.25 GPA** in any semester
- Students on academic probation **cannot participate in intercollegiate athletics**.

8. **TEAM GUIDELINES:** Individual varsity teams may have policies that are in addition to the Wheaton College Community Covenant. These policies may be stricter than those for the general student body. It is the responsibility of each athlete to make sure he/she is fully informed of and fully complies with all such policies that may affect his/her eligibility as an athlete at Wheaton College.

9. **HAZING:** Any act likely to compromise the dignity of a student; cause embarrassment or shame, cause them to be the object of ridicule is strictly prohibited.

10. SUNDAY PLAY POLICY:

- **Formal practice** or **competition** is not permitted on Sundays.
- This includes rescheduling games due to inclement weather, team banquets, departmental/team sponsored study halls, and any other required team activities.

11. ETHICAL CONDUCT

- You may not participate in any gambling activity in NCAA sponsored sport
 - Examples: fantasy leagues, bracket contests

12. AMATEURISM

- You are ineligible if you have ever
 - Received payment above expenses or participated professionally
 - Used athletics skill for pay in any way

- Because of athletic skill, been paid for work you did not perform or paid at a higher rate

13. SEASON OF PARTICIPATION

- Eligibility counts after the first contest or practice after the first contest. (Pre-season scrimmages are exempt)
- You are permitted 4 seasons of participation and must be enrolled full time and degree seeking Student Athletes in their last semester are not permitted to take courses needed for graduation at another school while maintaining only part-time hours at Wheaton. To participate in intercollegiate athletics while enrolling in less than full time hours, the Student Athlete needs to be completing their requirements at Wheaton College.
- You may not participate on any other outside team during your season.

14. MEDICAL HARDSHIP

- NCAA Bylaw 14.2.5 allows Division III student-athletes to petition for eligibility after a season ending injury. Division III does not allow athletes a “red-shirt” year.
- Not allowed to have the “benefit of practice” after such injury

15. FINANCIAL AID

- You may not receive any money from Wheaton College based on athletic ability or participation on athletic teams.

16. TRANSFERS

- If you want to talk with other NCAA schools (Division I or II), you must seek permission from an athletic administrator.
- To talk with other Division III schools, you may complete a self-release form found on the NCAA website that allows you to talk with other Division III schools for 30 days without seeking permission.

17. Recruitment –

- While being recruited...
 - Can't receive money or other benefits from institution (employment, living expenses from coach, free camp attendance)
 - Can't do a tryout for college coach
 - Can't receive benefits from “friend” of the college

18. EXTRA BENEFITS

- No Extra Benefits May Be Given to Current Student-Athletes: Unless the benefit (meals, transportation, tickets to professional sports contest, etc.) comes from a family member or close friend, ASK before accepting the offer.
- You are responsible to know the rules

19. ILLEGAL DRUGS

- See list of banned substances
- Always check with ATC
- A positive test result equals a 365 day suspension

Role of Boosters

As a community committed to following Christian principles in every aspect of College life, Wheaton College pursues excellence in athletics within the framework of institutional control and operational integrity. According to NCAA rules that govern Wheaton athletics, compliance extends beyond students and faculty at Wheaton to include alumni, parents, friends and other boosters who have any stake in the institution as indicated by status as a former athlete, donors to the College's athletic program, arranger of employment for athletes, or promoter of athletics. Once identified as institutional representatives of athletic interests, those individuals retain the status for life. Members of the athletics staff and representatives of the athletics interest are prohibited from providing any extra benefit to a prospective or current athlete or acquaintance which is not available to the general student body of Wheaton. Ultimately, Wheaton College is responsible for actions by those who are classified as institutional representatives.

Hazing Policy

As a Christian community, we want to honor Jesus Christ in our relationships with one another. Each member of the College community, who acts in a covenant bond with others, should consciously strive to maintain relationships which support, encourage, and help others. Hazing is a perversion of Christian community and may be a crime under Illinois law.¹ Wheaton College will not tolerate hazing, and the consequences for hazing will be determined through the Student Conduct Policy. Participation or failure to intervene in hazing activities may lead to appropriate disciplinary action with individuals, groups, or teams. The College's Hazing Policy applies to all student groups, regardless of official recognition.

Hazing Definition

Hazing is defined as any act on or off Wheaton College property by one student acting alone or with others, directed against any other student(s) in a group to subject that student or students to abusive, humiliating, harassing, degrading, or dangerous activities or behavior, which may include pranks. A complete list of activities that would constitute

¹ 720 ILCS 5/12c-50 states:

- (a) A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:
 - (1) the act is not sanctioned or authorized by the educational institution; and
 - (2) the act results in bodily harm to any person.
- (b) Sentence. Hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony.

hazing would not be possible, but the College classifies hazing into three broad categories. Some hazing conduct may fall under multiple categories.

- Subtle hazing: Behaviors that emphasize a power imbalance between prospective or new members and current members of the group or team and would cause a reasonable person embarrassment or humiliation. Such behaviors are referred to as “subtle hazing” because they are often viewed as inconsequential or harmless acts that members tolerate or participate in in order to be part of the group or team. Examples include, but are not limited to:
 - Requiring prospective or new members to perform undesirable activities or duties not assigned to other members
 - Personal servitude of others
 - Deprivation of privileges granted to other members
 - Assigning degrading, humiliating, or crass names or name calling
 - Socially isolating prospective or new members or setting rules for members’ social interactions
 - Expecting certain items to always be in the prospective or new members’ possession
 - Coercive blindfolding
- Harassment hazing: Behaviors or activities, in which members tolerate or participate in order to be part of the group or team, that cause or are likely to cause emotional distress and/or physical discomfort. Examples include, but are not limited to, expecting or pressuring members to participate in or be subjected to:
 - Wearing embarrassing or humiliating attire
 - Stunts or skits with humiliating or degrading acts
 - Verbal abuse, embarrassment, humiliation, or ridicule
 - Being expected to harass others
 - Sleep deprivation or disruption
 - Deception or fear of the unknown
 - Threats or implied threats
 - Altering body appearance (e.g. shaving of the head or any other part of the body)
 - Degrading, embarrassing, or humiliating games or activities
 - Unwanted restraint
 - Mob activity that intimidates others
- Dangerous or severe hazing: Behaviors or activities, in which members tolerate or participate in order to be part of the group or team, that cause or are likely to cause physical, emotional, and/or psychological harm. Examples include, but are not limited to:
 - Branding, tattooing, or piercing
 - Forced, coerced, or pressured consumption of alcohol or drugs
 - Forcible kidnapping
 - Expecting participation in illegal activity

- Public nudity
- Forced exposure to the elements
- Beating, paddling, or other forms of physical assault
- Forced, coerced, or pressured ingestion of vile substances or concoctions or other food or drink

Any student-initiated activity that has not been reviewed through the consultation process described below, which falls into one of the three categories of hazing that prospective, new, or current members of a group or team are required or encouraged to participate in by virtue of their status as a prospective, new, or current member presumptively constitutes hazing. Given the pressure to participate in an activity that may be explicitly or implicitly present, an individual's consent does not constitute permission to engage in hazing activities or behaviors. Perceived, implied, or expressed consent of any person toward whom an act of hazing is directed will not be an excuse to an allegation of hazing.

Student groups and teams should strive for welcoming activities that are positive, affirming, and consistent with Wheaton's Christ-centered expectations of its community. In planning activities, the following questions should be considered:

- What purpose does the activity serve?
- How does the activity contribute to Wheaton's mission to educate whole people to serve Christ, church, and society as well as benefit the participating students?
- Is there a risk of physical harm or emotional distress?
- Has anyone ever been injured by this activity or a similar activity?
- Will the activity affect anyone outside of the group or team, including on social media?
- How could the activity be interpreted by individuals outside the group?
- If rituals and/or symbols are used in the activity, how could they be interpreted by individuals outside the group?

Consultation Process for Activities to Ensure They Are Not Hazing

Recognizing that some traditions can be positive and affirming, but also that others have the potential for perverting Christian community by crossing the line into activities that emphasize a power imbalance or cause discomfort or even harm to group or team members, Wheaton has established a consultation process for student groups and teams to ensure that student-initiated traditions or other activities do not constitute hazing.

Student Development and the faculty or staff leader for each student group/team have a joint responsibility to communicate the expectation of and the instructions for completing the consultation process outlined below.

In order to engage consultation, a student group or team leader must submit a request in writing, at least one month prior to the date of the proposed activity, and include the following information:

- The student/group/team making the request
- The date and time of the proposed activity
- Who will participate in the activity (e.g., only freshman, all members of the group/team, or other subgroups)
- An explanation of all activities that will take place and how the event will be executed, including the role(s) of current members or nonmembers

Requests may be submitted to reslife@wheaton.edu.

A three-member Consulting Panel (the “Panel”) including the Dean of Residence Life and two additional employees who are faculty and/or staff members (one from outside and one from within the department making the request) will serve as the consulting resources. Panel members will come from the standing Hearing Panel for student conduct (See Appendix B section D in the Student Conduct Policy for more information) but will not include any staff or faculty members who directly supervise or advise the student groups or teams requesting consultation.

The Panel will review the written requests and will contact the request-maker with any questions and/or a request for resubmission with modification if the initial request is not supported. The Panel will examine the nature of the activity, its purpose, its potential impact, and whether it is consistent with Wheaton’s Christ-centered expectations of the Wheaton community. The Panel’s feedback is expected to be followed.

The Panel’s guidance applies only to the activities as described in the request and does not constitute support for any modification of, deviation from, or addition to the activities included in the request. Consultation will only need to be requested and received once as long as future implementation does not deviate from the scope of the original request.

Reporting Hazing Incidents

It is a violation of the Hazing Policy for any student to fail to report a known or suspected incident of hazing.

A known or suspected incident of hazing may be reported to the Dean of Residence Life in person at the Residence Life Office (Student Services Building, 501 College Avenue), by phone at 630-752-5427, in writing to reslife@wheaton.edu, or anonymously online at www.wheaton.edu/ethicscomplaints (click “Risk and Safety Matters” on the bottom right).

Limited Amnesty for Self-Reporting Hazing

Individual Self-Reporting:

A student who reports activities and/or behaviors, including pranks, that may fall within the definition of hazing and who cooperates fully in providing information related to hazing activity will be granted amnesty for conduct related to the hazing even if his or her own conduct violated the hazing policy, unless the conduct the student engaged in violates the dangerous hazing category or the College's policy on sexual misconduct. A decision to grant amnesty for a self-report of a violation of the hazing policy means that Wheaton will not independently pursue disciplinary action against the self-reporting individual. Wheaton may, however, choose to require the student to engage in educational or restorative action. But if any individual who is harmed by the hazing makes a complaint or if the College previously learned of the incident from another source, the College will follow the process set forth in the Student Conduct Policy.

Group or Team Self-Reporting:

Members of a group or team who are concerned that some of their activities and/or behaviors, including pranks, may violate Wheaton's hazing policy should consult the Dean of Residence Life. A group or team that fully discloses past or recent behavior in violation of the Hazing Policy will receive assistance as the group or team develops a new plan to replace the activities in question. With this disclosure, the group or team will be granted amnesty for the activities disclosed, unless the conduct engaged in violated the dangerous hazing category or the College's policy on sexual misconduct. A decision to grant amnesty for a self-report of a violation of the hazing policy means that Wheaton will not independently pursue disciplinary action against the self-reporting group or team. Wheaton may, however, choose to require the group or team to engage in educational or restorative action. But if any individual who is harmed by the hazing makes a complaint or the College previously learned of the incident from another source, the College will follow the process set forth in section III. of the Student Conduct Policy.

Individuals, groups, or teams may only be granted amnesty for prior activities one time.

Wheaton College also offers amnesty for a student who seeks professional emergency assistance for him- or her-self, or for another student experiencing a medical emergency. For more information, see the Medical Amnesty Policy.

Questions about amnesty from the Hazing Policy may be directed to the Dean of Residence Life.

Investigation and Conduct Resolution Process

Reported complaints of hazing will be investigated and resolved promptly as described in the Student Conduct Policy. The investigation may include interviews with any complainants and witnesses and will provide an opportunity for the accused student to share relevant information and evidence.

Wheaton requires that students comply with a spirit of cooperation, honesty, and integrity when asked to participate in investigations and conduct meetings about alleged violations of College policy. Students found to have lied, deceived, or obstructed the truth in an investigation or conduct meeting will be considered in violation of the Noncompliance Policy and may be subject to disciplinary action. For more information, see the Noncompliance Policy.

Wheaton strictly prohibits retaliation against any person who in good faith reports a hazing incident or in good faith participates in a hazing investigation or report resolution process. Encouraging or assisting others to engage in retaliation also violates this Policy. Retaliatory acts may include, but are not limited to: acts or comments that are intended to discourage a person from engaging in activity protected under this Policy (e.g., self-reporting) or that would discourage a reasonable person from engaging in activity protected under this Policy; adverse changes in employment status or opportunities; adverse academic action; adverse changes to academic, educational, and co-curricular opportunities; harassment; intimidation; acts or comments intended to embarrass the individual; and seeking to influence the participation or statements of parties or witnesses. Retaliatory conduct is prohibited regardless of whether it occurs on or off campus, in person, or through social media, email, or other form of communication, or whether it is committed by parties to the investigation, their friends, their representatives, or any other person. Retaliation may be present against a person even when the person's allegations of hazing are not substantiated. Any concerns of retaliation should be reported to the Dean of Residence Life. An individual that engages in retaliation will be subject to disciplinary action.

If Wheaton determines at any stage of the conduct process that a student poses a serious threat to the complainant, to self or others, or to the stability and continuance of the College's operations, the College may, in its sole discretion, require the student to move out of College housing, stop working as a student employee on campus, withdraw or take an involuntary leave of absence, or otherwise restrict the student's access to and movement about campus, which could include class attendance and/or the opportunity to complete coursework. For more information, see the Student Conduct Policy section III.B on Interim Action.

Disciplinary Action

Following the completion of the conduct review process as described in the Student Conduct Policy, individuals found to be organizers of, or participants in, hazing will be subject to disciplinary action. Witnesses and/or bystanders who fail to intervene to

stop the hazing incident from occurring and/or individuals who fail to report a known or suspected incident of hazing may also be subject to disciplinary action. The Dean of Residence Life, the Vice President for Student Development, or a Hearing Panel for a “sensitive matter” has authority to impose sanctions including, but not limited to: fines/restitution; community service; an oral warning; confiscation of prohibited property; a written warning; behavioral requirements such as counseling, reflection papers, and letters of apology; educational requirements; restrictions/reassignments; loss of participation and/or recognition; suspension of activity; probation; withdrawal, suspension; and expulsion. For more information, see the Student Conduct Policy section VI on Sanctions in Response to Student Misconduct.

In addition, an incident of hazing may result in discipline for an entire group or team. Group or team sanctions may include, but are not limited to, loss of Wheaton privileges (including the use of Wheaton facilities), educational requirements for group or team members, required additional oversight of group or team activities, and temporary or permanent suspension of all team or group activities, including loss or forfeiture of games or performances. If the Dean of Residence Life, the Vice President for Student Development, or a Hearing Panel for a “sensitive matter” believes that group or team misconduct may merit temporary or permanent suspension of all team or group activities, including loss or forfeiture of games or performances, the decision whether to impose this sanction must be referred to the Senior Administrative Cabinet. Factors for determining whether to discipline a group or team include, but are not limited to, the percentage of the group or team who participated in the incident, the percentage of the group or team who had knowledge of hazing and did not report it, whether the members of the group or team cooperated with the College during the investigation, and the impact of and harm caused by the activity.

In determining the appropriate discipline for an individual or student group or team, Wheaton will consider the following factors:

- the seriousness of the alleged offense;
- the student’s or students’ response when confronted; and
- the student’s, group’s, or team’s conduct history.

Although not outcome determinative, Wheaton will also consider the impact of the incident on the participating students as well as on the larger community.

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Eligibility Appeal Procedures: An appeal of athletic eligibility related to a decision from a coaching staff member may be appealed by the student to the Athletic Director within five (5) business days. The student shall submit to the Athletic Director, in writing, specific objections to the decision and any materials the student deems relevant to the objections. The Athletic Director will collaborate with another Dean of Student Development (either the Dean of Residence Life, Dean of Wellness, or Dean of Student

Engagement) and they shall render a written decision on the appeal, based on the materials provided by the student as well as information provided by the members of the coaching staff. All appeals will be heard by the Athletic Director and Student Development Dean.

After reading the appeal letter, meeting with the student and separately with coaches, the Athletic Director and Student Development Dean will make a decision within 10 business days of receiving the appeal and any related information, unless a determination is made that more time is necessary. If more time is needed, the student will be notified. The decision by the Athletic Director and Student Development Dean is final and not subject to further appeal.

Students may be accompanied to the meeting with the Athletic Director and/or Student Development Dean by one non-attorney advisor, who may participate for the sole purpose of giving advice or assistance to the student; the advisor shall not participate directly or speak to the Athletic Director and/or Dean on behalf of the student.

For NCAA eligibility appeals, a process is set forth by the NCAA. Wheaton College's Compliance Officer can provide assistance in the process and help determine if/when an appeal to the NCAA should occur.

All Wheaton College academic eligibility appeals should be referred to the Wheaton College Registrar.

Financial Aid: Financial aid is based on institutional criteria, which excludes consideration of athletics participation. These guidelines fall within the general framework of Division III of the NCAA and the CCIW. Athletic department personnel or those acting on their behalf may not directly or indirectly influence an athlete's financial aid package because of his/her participation.

Varsity Student Athlete Class Attendance Policy

Regular class attendance is expected of all students, except as noted below. When attendance is voluntary, it is with the understanding that students are responsible for all course material in each of their classes.

A professor may limit the number of allowed absences in a course for all students due to the subject matter and purpose of the course. The course syllabus should clearly state attendance expectations.

The professor may excuse legitimate absences. It is the student's responsibility to report such excuses to the professor in writing. Verification of legitimate excuses may be sought by the professor from appropriate sources. Excused absences will count toward the total number of absences in any course.

If a student-athlete misses class due to participation in a school-sanctioned varsity athletics competition, the student shall not be penalized in grading and should be allowed to take quizzes, tests, and other modes of assessment at alternative times in consultation with their instructor. Student-athletes are still required to fulfill their academic responsibilities in the course. Moreover, student athletes should be aware that, while penalties shall not be assessed, absences or missed work may have natural consequences that hinder academic performance in the course.

Appendix D Table of Responsibilities for Absences Due to Athletic Competitions

Athletics Responsibilities	Student Athlete (SA) Responsibilities	Faculty Responsibilities
Give SA competition schedule for the upcoming term before registration with course selection guidelines.	When pre-registering for classes, SA should schedule courses to minimize missed class time due to approved athletic competitions. This may require extra time with an academic advisor to plan the course schedule.	Faculty will provide a course syllabus that clearly outlines the attendance policy, assignment schedule, and assessment policies.

Produce letters with competition schedule for SA to bring to all instructors. Letters include coach contact information for faculty use.	Provide a letter and competition schedule to faculty during the first week of classes. If this initial schedule shows SA will miss more than 15% of class sessions, SA must meet with the instructor to discuss the impact of absences on course work. After this consultation, SA may be required to revise his/her class schedule to ensure the student's academic responsibilities and competition schedule are not incompatible.	SA who has met the stipulated responsibilities of this policy should not be penalized in grading or class attendance policies for absences necessitated by approved athletic competitions. SA should be allowed to take quizzes, tests, or other assessments at alternative times in consultation with their instructor. Faculty may set a time limit or drop policy for making up tests, quizzes, and/or presentations.
Make every effort to convey changes in schedule to SA to bring to instructors in a timely manner.	Deliver letter to instructors at the beginning of term showing anticipated absences due to competition schedule and provide updates to faculty of any schedule changes in advance of class absences.	Participate in Mid-term At-risk grade reporting for full term classes.
Maintain an updated database that includes SA names, team affiliation, dates of competition, and team contact for faculty to consult each semester.	SA is responsible for communicating with professor the week before any anticipated absence to set a plan for making up any test, quiz or presentation missed for competition.	Be aware that coaches welcome collaboration with faculty who know that a SA is struggling to keep up with or not attending class.
	Attend classes at all other times. Students are not permitted to miss class for practices, athletic training room visits or team meetings.	With their instructor's permission, an SA may occasionally be allowed to attend a different section of a course, lab, or studio with multiple sections to reduce absences during the semester.

Wheaton College

Student-Athlete Name, Image and Likeness Policy

I. Purpose

On July 1, 2021, the [Illinois Student-Athlete Endorsement Rights Act](#) (the “Act”) went into effect in the State of Illinois. The Act permits student-athletes to use their name, image, likeness, or voice (“NIL”) to earn compensation, commensurate with market value, beginning on July 1, 2021. A student-athlete is not permitted to earn compensation based on the student-athlete’s agreement to attend Wheaton College (the “College”), athletic participation, or athletic performance.

The College implements the following Policy to provide student-athletes with guidance and the College requirements related to NIL. The NCAA adopted an interim policy that permits student-athletes to earn compensation for the use of a student-athlete’s NIL without violating NCAA rules related to NIL. All other NCAA rules remain in effect. Student-athletes are prohibited from receiving an improper recruiting inducement, extra benefit or compensation based on athletics participation or performance, “pay for play.”

II. Student-Athlete Status:

A student-athlete is not considered an employee of the College based on the student-athlete’s participation in intercollegiate athletics or receipt of athletics aid or other College aid. The following Policy related to the use of a student-athlete’s name, image, and likeness for compensation, adopted consistent with state law, shall not be construed to create an employer-employee relationship between a student-athlete and the College.

III. Definitions

This Policy incorporates by reference all definitions set forth in the Act and highlights the following definitions set forth in this Policy:

“Booster” means an individual who has made a financial contribution to the College, assisted in the recruitment of a prospective student-athlete, provided benefits of any kind to a current student-athlete or otherwise has been involved in promoting the College’s athletics program.

“Compensation” means anything of value provided to a student-athlete, but does not include:

- (1) Tuition, room, board, books, fees, and personal expenses provided by the College in accordance with the rules of the athletic association or conference of which the College is a member;
- (2) Federal Pell Grants and other State and federal grants or scholarships unrelated to, and not awarded because of a student-athlete’s participation in intercollegiate athletics or sports competition;

- (3) Any other financial aid, benefits, or awards that the College provides to a student-athlete in accordance with the rules of the athletic association or conference of which the College is a member;
- (4) The payment of wages and benefits to a student-athlete for work actually performed (but not athletic ability or participation in intercollegiate athletics) at a rate commensurate with the prevailing rate for similar work in the location of the College.

“NIL agreement” or “publicity rights agreement” means a contract or other written or oral arrangement between a student-athlete and a third-party licensee regarding the use of the name, image, likeness, or voice of the student-athlete.

“Student-athlete” means a student currently enrolled at the College who engages in, is eligible to engage in, or may be eligible in the future to engage in, an intercollegiate athletics program at the College.

IV. Requirements

A. Disclosure of NIL, Publicity Rights, and Agents or Other Professional Service Provider Agreements

1. NIL and/or Publicity Rights Agreements. A student-athlete must disclose an NIL and/or publicity rights agreement in excess of \$500 prior to execution of the agreement and before any compensation is paid.
2. Agents or Other Professional Service Provider. Student-athletes are permitted to use an athlete agent or other professional service provider (e.g., attorney) for the purpose of exploring or securing compensation for the use of a student-athlete’s NIL or publicity rights only. A student-athlete must disclose any representation agreement between the student-athlete and agent, attorney, or other individual for the purposes of that individual exploring or securing compensation for the use of the student-athlete’s NIL with a third-party **within 7 days** of the execution of the representation agreement. An agent, attorney or other professional service provider shall, to the extent required, comply with the Sports Agent Responsibility and Trust Act established in 15 U.S.C. § 7801, et. seq. and any other applicable laws, rules, or regulations.
3. Required Form. To disclose the agreements outlined above, student-athletes should complete the Name, Image, and Likeness Activity Reporting Form and submit it to the Director of Athletics with copies of the relevant agreements.

B. Limitations and Conflicts

1. Mandatory Athletics Activities. A student-athlete may not engage in NIL compensation opportunities during mandatory athletic activities. The expectation is that NIL compensation opportunities will not conflict with academic or mandatory team activities.

2. Apparel. A student-athlete may only wear apparel, gear, or other wearables approved by the College during an intercollegiate athletics competition or College-sponsored event.

3. College Restrictions. The College will not enter into an NIL agreement or publicity rights agreement with a prospective or current student-athlete or provide a prospective or current student-athlete or the student-athlete's family compensation in relation to the student-athlete's NIL.

4. Booster Involvement. A booster may not enter into or arrange for a third-party to enter into an NIL agreement or publicity rights agreement as an inducement to attend the College.

5. Conflict with College Contracts or Rules. A student-athlete may not enter into a NIL agreement or publicity rights agreement if performance of the agreement would conflict with College contracts or any other rule, regulation, standard or other requirement of the College.

6. Term of student-athlete contract. A contract for use of a student-athlete's NIL or publicity rights may not extend beyond the student-athlete's participation in the sport at the Wheaton College.

C. Prohibitions

1. Statutory Prohibitions. Pursuant to the Act, a student-athlete may not endorse or promote a brand, product, or service in the following categories:

- a. Gambling;
- b. Sports betting;
- c. Controlled substances;
- d. Cannabis;
- e. A tobacco or alcohol company;
- f. Alternative or electronic nicotine product or delivery system;
- g. Performance enhancing supplements; or
- h. Adult entertainment.

2. Wheaton College Prohibitions. A student-athlete may not promote or endorse a brand, product or service that is determined by the College to be inconsistent with the values or mission of the College.

D. Use of Intellectual Property and Facilities.

1. Marks and Logos. Student-Athletes will only be allowed to use College or athletic department marks and logos, including all aspects of the uniform, if those rights have been secured through an agreement granting the specified rights. You can request licensing information by contacting the College's Director of Marketing Communications.

2. Athletic Department Facilities. Student-athletes may, subject to availability and the terms of a facility use agreement, use the College's athletics facilities to conduct camps, clinics, or lessons subject to availability and if the student-athlete pays the standard facility rental fee. You can request facilities rentals by contacting the College's Director of Events Services.

E. Other Considerations.

1. International Student-Athletes. International student-athletes should not enter into any compensation agreement without first checking with the International Student Programs ("ISP") Office to ensure the agreement complies with student visa and immigration requirements.

2. Financial Aid. Pell grants and other need-based aid could be affected by name, image, and likeness compensation. Questions related to a student-athlete's receipt of financial aid should be directed to the College's Student Financial Services Office.

Adopted August 10, 2021