



2022 - 2023

STUDENT – ATHLETE HANDBOOK

Clarion Athletics

Tippin Gymnasium

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Clarion, PA 16214

814-393-1997

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DIRECTOR OF ATHLETICS' MESSAGE

The purpose of this handbook is to provide pertinent information to the Clarion student-athletes to enable him/her to understand some of the NCAA and PSAC rules and regulations that govern his/her participation in intercollegiate athletics.

It is with great pleasure that I take this opportunity to welcome our first- year students to Clarion, and to welcome back our returning student-athletes. We are extremely proud of the athletics programs, and we encourage you to make the most of your time with us.

CLARION DEPARTMENT OF ATHLETICS MISSION STATEMENT

The Clarion Athletics Department works collaboratively with others to support our students' pursuit of excellence by providing them with challenging opportunities to develop their athletic, academic, professional and social skills, and to represent the Clarion community through athletic involvement and competition.

CLARION DEPARTMENT OF ATHLETICS VISION STATEMENT

A leader in academics, athletics and community engagement.

CLARION DEPARTMENT OF ATHLETICS GOALS

Resources: The Athletics Department will collaborate with constituents throughout the university and community to identify and advocate for resources necessary for competitive success

Student Learning, Development and Success: The Athletics Department will collaborate with other areas of the university to improve resources that support student learning, development and success.

Engagement: The Athletics Department will expand and improve engagement with others in support of its mission and strategic priorities.

Communication: The Athletics Department will improve communication regarding the department's mission, vision, strategic priorities, and achievement.

PENNSYLVANIA STATE ATHLETIC CONFERENCE MISSION STATEMENT

The mission of the PSAC is to provide an organizational structure that enhances intercollegiate athletics competition among member institutions in an environment that recognizes the student-athletes' academic experience as the vital part of the educational process.

NCAA PRINCIPLES

The university supports the NCAA's principles in regards to sportsmanship, ethical conduct, rules compliance, and amateurism. The following outlines these principles.

The Principle of Sportsmanship and Ethical Conduct (Constitution 2.4)

For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education, and to promote civility in society, student-athletes, coaches, and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty, and responsibility. These values should be manifest not only in athletics participation but also in the broad spectrum of activities affecting the athletics program. It is the responsibility of each institution to:

- (a) establish policies for sportsmanship and ethical conduct in intercollegiate athletics consistent with the educational mission and goals of the institution; and

- (b) educate, on a continuing basis, all constituencies about the policies in Constitution 2.4-(a).

Principle of Rules Compliance (Constitution 2.8.1)

Each institution shall comply with all applicable rules and regulations of the NCAA in the conduct of its intercollegiate athletics programs. It shall monitor its programs to assure compliance and to identify and report to the NCAA instances in which compliance has not been achieved. In any such instance, the institution shall cooperate fully with the NCAA and shall take appropriate corrective actions. Members of an institution's staff, student-athletes, and other individuals and groups representing the institution's athletics interests shall comply with the applicable NCAA rules, and the member institution shall be responsible for such compliance.

The Principle of Amateurism (Constitution 2.9)

Student-athletes shall be amateurs in an intercollegiate sport, and their participation should be motivated primarily by education and by the physical, mental, and social benefits to be derived. Student participation in intercollegiate athletics is an avocation, and student-athletes should be protected from exploitation by professional and commercial enterprises.

VARSITY SPORTS

As defined by the National Collegiate Athletic Association (NCAA) and endorsed by Clarion, a varsity intercollegiate sport is one that has been accorded that status by the institution's chief executive officer or committee responsible for intercollegiate athletics policy and that satisfies the following conditions:

1. it is a sport that is administered by the Department of Intercollegiate Athletics,
2. it is a sport for which the eligibility of the student-athletes is met and certified by the compliance coordinator, and
3. it is a sport in which qualified participants receive the institution's official varsity awards.

The president, or his or her designee(s), uses the following considerations to determine which varsity sports will be included in a well-balanced program at Clarion:

1. reasonable opportunities for participation by students of each gender,
2. special interests of students,
3. adequate facilities,
4. staffing requirements,
5. budget considerations,
6. adequate scheduling opportunities, and
7. eligibility to compete as part of a nationally-affiliated organization.

POST-SEASON COMPETITION

All decisions regarding NCAA sanctioned post-season competition shall be made by the athletic director/associate athletic director upon consultation with the approval of the vice president for student affairs. The athletic budget shall provide the necessary support for such participation.

STANDARDS OF CONDUCT

Student-athletes and members of the athletics staff have a responsibility to conduct themselves in accordance with the ethical standards of the university and the NCAA. As highly visible members of the university community, student-athletes and members of the athletics staff have an obligation to conduct themselves in such a way as to reflect positively on Clarion and their sport. This responsibility applies to on- and off-campus conduct (e.g., traveling with the team, competing, attending class, and living within the local community).

Good sportsmanship, character, courtesy, fairness, and concern for the welfare of all competitors should be placed above all else. Student-athletes and members of the athletics staff must realize that their personal appearance, behavior, and standards must present the image of the university and the sport in a positive light at all times.

HAZING

The Clarion Athletic Department prohibits hazing of any type. Hazing is defined as “**Any activity expected of someone joining a team that humiliates, degrades, abuses, or endangers, regardless of that person’s willingness to participate.**” Clarion Athletics strongly stands behind this statement. Not adhering to these guidelines can result in loss of athletic eligibility and dismissal from a Clarion Athletic Team.

RECRUITING CONDUCT

Clarion does not, and shall not, promote or condone the use of alcohol or other inappropriate activities as recruitment strategies designed to entice potential student-athletes to attend Clarion. Further, Clarion policies prohibit general misconduct, including, but not limited to, sexual harassment, hazing, and hate crimes.

The purpose of this policy is threefold:

1. to ensure that student athletes have every opportunity to fully participate in the interscholastic athletic program by creating an environment free of the illegal and inappropriate use of alcohol and other controlled substances,
2. to create an environment that provides an equitable opportunity to all students and one which is free from the threat of harassment of any type, and University. Host Guidelines and Regulations can be found at the end of the handbook.
3. to ensure the ongoing standard of excellence associated with the athletic program at Clarion. Host Guidelines and Regulations can be at the end of the handbook.

PSAC CROWD CONTROL STATEMENT

The Pennsylvania State Athletic Conference promotes good sportsmanship by student-athletes, coaches, and spectators. We request your cooperation by supporting the participants and officials in a positive manner. Profanity, racial or sexist comments, or other intimidating actions directed at officials, student-athletes, coaches, or team representatives will not be tolerated and are grounds for removal for the site of competition. Also, consumption or possession of alcoholic beverages is prohibited.

PENNSYLVANIA STATE ATHLETIC CONFERENCE POLICY ON SPORTSMANSHIP & CONDUCT POLICY (ADOPTED MAY 17, 2016)

1. Preface

This Sportsmanship & Conduct Policy applies to the Pennsylvania State Athletic Conference (PSAC) and all intercollegiate athletics events (“Events”) of its Member Institutions. PSAC Member Institutions value the principles of sportsmanship and the ideal of pursuing victory with honor in intercollegiate athletics. The Conference believes that athletics should be conducted in a way that reflects positively on the individual participants and institutions. The standards of sportsmanship below establish the basic expectations of the Conference, provide guidance to Member Institutions to implement the standards and provide the PSAC Commissioner with broad authority to enforce the standards consistently with these principles.

2. Principles of Sportsmanship

The essential elements of sportsmanship and ethics in athletics are embodied in the concept of character building and seven core principles: respect, responsibility, fairness, honesty, integrity, caring and civility. The highest potential of athletics is achieved when competition reflects these seven principles.

3. General Statements of Responsibility

All those associated with Conference Events, including University personnel as well as fans have the responsibility to conduct themselves in a manner consistent with the principles of sportsmanship. The Conference adopts the following minimum standards of responsibility:

a. Institutional Responsibility. Member Institutions have the responsibility to take all reasonable steps to ensure that all University employees, students, and others in attendance at Events conduct themselves in a professional manner and exhibit good sportsmanship towards Event officials, opposing institutions and their employees, students (including student-athletes) and fans.

b. Athletics Department Responsibility. Each Member Institution’s Director of Athletics shall have the responsibility to effectively communicate to all athletics department staff, coaches and student-athletes the basic principles of sportsmanship and standards for conduct under this policy. It must be made clear that concerns about Conference Events, such as officiating, and about other Member Institutions must be addressed within the Conference’s governance structure.

c. Event Management Responsibility. Each Member Institution's Director of Athletics is encouraged to take reasonable steps to create an environment that is fair and safe for visiting teams and officials at Events under this Policy. The Director of Athletics, or his/her designee, should greet the visiting coach after his/her arrival at the event facility to address any issues of concern and identify the Event manager who can respond to concerns during the Event and the location of this individual during the Event. Each institution must arrange its seating Events so as to emphasize sportsmanship and minimize harassment of the visiting teams. Member Institutions shall also have a protocol that seeks to ensure the protection of all participants and related personnel, including safely escorting teams, coaches, officials and administrative staffs off the playing surface, particularly in the event of a post-Event celebration (e.g., court or field storming). Member Institutions should have protocols addressing the ingress and egress of officials at Event venues.

d. Coach Responsibility. Coaches are expected to exhibit professional behavior at all times. Coaches are encouraged and expected to model proper behavior for their student-athletes and staff members to ensure they are demonstrating respect for their opponents, the Event officials and the Event itself. Coaches shall remain in their designated areas during an Event and refrain from behavior that would incite those present toward negative conduct.

e. Conference Responsibility. The Commissioner shall have responsibility to promote and enforce these principles and standards of conduct under this Policy in connection with all Events involving a Member Institution, including competition against non-Conference institutions. The Commissioner shall have broad authority to interpret the standards, review disciplinary action taken by Member Institutions and further penalize those deemed to have violated the standards

4. Standards of Conduct

a. A Member Institution's student-athletes, coaches and staff shall conduct themselves in an appropriate manner in conjunction with all Events. They shall conduct themselves and represent their institutions in a manner that exhibits the principles of sportsmanship. They shall exhibit respect and courtesy towards all participants and comment about other institutions, coaches and student-athletes only in a professional manner.

b. Behavior that is not considered professional, sportsmanlike or appropriate in connection with Events includes, but is not limited to, the following:

(i). Publicly criticizing or making derogatory statements (verbal, written or through all forms of social media) of an official, PSAC personnel or its policies, another member institution or any of its personnel, especially student-athletes by any member of the athletic department or associated representative of the Member Institution. This includes comments in regards to their conduct, character, competence, integrity, or appearance. Complaints about officials should be made to the respective coordinator of officials or commissioner. Complaints about conference office personnel should be made to the Chair of the Board of Directors.

(ii). Striking, attempting to strike or otherwise physically abusing an official, coach, staff member, student-athlete, cheerleader, mascot or other person in attendance at an Event. This includes throwing objects at an individual or onto the playing surface. Behavior need not reach criminal conduct to be prohibited.

(iii). Acting dangerously to others, unsafe behavior, inciting participants or spectators to violent or abusive action, obscene gestures, profanity or provocative language or abusive action toward an official, student-athlete, coach, spectator or bench or score-table personnel.

(iv). Defacing, destruction or theft of property associated with an Event or of a Member Institution, including property of the opposing team or a staff member or Event official.

(v). Harassment by spectators directed at opposing players, fans, officials, or coaches. Harassment includes disrespectful cheers or jeers focusing on an individual's race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status or any other characteristic protected under applicable federal or state law or physical characteristics, or any "cheer" that is vulgar or obscene.

(vi). Displaying signs or banners within the Event venue that contain offensive language, pictures, particular displays that may be vulgar, or obscene messages that incites others to engage in unsportsman-like behavior.

(vii). Cheating by coaches, staff, student-athletes or officials in connection with any Event. This includes the use of drugs or unauthorized substances, in addition to actions that violate PSAC or NCAA policies.

(viii). Any violation of local law, state or federal law or policies of the hosting institution or Event venue or generally recognized standards of good conduct

5. Member Institution Obligations

- a. Ensure that an administrative representative of the host institution is present (or readily accessible) at all PSAC Events and that he/she is charged with the enforcement of the Conference's Code of Conduct under this Policy. The representative will identify himself/herself to the visiting coach or administrator prior to the start of the Event.
- b. Provide for adequate security, police and other Event management measures to protect the safety of student-athletes, coaches and officials, and to maintain adequate crowd control during home athletic events.
- c. Announce a statement promoting good sportsmanship before each home Event where a public address system is utilized and/or print the announcement in the Event program. Public address announcers will be directed to announce the Event in an appropriate manner and assist event management with the promotion of good sportsmanship behavior throughout the game.
- d. Reserve or protect the seating or spectator areas immediately behind the visiting team bench for fans of the visiting team.
- e. Ensure that members of the institution's band, cheerleading squad, mascot and other such spirit groups in attendance at Events adhere to the Conference's Code of Conduct. The home team's band is to be seated in areas on the home team's side or half of the Event venue. The cheerleaders and mascot must remain in the area designated for their team's spectators, and on the same side or half of the playing surface of their respective team bench, unless pre-approved by the Conference and host institution.
- f. Report incidents of unsportsmanlike behavior or unethical conduct by student-athletes, coaches or institutional representatives to the institution's Director of Athletics within 48 hours of the incident.
- g. Provide a written report of incidents that are a direct violation of the PSAC Standards defined above to the Commissioner within 48 hours of the incident. The report will include the identities of the individual(s) involved and the Director of Athletics' recommendation for a penalty and/or remedial action. The Commissioner is authorized to approve or alter the recommended penalty and/or remedial action.
- h. Report in writing the removal or suspension of a student-athlete or institutional personnel from an Event for fighting or flagrant behavior to the Commissioner within 24 hours following the Event. The Director of Athletics will administer an immediate suspension of that individual(s) from the next intercollegiate Event including PSAC or NCAA championship competition, or if the last Event of the season, the suspension will be extended to the beginning of the next championship season (non-championship events, exhibitions and scrimmages will not be used to serve a suspension).
 - (i) During a suspension under these policies the coach involved may not be involved with any coaching duties on the day of the Event. *Note: Suspensions under NCAA rules for the particular sports will govern access to teams before, during and after contests. (e.g., Soccer Red Cards)*
 - (ii) Suspended student-athlete(s) may not dress or sit on the team bench prior to, during or following the Event, but at the Member Institution's discretion may attend the game and/or travel with the team. If warranted, the Commissioner may impose additional penalties for repeated suspensions by an individual within the same sporting season.
 - (iii) Suspended Institutional personnel (non-coaches) may not be in attendance at the venue of the Event.

6. Recruiting

- a. Institutional staff members shall maintain the highest standards of integrity and professionalism in their recruitment of prospective student-athletes.

7. Powers of the Conference Commissioner

It shall be the responsibility of the Commissioner to promote and to enforce these principles and standards of sportsmanship and conduct in connection with all Conference Events involving a Member Institution, including competition against non-Conference opponents. The Commissioner shall have broad authority to interpret the standards, review disciplinary action taken by Member Institutions and further penalize those deemed to have violated the standards.

8. Penalties

- a. Specifically and without limitation, the Commissioner has the authority to take any one or more of the following

actions:

- (i) publicly or privately reprimand any participant;
- (ii) forfeit any Events or competitions;

(iii) suspend or expel any person from attendance or participation in one or more Events; or

(iv) pay a fine to the Conference (not to exceed \$1,000) for each occurrence of unsportsmanlike or inappropriate conduct (fines will be directed to an institution and not individuals).

b. NCAA in-game sports rules and policies will be enforced, adhered to and followed. In instances of flagrant misconduct, regardless of circumstance, all individuals involved shall receive a minimum penalty of a suspension from one or more Events. Flagrant misconduct shall include, but not be limited to, striking or attempting to strike (e.g., kicking, hitting, throwing objects) an official, coach, player or spectator.

c. At a minimum, student-athletes ejected from Events for unsporting behavior by officials will be subjected to a penalty of a one-Event suspension. A second ejection of a student-athlete will result in a two-Event suspension and a third ejection will result in a season long suspension.

d. Repeat violations by an individual, team or institution will be subjected to increasingly greater penalties.

9. Procedure for Adjudicating a Violation of these Policies

a. Incidents that may involve violations of these standards must be immediately reported to the Commissioner and the President and the Director of Athletics of the any involved Member Institution.

b. The Director of Athletics must immediately review the incident to determine whether these standards have been violated.

c. As soon as possible, but no later than 48 hours or prior to the next Event, the Director of Athletics must advise the Commissioner in writing of the finding and specific disciplinary action, if any, imposed by the institution. A copy must be provided to the Member Institution's President and Faculty Athletics Representative.

d. The Commissioner must promptly review the incident and action taken, and make a determination regarding whether additional penalties should be imposed. The Commissioner will notify the institution of any directive with additional penalties accordingly.

e. Penalties must be imposed prior to the next Event.

f. Subject to the right of appeal established in Section 10 below, each Member Institution must comply with all written directives issued by the Commissioner.

g. The Commissioner and Director of Athletics may designate another member of their respective staffs to act on their behalf, and the Commissioner shall have the authority to waive the timing requirements set forth above.

10. Right of Appeal of Conference Actions

a. Any Member Institution or individual disciplined under this policy shall have the right to appeal any directive of the Commissioner to the Infractions Committee of the Advisory Council. The Infractions Committee will also include the Chair of the Board of Directors, or his/her designee from the Presidents Executive Committee. The Infractions Committee consists of one each Vice President, Faculty Athletics Representative, Athletics Administrator, Coach, Student-Athlete Advisory Council representative and either a sports information director or certified athletic trainer. The presidential representative will only serve on the Infractions Committee during an appeal of this policy.

b. To properly appeal a directive, the Member Institution or individual must submit a written statement to the Conference office within two (2) business days of receipt of the directive. The appeal should include the nature of the institution's or individual's objections to the proposed directive, supporting information and the actions, if any, that the institution or individual contends should have been taken or required by the Commissioner in the directive at issue.

c. The Commissioner shall promptly notify the Infractions Committee and provide them with the appeal materials, a summary of the directive and supporting information. A conference call with the appealing institution or individual will be scheduled with the Infractions Committee. Appeals may be submitted via email or facsimile and must be submitted to the attention of the Commissioner.

d. Once an appeal is received by the Commissioner, the directive will be stayed until the appeal is heard and decided

upon by the Infractions Committee.

e. The Infractions Committee may affirm, modify or set aside the directive with or without affording the appealing institution or individual a formal or informal hearing. All decisions by the Infractions Committee shall be final.

f. If the Infractions Committee finds that the appeal was made without basis, and determines that it was done in an effort to gain competitive or other advantage, it shall refer the matter to the Commissioner for additional action or imposition of penalties.

g. An Infractions Committee member from the Member Institution making the appeal shall be recused from hearing the appeal.

DRUG, TOBACCO AND ALCOHOL BAN

There will be no use of prohibited drugs. The university's drug use and testing policies can be found in Section II.

There will be no consumption of alcohol, cigarettes, or other tobacco products by participants (i.e., players, coaches, or other institutional representatives) on site of competition or practice. (Pennsylvania State Athletic Conference Policy, effective date January 1992.)

Student-athletes must abide by the same rules and regulations as found in the Student Rights and Regulations Online handbook and the university's alcohol policy. The consumption, possession, use, and/or abuse of alcohol by those under 21 years of age are prohibited by the state of Pennsylvania.

ACADEMIC & FINANCIAL AID INFORMATION **ELIGIBILITY REQUIREMENTS**

In order to be eligible for intercollegiate sports competition, a student-athlete must satisfy the NCAA rules and regulations regarding eligibility. The current eligibility regulations affecting Clarion's student-athletes are as follows:*

1. A freshman or transfer student must meet NCAA requirements pertaining to eligibility.
2. The student must be a full-time student (carrying a minimum of 12 semester hours) to be eligible for competition and practice.
3. The student must successfully complete 24 new semester hours per academic year, including summer. NOTE: In accordance with NCAA Bylaw 14.4.3.3, the student-athlete shall earn at least 18 semester hours required for satisfactory progress during the regular academic year. Credit hours earned after the regular academic year (e.g., summer school) cannot not be used to satisfy the regular academic year requirement.
4. All student-athletes shall satisfactorily complete six semester hours of academic credit (Division I) or nine semester hours of academic credit (Division II) the preceding regular academic term in which the student-athlete has been enrolled full-time at any collegiate institution.
5. The calculation of credit hours to meet progress toward degree requirements shall be based upon hours earned for degree credit toward any of the institution's degree programs or, if the student-athlete has designated a specific baccalaureate degree program, toward credit in that degree program.
6. A student who participates in a Division I or II athletic program shall meet a minimum cumulative grade point average of 2.00 at the end of each academic semester which places the individual in good academic standing, as established by the institution for all students who are at an equivalent stage of progress toward a degree.

Students will have the opportunity to regain eligibility through completion of winter intersession and summer courses. Until the 2.00 cumulative GPA is obtained, the student-athlete can practice but may not compete.

Different degree programs may have QPA requirements higher than the university requirement for good standing.

7. At Clarion, sophomore, junior, and senior students with a cumulative average lower than 2.00 who fail to achieve at least a 2.00 semester average while on probation will be suspended. Second semester freshman on probation who fail to achieve at least a 1.75 cumulative or a 2.00 semester average will be suspended from Clarion.
8. Student-athletes must make satisfactory progress in a degree program and declare a major by the beginning of the fifth semester.
9. Student-athletes must have their names on the official squad list.

** Subject to amendment by the NCAA and/or PSAC.*

In addition to the eligibility requirements listed above, a student-athlete in the sport of wrestling must meet additional requirements to be eligible for competition.

DECLARING A MAJOR

NCAA Bylaw 14.4.3.6 stipulates that a student-athlete shall designate a program of study leading toward a specific baccalaureate degree by the beginning of his or her third year of enrollment (fifth semester). It is strongly suggested that a major be selected by the end of the fourth semester. That permits ample time to complete all the necessary paperwork. Failure to declare a major will result in a student-athlete's becoming ineligible for his or her sport season.

CLASS ATTENDANCE

It is the responsibility of the student-athlete to make up all class work missed because of scheduled competitions. Since athletic competitions are university-sponsored events, faculty shall permit student-athletes to make up missed work and shall not in any way penalize the student-athlete for any missed classes. Any work missed during such absences must be made up within the period required of all students in that course. The coaches and the student-athletes must make every effort to hold class absences to a minimum.

ACADEMIC SUPPORT

The Student Success Center makes available academic support services to all students who encounter difficulty with their courses and/or need instruction in basic skills development. The Student Success Center encompasses the following areas: tutoring/learning skills, writing center, disability support services, university advising, minority student services and TRIO support services. All services are found in Becht Hall and are free of charge. Services are available by appointment and/or by walk-in for individuals or groups.

INTERCOLLEGIATE COMPETITION

A student-athlete is permitted no more than four seasons of competition in any one sport. A student-athlete shall complete his or her seasons of participation during the first 10 semesters in which the student is enrolled in a collegiate institution in at least a minimum full-time program of studies. A student-athlete is considered to have engaged in intercollegiate competition if he or she does any of the following at either a two-year or four-year collegiate institution:

1. represents the institution in any contest against outside competition, regardless of how the competition is classified (e.g., scrimmage, exhibition or joint practice session with another institution's team) or whether the student is enrolled in a minimum full-time program of studies;
2. competes in the uniform of the institution or, during the academic year, utilizes any apparel (excluding apparel no longer used by the institution) or equipment received from the institution that includes institutional identification; or
3. competes and receives expenses (e.g., transportation, meals, room, or entry fees) from the institution for the competition [Bylaw 14.02.10].

HARDSHIP WAIVER

An additional year of competition may be granted to a student-athlete because of an injury or illness that occurs in one of the four seasons of intercollegiate competition at any two-year or four-year collegiate institution. The injury or illness must occur before the completion of the first half of the traditional playing season in that sport and result in incapacity to compete for the remainder of the traditional playing season. In addition, the injury or illness must occur when the student-athlete has not participated in more than two events or 20 percent (whichever number is greater) of the institution's scheduled events in that sport [Bylaw 14.2.5].

QUALIFIER

A qualifier is a student-athlete who is immediately eligible to practice and compete.

REDSHIRT

A redshirt is a student-athlete who does not participate in intercollegiate competition in a given sport for an entire academic year. A redshirt student-athlete may attend an institution full-time and participate in practice without utilizing a season of competition in that sport.

ACADEMIC REDSHIRT

An academic redshirt is permitted to practice, but not compete, at an institution's home facility during his or her first academic year in residence.

PARTIAL QUALIFIER

A partial qualifier is permitted to practice, but not compete, at an institution's home facility during his or her first academic year in residence.

Partial qualifiers in Division II sports may compete for a maximum of four seasons. Non-qualifiers in Division I sports may compete for a maximum of three seasons.

PLAYING AND PRACTICE SCHEDULES

1. A student-athlete may not practice/compete for more than 4 hours per day and 20 hours per week during its playing season.
2. Any competition counts as three hours regardless of the actual duration of the contest.
3. Practice may not be conducted at any time (including vacation periods) immediately following competition, except between contests, rounds, rounds, or events during a multi-day or multi-event competition.
4. Each team must have one day off per week (except during participation in a conference championship and during participation in NCAA Championships).
5. Countable activity includes, but is not limited to,
 - a. practice,
 - b. competition,
 - c. lecture on or discussion of strategy related to the sport,
 - d. required weight-training and conditioning supervised by athletics staff member,
 - e. film reviews of athletics practices/contests monitored by institutional staff members,
 - f. required participation in camps/clinics,
 - g. meetings initiated by coaches,
 - h. individual workouts supervised by coaching staff, and
 - i. on-court or field activities called by team members as required for participation,
6. Outside of the playing season, student-athletes may participate in conditioning and weight lifting activities. These activities may not exceed two hours per day, eight hours per week, and there must be two days off per week.
7. Participation by student-athletes in individual skill instruction and/or team activities is permitted outside the institution's declared playing season for a maximum of two hours per week within the eight hour maximum of countable related activity. More than one group of student-athletes from the

same team are permitted to participate in skill instruction with a coach in the same facility or in different facilities at the same time provided there is no co-mingling between the groups and that each group of student-athletes participates in skill instruction with a separate coach. Teams with six (6) or fewer starters are permitted four (4) student athletes per group and teams with seven (7) or more starters are permitted six (6) student-athletes per group. Individual sports are permitted four (4) student-athletes per group.

8. No class time shall be missed for practice activities.

PRACTICE AND COMPETITION EXPENSES

The NCAA defines **permissible expenses** as:

1. Practice—Expenses may be paid for practice sessions only if they are associated with an away-from-home contest or conducted at a site located within the member institution's state or, if outside that state, no more than 100 miles from the institution's campus. Violations of this bylaw shall be considered institutional violations per Constitution 2.8.1; however, they shall not affect the student-athlete's eligibility.
2. Competition While Representing Institution—An institution may provide actual and necessary travel expenses (e.g., transportation lodging and meals) to a student-athlete for participation in athletics competition, provided the student-athlete is representing the institution (competes in the uniform of the institution) and is eligible for intercollegiate competition. Violations of this bylaw shall be considered institutional violations per Constitution 2.8.1; however, they shall no affect the student-athlete's eligibility. Such competition includes:
 - a. Regularly scheduled intercollegiate athletics events;
 - b. NCAA championship events and NGB championship events in an emerging sport;
 - c. A certified postseason football game;
 - d. Non-intercollegiate open, amateur competition; and
 - e. Other institutional competition permissible under NCAA legislation, including post season events

COMPLIMENTARY ADMISSIONS GUIDELINES- FOOTBALL, BASKETBALL, AND WRESTLING

1. An eligible student-athlete may receive a maximum of four complimentary admissions per regular season contest in his or her sport for guests.
2. A student-athlete who is a partial qualifier or nonqualifier may receive admission only for himself or herself to all regular season home contests.
3. Student-athletes may not receive payment for complimentary admissions or exchange them for any item of value.
4. Recipients of complimentary tickets may not receive payment for these admissions or exchange them for any item of value. If payment were received, it would be considered an extra benefit to the student-athletes, which would make the student- athlete ineligible for participation in intercollegiate athletics.
5. For student-athletes in the sport of wrestling, complimentary admissions shall be provided only through a pass list for individuals designated by the student-athlete. "Hard tickets" shall not be issued.

AMATEURISM

A student-athlete shall not be eligible for participation in an intercollegiate sport, if the individual takes or has taken pay, or has accepted the promise of pay in any form, for participating in that sport, or if the individual has violated any of the other regulations related to amateurism set forth in Bylaw 12.

An individual loses amateur status and thus shall not be eligible for intercollegiate competition in a particular sport if the individual:

1. Following initial full-time collegiate enrollment, uses his or her athletics skill (directly or indirectly) for pay in any form in that sport;
2. Following initial full-time collegiate enrollment, accepts a promise of pay even if such pay is to be received following completion of intercollegiate athletics participation
3. Following initial full-time collegiate enrollment, signs a contract of commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received;
4. Following initial full-time collegiate enrollment, receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based on athletics skill or participation, except as permitted by NCAA rules and regulations;
5. Following initial full-time collegiate enrollment, competes on any professional athletics team, even if no pay or remuneration for expenses was received; or
6. Enters into an agreement with an agent either prior to or following initial full-time collegiate enrollment.

PROMOTIONAL ACTIVITIES

A student-athlete may not take part in a promotion sponsored by institutional, charitable, educational, or profit or non-profit agencies without receiving permission. Any promotion using the name, picture, or likeness of any student-athlete must be approved prior to the activity occurring. **ASK COMPLIANCE BEFORE YOU DO ANYTHING!**

GAMBLING

The NCAA rules and regulations state that sports wagering on collegiate and professional sports violates NCAA legislation. The legislation is applicable to all student-athletes and staff members of Clarion's Athletic Department.

The NCAA's position on gambling is:

"The NCAA opposes all forms of legal and illegal sports wagering. Sports wagering has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes and the intercollegiate athletics community. Sports wagering demeans the competition and competitors alike by a message that is contrary to the purpose and meaning of 'sport.'

"Sports competition should be appreciated for the inherent benefits related to participation of student-athletes, coaches, and institutions in fair contests, not the amount of money wagered on the outcome of the competition.

"For these reasons, the NCAA membership has adopted specific rules prohibiting athletics department staff members and student-athletes from engaging in gambling activities as they relate to intercollegiate or professional sporting events."

(NCAA Administrative Committee, The NCAA News-August 4, 1997)

The NCAA defines gambling activities as:

1. providing information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
2. soliciting a bet on any intercollegiate team;
3. accepting a bet on any team represented by Clarion; or
4. participating in any gambling activity that involves inter-collegiate athletics or professional athletics, through a book-maker, a parlay card, or any other methods employed in organized gambling.

This gambling ban applies to sports (collegiate and professional) **in which the NCAA conducts championship competition**

Men

Baseball, Basketball, Cross Country, Football (1-AA, II, III), Golf, Gymnastics, Ice Hockey, Lacrosse, Soccer, Swimming and Diving, Tennis, Track (Indoor & Outdoor), Volleyball, Water Polo, Wrestling.

Women

Basketball, Beach Volleyball, Bowling, Cross Country, Field Hockey, Gymnastics, Golf, Ice Hockey, Lacrosse, Rowing, Soccer, Softball, Swimming and Diving, Tennis, Track (Indoor & Outdoor), Track (Outdoor), Water Polo, Volleyball.

Men and Women

Fencing, Rifle, Skiing.

Sports That Have Been Declared Emerging Sports by the NCAA:

Women

Equestrian, Rugby, Triathlon, Acrobatics and Tumbling, Women's Wrestling

The determining factor as to whether an activity is deemed "gambling" is if there is a cost to participate in the wager. Participation in statistical fantasy sports leagues or in basketball tournament pools are violations if there is a cost to participate.

EMPLOYMENT

The NCAA rules and regulations state that earnings from a student-athlete's on-or off-campus employment that occurs any time is exempt and is not included when determining a student athlete's full grant-in-aid or the institution's financial aid limitations, provided:

1. The compensation is only for work actually performed
2. The compensation is at a rate commensurate with the going rate of that locality for similar services and
3. The employer shall not use the athletics reputation of a student-athlete employee to promote the sale of the employer's products or services.

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

SAAC is a committee made up of two representatives from each intercollegiate athletic team at Clarion. **Each SAAC member must be an active member of his or her sport, be enrolled full-time at Clarion, and be in good academic standing. All members are required to attend every meeting. If a member is unable to attend a meeting, he or she is required to send a team member substitute. At the initial SAAC meeting of each academic year, an election will be held to appoint the following officers: president, vice-president, secretary, and treasurer. Additionally, two SAAC members will be elected to represent Clarion on the PSAC Student Athlete Advisory Council.**

SCHOLAR ATHLETE LUNCHEON

Every February, student-athletes have the opportunity to attend the Scholar Athlete Luncheon. A student-athlete is considered a "scholar athlete" by either achieving a cumulative QPA of 3.20 or higher, or having two consecutive semesters of a 3.20 QPA or higher in the preceding spring and fall terms. Freshmen and transfer students who achieve a 3.20 quality-point average or higher in the preceding fall term are also eligible to receive the award.

Scholar athletes who attend the luncheon will be asked to invite a faculty or staff member. Appropriate dress code will be required.

PSAC SCHOLAR ATHLETE

Student-athletes who achieve a cumulative QPA of 3.25 or higher at the end of each academic year shall receive a PSAC Scholar Athlete Award. Certificates for the award will be distributed to scholar athletes at the start of the fall semester following the year the award was achieved.

TEAM RULES

"Self-discipline" is a key to success in athletics. Each individual must learn to apply the team rules and regulations that lead to beneficial and successful participation. The head coach of each sport shall determine the team rules and regulations for that sport in consultation with the athletic director and the associate athletic director, and then provide these in writing to each team member.

Each coach determines the program for practice and competition that will best meet the needs of that sport. Practice and competition schedules are forwarded to the athletic director for approval. Coaches are responsible for developing and maintaining high standards of conduct and performance of student-athletes. The coach is responsible for developing criteria for final squad selection. It is the coach's responsibility to determine who participates when all academic and athletic requirements are met in a satisfactory manner. The team or attending physician, in consultation with the athletic trainer, shall make medical decisions relative to participation. In the absence of a physician, the athletic trainer shall make such decisions.

Any student-athlete found to be in violation of university and/or NCAA regulations concerning the use of drugs shall be subject to disciplinary action, including loss of eligibility and athletic aid. The university will adhere to any drug-screening program mandated by the NCAA. The student-athlete has the right to appeal disciplinary action exercised by the coaches. It shall be the responsibility of each head coach to explain the mechanism of appealing a disciplinary action. The route of appeal shall be the head coach, the athletic director/associate athletic director, the vice president for student affairs, and finally, the president of the university. The head coach will be given an opportunity to provide independent input at each level of appeal.

TEAM TRAVEL POLICIES

TEAM TRAVEL TRANSPORTATION POLICY

All student-athletes must travel with the team. This includes traveling to the competition site and returning to Clarion. Student-athletes who choose not to travel with the team must provide the coach a written permission statement that is signed by his/her parent or legal guardian (an email from a parent/legal guardian is acceptable) and approved by the head coach or his or her designee. Student-athletes must travel with a parent or legal guardian to and from the competition site.

Violations: Student-athletes will have a disciplinary hearing with the director of athletics and associate director of athletics which may result in:

1. suspension from the team,
2. termination of financial aid, or
3. all of the above.

TEAM TRAVEL ALCOHOL POLICY

Alcohol usage on all Clarion team trips is strictly prohibited (regardless of age of student-athlete).

Violations: Student-athletes will have a disciplinary hearing with the director of athletics and associate director of athletics, which may result in:

1. referral to drug and alcohol rehabilitation program,
2. suspension from the team,
3. possible termination of financial aid, or
4. all of the above.

Coaches are responsible to establish team policies for in-season and out-of-season alcohol consumption. Coaches will refrain from the use of alcohol in the presence of team members.

FINANCIAL AID

Some student-athletes are supported by an athletic grant-in-aid. Specific aid levels are recommended by the head coaches and, after approval by the athletic director, forwarded to the director of financial aid for final approval. Per NCAA Bylaw 15.5.3.1, financial aid based on athletic ability shall not be awarded in excess of one academic year. A coach may inform a prospective student-athlete that the athletic department will recommend to the financial aid authority that the prospective student-athlete's financial aid be renewed each year for a period of four years. However, the prospective student-athlete must be informed that the renewal will not be automatic.

In accordance with NCAA Bylaw 15.6.4.1, institutional financial aid may be reduced/canceled during the period of the award if the recipient:

1. is dismissed from the university for reasons of failure to meet the minimum academic standards,

2. engages in serious misconduct warranting substantial disciplinary penalty,
3. voluntarily withdraws from a sport at any time for personal reasons-reduction or cancellation may occur immediately and be retroactive to the start of the semester,
4. fails to report for try-outs on the first official NCAA-sanctioned day of practice for the sport in which the recipient has received the grant-in-aid,
5. uses performance-enhancing drugs and recreational drugs as stated in the NCAA list of banned drugs,
6. renders himself or herself ineligible for intercollegiate competition,
7. fraudulently misrepresents any information on an application, letter of intent, or financial aid agreement, and
8. fails to comply with training rules (e.g., not attending practice, meetings, study table, and/or off-season programs).

For the annual renewal process, the director of financial aid will notify student-athletes in writing. The Financial Aid office will send the official notification to the student by July 1. During the academic year, if the student-athlete's aid is reduced or canceled, the financial aid office will notify the student athlete in writing within 14 consecutive calendar days. The financial aid office will also notify the student athlete in writing within 14 consecutive calendar days if his or her aid is or reduced or canceled for the following academic year.

If a student-athlete's aid is reduced or canceled during the academic year and they wish to appeal the coach's decision concerning athletic financial aid, he or she may appeal the decision to the Financial Aid Athletic Appeals Committee. The committee consists of five voting members and one non-voting member. They are the director or assistant director of financial aid (chairperson of the committee), the president of the Student Senate or his or her designee, the NCAA faculty athletic representative, the vice president for student affairs or designee, and the athletic director or associate athletic director (non-voting).

To appeal any decisions related to his or her athletic financial aid, the student shall submit a written request that includes the following information: the student's name, student ID number, year in school, sport, type of financial aid previously received, reasons for believing that the decision was unfair, names of institutional staff members (e.g., coach, financial aid officer) with whom the student has discussed the aid, and copies of any relevant documents (e.g., letter regarding initial award of athletic grant-in-aid). The student should submit materials to the Office of Financial Aid within 15 days after the student receives notification of the aid award. The student may request a personal hearing before the Financial Aid Athletic Appeals Committee. At such time, the student-athlete, coach, and the committee members are notified of the time and place. Both sides will be permitted to present their cases to the committee. The student will receive written notice of the decision no later than 15 days after the appeal has been submitted. There is no appeal beyond the Financial Aid Athletic Appeals Committee.

TRANSFER REQUEST POLICY

The Clarion Athletic Department's policy is that a scholarship student-athlete in his/her initial year of enrollment at the University will not be released to another 4-year institution. Additionally, student-athletes who sign a National Letter of Intent must serve a year in residency to fulfill the commitment to the institution. Student-athletes will not be released from the National Letter of Intent. Upon completion of a student-athlete's initial year of enrollment at the University, any student-athlete requesting to be released to another institution outside of the PSAC will be granted release. Student-athlete's requesting to be released to another institution within the PSAC will only be granted release with the written agreement of the Athletic Director and the Head Coach. All requests must be made in writing to the Associate Athletic Director. No request will be processed without consultation with the Head Coach. The Associate Athletic Director will enter all pertinent information to the NCAA Transfer Portal.

TRANSFER REQUEST DENIAL APPEAL HEARING

Per NCAA By-Law 14.5.5.3.10.c, if a student-athlete's previous institution denies his or her request for the release, the institution shall inform the student-athlete in writing within 14 consecutive calendar days that he or she, on request, shall be provided a hearing conducted by an institutional committee outside of the athletics department. The committee consists of five voting members and one non-voting member. They are the director of campus life (chairperson of the committee), the assistant vice president for academic affairs, an assistant director of campus life, the NCAA faculty athletic representative, a representative from academic enrichment, and the athletic director or associate athletic director (non-voting). The head coach will be present during the hearing.

UNIFORMS AND EQUIPMENT

Student-athletes and coaches are responsible for the care and custody of all materials for their respective sports after issuance. Inventories for all equipment and supplies are made periodically and reported to the respective coach and the athletic director and/or associate athletic director.

Materials that are damaged, lost, or stolen are to be charged to the person responsible for them at the time. Amounts charged are established at replacement costs, and are to be collected by the Athletic Office. Failure to return these items or make financial restitution shall result in a reporting of a delinquent account and shall be handled in accordance with established university procedures. Monies received in this manner are credited to the departmental operating budget.

MEDICAL INFORMATION

PHYSICALS

Physical examinations are required for all participants before practice and competition. The coach is responsible for contacting the athletic trainer who will arrange suitable dates and times for examinations by the university medical staff. The coach must provide preliminary squad lists to the athletic trainer. No student-athlete will participate in practice or competition without a prior screening and physical examination by the university medical staff. Physical exams obtained by outside sources before scheduled physicals by university medical staff will not be accepted for participation.

Health Care

The athletic training staff is responsible for the "on-the-spot" health care of all student-athletes during practice and competition. The athletic director is responsible for making necessary arrangements with the athletic trainer for the service. It is the student-athlete's responsibility to report all injuries to the athletic trainer. It is the athletic trainer's responsibility to report all athletic injuries, as well as provide a status report for participation of injured student-athletes, to the coach. The athletic trainer is responsible for reporting all serious accidents/injuries to the athletic director.

The athletic trainer is responsible for completing any accident health report forms and necessary insurance forms. In situations where a medical referral is recommended, it is the responsibility of the team physician or athletic trainer to arrange for such a referral. The athletic trainer or attending physician is the person responsible for determining when a participant is medically able to participate; the coach will not make the decision. In the absence of qualified medical personnel, the student shall not continue to participate.

Insurance

The Clarion Students' Association maintains an accident/health insurance program for student-athletes providing coverage for costs incurred over and above the student's family insurance. The university's athletic accident insurance policy provides coverage for injuries incurred while participating in practice or competition. The coverage is "excess" or "secondary" to any other collectible group insurance benefits. That simply means that any claim for benefits must first be filed with the group insurance company providing coverage to the student-athlete through his or her insurance coverage or the parent's insurance coverage. After all available benefits have been paid, the university's insurance company will pay any remaining amounts. The university does not have the option of waiving the requirement of filing with the student-athlete's insurance or the parent's group insurance. Only injuries which are directly related to the sport which occur during practice or competition, or in travel to and from these organized

activities, are covered by Clarion or its medical insurance carrier. Disease and illness are not covered expenses, as they are not directly related to participation.

RETURN TO PLAY

A medical clearance from a medical doctor (Psychiatrist, Primary Care Physician) will need to be provided to the athletic training staff in order to return to practice, competition, team travel, academic study hours, and any other team related activities. The medical clearance should clearly outline any conditions, limitations and/or restrictions for the student-athlete.

EATING DISORDER POLICY

I. Introduction and Philosophy

1. The Department of Athletics at Clarion advocates the development of healthy and responsible lifestyles for CU student-athletes, with the goal of long-term enrichment and enhancement of their lives. Behaviors that threaten a healthy lifestyle include disordered eating.
2. The Department of Athletics recognizes that the manifestations of eating disorders reflect the interaction of biological, psychological, and sociological factors in both the development of eating disorders and their treatment. Student-athletes are at an increased risk of developing or maintaining patterns of disordered eating due to their participation in elite, collegiate sports.
- J. The effects of disordered eating can range from mild to severe, depending on the extent of the disorder and the length of time the individual had engaged in such behaviors.

Medically, disordered eating can have short-term and long-term health consequences ranging from an increased risk of sport-related injury to death. There is potential for serious consequences in every system of the body.

Psychologically, individuals with an eating disorder have an increased risk of depression and suicide. Eating disorders are often associated with low self-esteem, obsessive behaviors, and feelings of isolation.

- K. Recovery from eating disorders can be a difficult and lengthy process. In general, the greater the duration and frequency of disordered eating, the longer it will take for recovery to occur.
- L. Body weight/composition is only one factor contributing to athletic performance and there is not substantial evidence linking specific body weight/composition to superior performance in any sport.
- M. Each student-athlete has a unique body type that is largely influenced by genetics. We wish to emphasize healthy personal improvement in nutrition, body composition, and fitness levels. We hope Athletic Department staff recognizes individual differences instead of relying on pre-published norms.

II. Prevention of Eating Disorders

1. Prophylactic nutritional and psychological education will be provided to sports teams identified as "high risk" for eating disorders such as:
 - i. Swimming
 - ii. Cross-country/Track and Field
 - iii. Diving
 - iv. Wrestling

Please note: Student-athletes from all sports are at risk for developing eating disorders. Above are the "high risk" sports at CU.

2. Training and education about eating disorders will be provided for professionals working with student-athletes, including:
 - i. Coaches

- ii. Athletic Trainers
 - iii. Strength and Conditioning Coaches
3. We encourage coaches to initiate nutritional and body image education throughout the year, utilizing the resources of the athletic department personnel and resources, such as:
- i. Sports medicine staff
 - ii. Counseling Center
 - iii. Body Image Task Force
 - iv. Guest speakers funded by athletic department and university

N. Weight and Body Composition Goals and Measurements

- Sport coaches should bring concerns about student-athletes' body composition to the athletic trainer. The athletic trainer, coach, and athlete will set goals together regarding the athlete's weight and body composition. The athletic trainer may also involve other medical staff such as physicians, dieticians, and psychologists. The goals will take into account the athlete's overall health and sport performance. For example, if an athlete appears moderately overweight or underweight, yet are healthy and steadily improving their sport performance the management team should refrain from asking them to modify their body weight/composition.
- Athletic department staff should consider each student-athlete's weight and body composition individually and refrain from setting group goals.
- If the management team agrees that body modifications are likely to improve the student-athlete's health and performance, the team will refer the student-athlete to the dietician. The dietician should be involved with student-athletes' attempts to lose or gain weight, in order to avoid unhealthy eating behaviors.
- Sport coaches should not weigh student-athletes, measure their body composition, or share weight/body composition information publicly. It is common for body composition testing to be used as a measure of training effectiveness, and, as a general rule, the athletic trainer should take the measurements.
- Frequent measuring of weight and body composition can be harmful to student-athletes. Athletic trainers should only take measurements when necessary to gauge training program effectiveness or when medically necessary.
- Student-athletes have the right to access their own weight and body composition records. On an individual basis, the athletic trainer may limit that information if contraindicated by a physician.
- The athletic administrator of the particular sport will be contacted if team members do not follow the guidelines.

III. Treatment and Intervention

- O. The Eating Disorder Management Team will consist of a registered dietician, athletic trainer, team physician, counselor, coach, athletic administrator, and the student athlete's chosen representative.
- P. If an athletic department staff member witnesses or has reports a student-athlete displaying signs or symptoms of an eating disorder (see "Behavioral and Physical Signs of an Eating Disorder"), then he or she is to approach the student-athlete. If a teammate witnesses a student-athlete engaging in disordered eating behaviors, the teammate will be encouraged to approach the student-athlete and inform a staff member. Appropriate intervention involves an expression of concern that the student-athlete is displaying specific eating disorder behaviors that may interfere with his or her health and athletic performance (see "Approaching a Student-

Athlete about Disordered Eating”). The staff member will request that the student-athlete meet with the Eating Disorder Management Team.

- Q. If the student-athlete complies with the request for an assessment with member of the Eating Disorder Management Team, those professionals will assess the athlete for disordered eating as defined by the DSM-IV (see “Definitions of Eating Disorders”).
- R. If the student-athlete does not seek help independently and the disordered eating behaviors continue, the student-athlete will be notified that he or she is referred to the Eating Disorders Management Team.
- 5. If the treatment team concludes that the student-athlete is need of medical nutritional or psychological intervention, then they will develop a treatment plan for the student-athlete. Elements of the treatment plan may include:
 - S. Visits with professionals such as counseling center professionals, dieticians, team physicians, nutrition counselors, or other doctors
 - b. Attendance of a nutritional and body image support group
 - c. Weight checks
 - d. Limitation of physical activities
 - T. Outpatient or inpatient treatment referrals
 - U. Any other intervention as deemed medically or psycho-logically necessary
 - V. The management team will meet with the student-athlete to oversee his or her compliance with the treatment plan (which will be developed by the management team). The student-athlete will be required to sign a contract agreeing to the terms of the treatment plan. If he or she refuses to attend the meeting or to comply with the plan, suspension from sport may result. The counselor is a consultant to the management team and will not decide suspension. The student-athlete has the right to appeal this decision to the vice president of student and university affairs.
 - W. The management team will review the student-athlete cases periodically and provide further intervention as needed.

*** A more detailed copy of the Eating Disorder Policy can be obtained from your coach, athletic trainer, or athletic administrator. Refer to the complete policy if you have questions or concerns.

SUBSTANCE ABUSE POLICY

- a. The Department of Athletics, its coaching personnel, physicians, certified athletic trainers and administrators, strongly believe that the use and abuse of alcohol and other drugs (excluding those drugs prescribed by a physician to treat a specific medical condition) can be detrimental to the physical and mental well-being of its student-athletes, no matter when such use should occur during the year. Additionally, the use of drugs, alcohol and tobacco can seriously interfere with the performance of individuals as students and as athletes and can be extremely dangerous to student-athletes and their teammates, particularly when participating in athletic competition or practice.

For health, safety and social concerns, the Department of Athletics at Penn West University implemented a mandatory substance abuse policy that may include education, counseling and rehabilitation efforts to assist and benefit the student- athletes. This policy remains in effect throughout the **entire calendar year**, which would include summer break, holidays, semester breaks, vacation periods and, where applicable, pre- and post-seasons. **This also holds true for incoming freshmen, as well as student-athletes who transfer into the program.** Student information may be shared among the Office of Student Conduct, Athletic Department and other offices as needed for the purpose of enforcing University policies and expectations.

- b. Purpose of the Program
 - i. The purpose of the Clarion Department of Athletics Substance Abuse Policy is to aid and assist the student-athletes at our institution. This program is based on the Athletic Department's stance that the use and abuse of drugs, alcohol and tobacco are detrimental to the student-athlete. Specific goals of this program are:
 - 1. To discourage any alcohol and/or drug use or abuse by student-athletes.
 - 2. To identify any student- athlete who may be using or experiencing problems with alcohol or other drugs.
 - 3. To identify abusive patterns and provide a means of intervention and treatment.
 - 4. To provide reasonable safeguards that every student-athlete is medically competent to participate in athletics competitions.
 - 5. To maintain and implement good health habits and self-discipline.
 - 6. To have every student-athlete participate and live drug free.
- c. Implementation of the Program
 - i. At the beginning of the academic year a presentation will be made to all student-athletes to outline and review the Substance Abuse Policy, its purposes and implementation. A copy of this policy will be given to each student-athlete. Each student-athlete will be asked to sign a form acknowledging receipt and understanding of the policy. **It is the responsibility of the student-athlete to read through the policy.** General Principals of the Program
 - ii. Participation in intercollegiate athletics at Clarion – **is a privilege**. As a required condition for any student-athlete to be a member of a Clarion athletic team, he or she must agree to follow the Substance Abuse Policy. This policy is also in effect for incoming student-athletes who have committed to attend and participate in athletics at Clarion and includes the period prior to the student-athletes' actual arrival on campus.
 - iii. All violations of the Substance Abuse Policy are considered **cumulative** for the student-athlete's career.
 - iv. All Substance Abuse Policy regulations are in effect throughout the entire calendar year, including summer, holidays, vacation periods, semester breaks and, where applicable, during pre- and post-seasons.
 - v. The athletics director will notify the student-athlete of the violation when the violation is reported. Penalties for alcohol violations will be imposed at the conclusion of the review by the Office of Student Conduct or legal process. Illegal drug violations will result in immediate suspension and will follow the guidelines set forth in those penalties.
 - vi. A pre-conviction disposition (including participation in an accelerated rehabilitative disposition, or ARD program) is considered a guilty plea.
 - vii. Any exceptions to the above regulations must be authorized by the athletics director.
- d. The following actions will constitute a violation of the Substance Abuse Policy:
 - i. Illegal use, possession or sale of drugs as prohibited under the Controlled Substance, Drug, Device and Cosmetic Act of Pennsylvania.
<http://www.health.state.pa.us/pdf/ddc/ddcAct.pdf>
 - ii. Any drug and alcohol infractions that violate University policies or the law, occurring on-campus or off-campus, that are brought before the Office of Student Conduct, the Dean of Students office, Penn West University Police, local police, or state police will constitute a violation. These offices may contact the athletics director regarding the facts and extent of infractions following all "Due Process Hearings." Any alcohol infractions occurring on-campus or off- campus brought to the attention of the athletics administration and/or member of the coaching staff will constitute a violation after all "Due Process Hearings" have taken place. Any drug violations, including infractions occurring on-campus or off- campus, brought to the attention of the athletics administration and/or member of the coaching staff will result in suspension of competition while due process hearings take place.
 - iii. The use of any tobacco-related products while participating in any practice or game is prohibited and will constitute a violation. This includes all travel related to athletic events (PSAC/MAC regulations).
 - iv. Adherence to all sanctions as found in the Substance Abuse Policy will be observed. If the student-athlete does not meet with the Alcohol and Other Drug (AOD) Education Specialist or follow the directions set forth in the sanctions, this will constitute an additional violation.
 - v. Criminal citations for drug-related infractions (including alcohol) will be considered a serious breach of the Substance Abuse Policy. A First Violation Sanction will be immediately imposed while the charges are being investigated and legal proceedings are under way. After the case has been discharged in the appropriate manner, more serious sanctions can be imposed. Such sanctions will be in relation to the seriousness of the offense. The

student-athlete charged with such a serious violation will be afforded the opportunity to present any additional information concerning such a violation in a hearing chaired by the director of athletics.

- e. Substance Abuse Policy Violations
 - i. Pennsylvania state law sets a minimum age for the purchase of alcoholic beverages at 21 years of age. Alcohol consumption is illegal and unacceptable for student-athletes under the age of 21. Even after reaching 21 years of age, student-athletes are prohibited from drinking alcoholic beverages when traveling with or representing their teams. **When traveling to compete while representing the Athletic Department at Clarion, the use of alcohol or drugs by any student-athlete is strictly prohibited. Failure to abide by this policy can result in immediate dismissal from the team and loss of athletic aid.** Additionally, alcoholic beverages are not to be consumed prior to or while attending athletic or athletically sponsored events (e.g., tailgating at football games, SAAC events, etc.). The following disciplinary guidelines have been established by the Department of Athletics **and are in addition** to any sanctions by Penn West University Student Conduct for violations of drug and alcohol policies. For a detailed outline of the Penn West University Alcohol and Other Drug (AOD) policies, refer to the student handbook.
 - ii. Department standards for all substance abuse issues – alcohol or drugs – are only minimal sanctions. Additional sanctions may be imposed at the discretion of the coach and/or the Athletic Director. All policies on alcohol or drugs are effective while participating as a student-athlete at Clarion. It is not a year-to-year policy but rather cumulative over the career of a student-athlete at Clarion. If drug and alcohol violations occur at the same time, the athletic director will review penalties associated with each violation.
 - iii. When a violation of the Substance Abuse Policy occurs, the athletic director, in addition, will review all violations and proposed penalties with the Senior Executive for Athletics prior to the penalty being imposed. The student-athlete will then receive a letter and email from the athletic director in relation to the penalty.
 - iv. Copies of disciplinary letters will be provided to appropriate University personnel.
- f. Alcohol Policy
 - i. First and Second Violation – Any student found in violation for an alcohol related incident will be referred to the Dean of Student's office. The student will also be required to complete community service.
 - ii. Third Violation – A minimum two-contest or date of competition suspension, not to exceed 10% of the season, to be served during the next scheduled event in which the student was to have participated.
 - iii. Fourth Violation – Dismissal from team.
 - iv. Penalties are imposed as soon as the violation occurs.
 - v. Individual athletic programs can also impose sanctions based on their team rules.
- g. Drug Testing Policy
 - i. Pennsylvania State Athletic Conference Drug Statement
 - 1. Drug use and abuse represents a danger to the well-being of student-athletes and presents a serious threat to the integrity of intercollegiate athletics. The Pennsylvania State Athletic Conference supports efforts adopted by the National Collegiate Athletic Association to curtail the unauthorized use of chemical substances. A number of factors contribute to define student-athletes as a high-risk population regarding the use of drugs. These factors include pressures to excel, high visibility in the campus community, and recognition of their roles as institutional representatives.

Member institutions of the Pennsylvania State Athletic Conference are committed to the total development of student-athletes. That commitment includes a comprehensive drug education program that involves athletic administrators, coaches, and trainers. It also includes specific efforts to provide education and rehabilitation information to all students who participate in intercollegiate competitions. The conference opposes the use of both performance enhancing and recreational drugs, including alcohol abuse, and encourages member institutions to develop appropriate policies and programs to combat this growing problem. – Adopted 12/7/89.
 - ii. Purpose

1. Clarion Athletics, in response to the Pennsylvania State Athletic Conference Drug Statement, has adopted a drug testing policy. This policy seeks to protect student-athletes at Clarion from the risks and dangers of drug abuse through such measures as drug education, testing, rehabilitation programs and, where appropriate, sanctions for violation of the policy. The program is designed to provide avenues of assistance for student-athletes at Clarion regarding problems and concerns such as alcohol or drug abuse.
- iii. Requirements
 1. All student-athletes will receive a copy of this policy and must sign a Drug Testing Consent Form. Signing this form will acknowledge receipt and comprehension of the policy, provide consent to the administration of the urinalysis testing required by the program, and permit the release of drug-testing information to a limited, defined group of individuals, as outlined within the sanctions section of this policy.
 - iv. NCAA Banned Substances
 1. The NCAA bans the following classes of substances:
 - a. Stimulants
 - b. Anabolic agents
 - c. Alcohol and beta blockers (banned for rifle only)
 - d. Diuretics and other masking agents
 - e. Narcotics
 - f. Cannabinoids
 - g. Peptide hormones, growth factors, related substances and mimetics
 - h. Hormone and metabolic modulators
 - i. Beta-2 agonists
 - j. Note: Any substance that is chemically/pharmacologically related to these classes are also banned. The institution and the student-athlete shall be held accountable for all drugs within the banned-substance class regardless of whether they have been specifically identified. Examples of substances from each class can be found at ncaa.org/drug testing. There is no complete list of banned substances.
 2. Substances and Methods Subject to Restrictions:
 - a. Blood and gene doping
 - b. Local anesthetics (permitted under some conditions)
 - c. Manipulation of urine samples
 - d. Tampering with urine samples
 - e. Beta-2 agonists (permitted only by inhalation with prescription)
 3. NCAA Nutritional/Dietary Supplements
 - a. **Warning:** Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff!
 - b. Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
 - c. Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
 - d. Many nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
 - e. Any product containing a nutritional/dietary supplement ingredient is taken at your own risk.
 4. Student-Athletes are responsible for keeping up to date on changes in the list of NCAA substances. The use of anabolic steroids, cocaine, marijuana, amphetamines and any other controlled substances as prescribed by federal and state law or banned by the NCAA is expressly prohibited. Such use is prohibited whether it occurs before, during or after a team's season. The only exceptions are for medications prescribed by a licensed physician and registered with the head athletic trainer.
 5. Student-athletes should review supplements they may be taking with a certified athletic trainer as these may contain substances banned by the NCAA.
 - v. Student-Athlete Selection and Testing Provisions
 1. For the purpose of this policy, a student-athlete is defined as any student who is listed on a team squad list at the time of the drug testing. This includes scholarship and non-scholarship student-athletes. Drug testing may be requested and conducted in addition to NCAA post-season competition at any time throughout each academic

year. Student-athletes will be randomly and regularly tested, announced and unannounced. Testing may also take a variety of other forms including:

- a. Team or individual testing-where a team or any individual on any such team may be immediately tested before, during, or after a workout, practice, or game with or without notice.
- b. Testing for reasonable suspicion (with or without notice)- suspicion of use may come from several sources, including but not limited to teammates, coaches, athletic department staff, vice president of student affairs, university police, student health services, university conduct board, resident directors, and the community. The student-athlete's coach will be consulted in the case of reasonable suspicion
- c. Post-season competition-members of teams participating in NCAA-sanctioned post-season competition or individual team members participating in such competition may be tested before that competition.

2. Any random test selection will take place by means of a computer-generated list of random numbers that will correlate with a master list of all current student-athletes. This list is updated and maintained in the office of the Athletic Department compliance officer.

3. Once the student-athlete selection process has occurred, an identified member of the athletic training staff delivers an appointment card for each student-athlete selected and delivers each card to the respective head coach or his/her representative. Each head coach is responsible for distributing the appointment card to the selected student-athlete.

4. By signing the Drug Testing Consent Form, the student-athlete authorizes a confidential release to the head athletic trainer, team physician, director of athletics, team head coach, parents or legal guardian (if under 18 years of age at the time of the drug test), and the Drug Testing Committee of test results relating to the screening or testing of urine sample(s) in accordance with the provisions of the program. To the extent set forth in this document, the student-athlete waives any privileges he/she may have in connection with such information.

5. Test results will be confidential; however, a positive screen will be disclosed to the athletic director and head coach.

6. The student-athlete will pay appropriate fees to the NCAA for any additional tests for reinstatement after an NCAA positive test.

vi. Sanctions

1. Student athletes found tampering with a drug test (which may include such means as dipping urine, using masking agents, etc.) will result in the test being considered a positive test.

2. If a student-athlete tests positive on an NCAA-administered drug test, the student-athlete will follow the penalties administered by the NCAA and will lose athletically related financial aid. Student-athletes who test positive on an internal drug test will follow the Athletic Department sanctions for use and/or possession of illegal drugs or drug paraphernalia.

3. Failure to complete the consent form will render the student-athlete ineligible for participation in the university intercollegiate athletics program and will result in the loss of any grant-in-aid consistent with NCAA regulations. Refusal to comply with the drug testing provisions stated in this policy after being selected for testing, or admission of use or abuse of a banned substance before testing is carried out, will be considered by the Athletic Department administration as a positive test. In that case, the student-athlete will be subject to all sanctions as defined in the "Sanctions" section of the policy in accordance with the drug testing history of the individual student-athlete.

4. A pre-conviction disposition (including participation in an accelerated rehabilitative disposition, or ARD program) is considered a guilty plea. If a pre-conviction disposition is agreed upon, the student-athlete may receive up to 50% of their scholarship back upon confirmation that the pre-conviction disposition was in place. Return of any athletic aid will be at the discretion of the coach and Athletic Director and is not automatic.

5. Sanctions for Positive Test Results

- a. In the case of a positive test following the regular season but before post-season competition, athlete(s) will not be allowed to represent Clarion

by participation in post-season qualifying tournaments or NCAA Championships.

b. First Violation

- i. Mandatory restriction for one scheduled season contest. The restriction applies to the next scheduled season contest only, and not to participation in practice sessions leading to the contest.
- ii. The student-athlete will be required to complete an alcohol and drug awareness-designed individualized education and rehabilitation program that is consistent with NCAA regulations and university code of conduct policies.
- iii. The student-athlete may be required to participate in additional drug testing to ensure discontinued use.
- iv. Student-athletes are permitted to continue practicing with the team.
- v. Penalties are imposed as soon as the violation occurs.

c. Second Violation

- i. Mandatory restriction for 50% of the season. The restriction applies to the next scheduled season if 50% of the current season has already passed. The restriction applies to the next scheduled season contest only, and not to participation practice sessions leading to the contest.
- ii. Any athletic grant-in-aid will be removed immediately and will be pro-rated based on the date of the infraction.
- iii. The student-athlete will be required to complete an alcohol and drug awareness-designed individualized education and rehabilitation program that is consistent with NCAA regulations.
- iv. The student-athlete may be required to participate in additional drug testing to ensure discontinued use.
- v. Student-athletes are permitted to continue practicing with the team.
- vi. Penalties are imposed as soon as the violation occurs.

d. Third Violation

- i. The student-athlete will be prohibited from any further participation in the intercollegiate athletic program.
- ii. Any athletic grant-in-aid will be removed immediately and will be pro-rated based on the date of the infraction.
- iii. The student-athlete will be encouraged to continue participation in a drug education and rehabilitation program consistent with NCAA regulations.
- iv. Penalties are imposed as soon as the violation occurs.

h. Appealing a Violation through the Dean of Students Office

- i. Student-athletes found in violation of the substance abuse policy will be entitled to a Board hearing administered by the Dean of Student Office. This meeting shall include an opportunity for the student-athlete to present evidence, as well as review any information. The meetings shall be confidential, and the hearing will follow the university conduct board process as outlined in the Student Code of Conduct (insert link to code).

ii. Board Hearing Provisions

1. Any student-athlete wishing to appeal against a violation of the substance abuse policy from Athletics can request a Board hearing by completing the form through this link (insert link).
2. The Dean of Students or designee will schedule a meeting with the student-athlete who submitted the appeal. During that meeting, the Dean of Student's Office will work with the student-athlete to set a date, time, location for the Board Hearing, review process of the Hearing, and answer questions the student-athlete may have.
3. The Dean of Student's Office will then work to gather volunteer Board Members to serve at the Hearing. The student-athlete will be notified of the individuals who volunteered to serve, and once reviewed the Notice of Hearing will be sent.
4. The Notice of Hearing will contain the following information:
 - a. the date, time, and place of the hearing.
 - b. a statement of the date, time, place and alleged acts of misconduct.
 - c. a statement of the specific charges pending against the Respondent; and

- d. an identification of the University Conduct Board Members
 - 5. While every effort will be made to schedule the hearing at a time convenient for all parties, final scheduling authority rests with the Dean of Students.
 - 6. All hearings conducted by the University Conduct Board are recorded by the Dean of Student's Office. Any additional video, audio, stenographic, or photographic recording of any hearing is prohibited.
- iii. Hearing Outcome Notification
 - 1. Following the Board Hearing, student-athletes will be notified by the Dean of Students Office of the Board's decision through their student email. The decision letter will include factual findings and rationale for the decision and present a complete description of the sanctions and stipulations, if any.
 - a. If a decision of "responsible" is determined, the Board will administer sanctions that can be found in the Student Code of Conduct
 - i. Past violations of the student code of conduct will be factored into the determination of the sanctions by the Board but will not be considered in establishing whether a Respondent is "responsible" or "not responsible" of the current charges.
 - ii. Students have the right to appeal following the determination of responsibility.
- iv. Appeals
 - 1. All appeals must be submitted in writing no later than (5) five days after the date noted on the outcome letter. Appeals must be submitted via the Dean of Students Appeal (add link).
 - 2. An appeal may be sought on the following grounds:
 - a. That a fundamental error occurred in the hearing procedures that unreasonably interfered with the responder's rights. *Such claims must be specifically described in the appeal letter.*
 - b. That new evidence or information germane to the matter and not available at the time of the hearing has been uncovered. *This evidence must be clearly presented in the appeal letter.*
 - c. That the sanction imposed was unjust, unreasonable, or inappropriate. *The letter must clearly explain the reasoning for this appeal.*
 - 3. The University allows one level of appeal review. No further appeals are permitted.
 - 4. The appeal will be reviewed to determine if the merits of the stated basis for appeal are met. If the appeal grounds have been met, all related documentation and evidence will be reviewed within the scope of the appeal. After review, the reviewing authority shall inform the appellant in writing of one of the following determinations:
 - a. Uphold the original decision.
 - b. Affirm or modify the imposed sanction.
 - c. Overrule the original decision and modify the outcome or dismiss the case based solely on the submissions of the appeal; or
 - d. Overrule the original decision and remand the case back to the board or hearing officer of original jurisdiction for rehearing to correct a procedural or factual defect.
 - 5. Decisions on the appeal will be issued within twenty (20) days, absent extenuating circumstances.
 - 6. The role of the University Appeals Board/Person is not to reweigh the evidence. The Appeals process will confine their re-view to the basis of appeal alleged and may modify the sanction or in the event of new information, remand back to the original hearing board to reweigh the new evidence. The University Appeals Board may modify the Disciplinary Sanction if an appeal based on the severity of the sanction is grossly disproportionate to the violation(s) if an appeal is granted.
 - 7. Appeals will be forwarded to a University Appeals Board for review in a timely manner. Appeal Boards are comprised of one professional staff member, one faculty member, and one student chosen from active members of the University Hearing Board. When necessary, a University Hearing Board may be convened by a quorum. A quorum in this case would be a combination of at least two of the previously mentioned individuals.
 - a. The Appeals Board will review the written appeal and all documentation contained within the student's or group's disciplinary file pertaining to the matter under appeal.

- b. The Board is not obligated to reconvene a hearing if a violation of procedure is found. However, if a new hearing is granted, the same procedures used for the original hearing will be followed. All meetings and hearings of the appeal process are closed proceedings.
 - c. The Appeals Board by a simple majority vote will either uphold the sanction, modify the sanction, or order a new hearing.
 - d.
 - j. Individual Team Policies
 - i. Each intercollegiate athletic team may have a specific drug and alcohol code of conduct that addresses drug and alcohol violations. While each student-athlete will be governed by the Department of Athletics Substance Abuse Policy, each athletic team reserves the right to enforce additional sanctions above and beyond those specified in the athletics policy.

GUIDELINES FOR HOSTING RECRUITS ON OFFICIAL VISITS

Listed below are general guidelines for hosting a recruit on an official visit. You must read and review these guidelines with your recruiting coach. At the bottom of this page, please sign and date to confirm that you have read and understood the parameters set forth below:

- J. I understand that as a host, I am representing Clarion Athletic Department. I will act with this in mind in the presence of the recruit I have been chosen to host.
- K. I have read and signed the NCAA student host form and will abide by all NCAA rules that govern hosting a recruit.
- L. I will abide by all rules set forth by Clarion in the student hand book. I understand that as a guest on our campus, the recruit I am hosting must also abide by these rules.
- M. As a host of a visiting student-athlete, it is my responsibility to accompany my recruit at all times. It is also my responsibility to personally check him/her back into his place of residence, after hosting the student athlete.
- N. As a host, I have a role in determining whether or not a recruit is a good fit for our athletic program and our university. I understand that the time spent with my recruit during the official visit is an important part of this process and character evaluation.
- O. I understand that any violation of the above policies will be met with severe consequences that could include the loss of my scholarship or suspension from playing in games.
- P. Pennsylvania law prohibits the consumption of alcoholic beverages By individuals under the age of twenty-one (21). Clarion does not, and shall not, promote or condone the use of alcohol or other inappropriate activities as recruitment strategies designed to entice potential student-athletes to attend Clarion. Further, Clarion policies prohibit general misconduct, including, but not limited to, sexual harassment, hazing, and hate crimes.

I certify that I have read, understand and agree to the above regulations.

Student-host signature _____ Date _____

Coaches signature _____ Date _____

CLARION INTERCOLLEGIATE ATHLETICS
STUDENT HOST REGULATIONS
(To be completed prior to performing any host responsibilities)

Student Host _____ Sport _____

Prospect _____

Date/Time of Arrival _____ Date/Time of Departure _____

Serving as a student host is an important service to Clarion Athletic Department and your team. Appropriate conduct is required of you by institutional, conference, and NCAA regulations.

- Q. You must be enrolled as a full time student at Clarion. If you are a freshman student, you must have been certified as a qualifier.
- B. Funds may be provided to cover entertainment expenses for yourself, the prospect, and the prospect's legal guardians or spouse.
- C. No cash may be given to the visiting prospect.
- D. You may not use student-athlete host money to purchase, or otherwise provide the prospect with gifts of value (e.g. souvenirs or clothing). Funds may not be used to buy alcoholic beverages, nor shall a prospective student be taken to, or stay at, any function where alcohol is present.
- E. On the Clarion campus, representatives of Clarion athletic interest (ex. Boosters) are also allowed to be involved in recruiting prospects. (D-2 only)
- F. You may not use vehicles provided, or arranged for, by an institutional staff member or booster. You may not transport the prospect or anyone accompanying the prospect more than 30 miles from the campus.
- G. The prospect is not permitted to take part in any athletic activity related to the sport for which they are being recruited.
- H. You may receive a complementary admission (not a hard ticket) when accompanying a prospect to a campus athletic event.
- R. You are responsible for submitting a Student Host Expense Request Form. This should be accomplished on the day following the visitation.
- J. Contact your coach in case of emergencies.

Social Networking Policy
Clarion
Athletic Department

Student-athletes should be concerned with any behavior that might embarrass themselves, their families, their teams, and/or Clarion. This includes any activities conducted online.

As a student-athlete participating in intercollegiate sports at Clarion, you are a representative of the university and are always in the public eye. Please keep the following guidelines in mind as you participate on social networking web sites.

- ▶ Before participating in any online community understand that anything posted online is available to anyone in the world. Any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your site.
- ▶ You should not post information, photos, or other items online that could embarrass you, your family, your team, the athletic department or Clarion.
- ▶ You should not post your home address, local address, phone number(s), birth date, or other personal information as well as your whereabouts or your plans. You could be opening yourself to predators.

- ▶ Coaches and athletic department administrators can and do monitor these web sites.
- ▶ Potential employers, internship supervisors, graduate programs and scholarship committees now search these sites to screen candidates and applications.

The malicious use of on-line social networks such as derogatory language about any member of the PSAC community, demeaning statements about or threats to any third party, and incriminating photos or statements depicting hazing, sexual harassment, vandalism, stalking, underage drinking, illegal drug use or other inappropriate behavior will be subject to disciplinary action by the Head Coach and/or Director of Athletics if they gain knowledge of such violations. Sanctions may include written notification requiring that the unacceptable content be removed, temporary suspension from the team, dismissal from the team and loss of athletic aid, if applicable.

Failure to agree and adhere to this Code of Conduct can result in actions ranging from reprimand or suspension to dismissal from the program, as well as loss of athletic aid, if applicable. It is the Athletic Department's intention to achieve a level of behavior that reflects positively on all of us. This Code of Conduct is in addition to any specific team policies established by your coach, as well as all guidelines established by the College that apply to all students.

I understand and agree that I am required to know, understand and follow the standards in the Clarion Department of Athletics Social Network Policy for Student-Athletes.

CLARION ANTI-HAZING POLICY

In compliance with Act 175 and in accordance with long-standing policy, Clarion has the following regulation:

All activities of student groups and organizations, including pledging and initiations, shall be conducted in such a way as not to embarrass or injure participants or in any way adversely reflected upon Clarion. Hazing and one-way initiation rides are prohibited. Conducting pledging activities at strip mine sites are prohibited.

In general, the following acts would constitute violations of the university regulation on hazing:

1. Conducting activities which are abusive and/or humiliating to participants.
2. Coercing participation in disagreeable, objectionable, and/or embarrassing activities, and
3. Engaging in activities defined by law as hazing.

Several factors need to be understood relative to violations of the university regulation. Firstly, the test for determining if an activity was abusive or humiliating does not rest solely on the reactions of the participants. If it is evident that such was the intent of the activity or the result of the activity, it would be hazing whether or not the participants believed the activity was hazing. Secondly, if continuation of pledging, initiation, or membership was contingent upon participation in an activity, that participation is in effect coerced. Should the activity be disagreeable, objectionable, or embarrassing to a participant, it would be hazing. Thirdly, the consent of the participant has no effect upon the determination of the activity being recognized as hazing.

Additional guidelines for determining the hazing potential of an activity are:

1. The activity is liable to be harmful because it involves improper or wrongful use of something.
2. The activity is liable to result in injury because the intent is to create an element of danger or fear.
3. The activity involves deliberate maltreatment of participants.
4. The activity is liable to be harmful due to negligence or lack of knowledge on the part of those conducting it.
5. The activity would be degrading of participants because it would subject them to public shame, scorn, or ill repute.
6. The activity involves something which the participants would not freely do because of its offensiveness or unpleasant elements.

It should be remembered that university regulations are also violated by:

1. Activities which are dangerous, either by their nature of the conditions under which they are conducted, and
2. Activities in which the possibility of injury to participants is evident.

Any organization found to have engaged in hazing may have its official recognition permanently revoked. Any student who participates in hazing may be fined, suspended, or expelled from the university. Hazing is also a criminal offense. Any student who participates in hazing may be arrested and prosecuted. Conviction may result in a jail term of one year in addition of any other applicable penalty under the Pennsylvania Crimes Code.

FACULTY ATHLETIC REPRESENTATIVE

Each NCAA member institution is required to appoint a faculty athletic representative (FAR). The FAR shall be a member of the institution's faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the Athletic Department. The president appoints the FAR. The primary role of the FAR is to ensure academic integrity, facilitate institutional control of intercollegiate athletics, and enhance the student-athlete experience.

It is the policy of Clarion that there shall be equal opportunity in all of its educational programs, services, and benefits, and there shall be no discrimination with regard to a student's or prospective student's race, color, religion, sex, national origin, disability, age, sexual orientation/affection, veteran status, or any other factors that are not in accordance with local, state, and federal laws. Direct equal opportunity inquiries to Assistant to the President for Social Equity, Clarion, 216 Carrier Administration Building, Clarion, Pennsylvania 16214-1232.

NCAA SEXUAL VIOLENCE POLICY

In accordance with the NCAA regulations; state, local and Federal laws and regulations; in addition to institutional policies and procedures, Clarion Department of Athletics:

1. Aspires to foster a safe and productive learning environment
 2. Requires all incoming, current and transfer student-athletes to complete an annual disclosure related to their conduct that has resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence* Transfer student-athletes must also disclose whether a Title IX proceeding is pending at the time of transfer. may result in loss of eligibility
 3. Will inform all student-athletes that failure to disclose information regarding discipline through a Title IX proceeding or a criminal conviction for sexual, interpersonal or other acts of violence may result in loss of eligibility and disciplinary action, up to and including expulsion from Clarion. Failure of transfer student-athletes to disclose an incomplete title IX proceeding at the time of transfer may similarly result in loss of eligibility and disciplinary action, up to and including expulsion from Clarion.
 4. Will take appropriate steps to confirm disclosures of discipline or convictions made by student-athletes and determine athletics eligibility.
 5. Will educate student-athletes, coaches and athletics staff about sexual violence prevention.
 6. Will work collaboratively with the Office of Title IX, Title IX Committee and the Office of the Dean of Students for outreach, education and compliance.
 7. Will hold student-athletes accountable for honest and accurate disclosure of all criminal acts and violations of the Student Code of Conduct.
 8. Will review all related policies and procedures annually and attest that Clarion's department of Athletics has complied with the NCAA policy requirements through the NCAA's attestation process to hold member schools accountable to the NCAA policy
- A person who has been disciplined through a Title IX proceeding or criminally convicted, regardless of the degree, and whether the result of a plea or court determination, of either of the following:

Interpersonal Violence: Violence that is predominantly caused due to the relationship between the victim and the perpetrator, including date and domestic violence.

Sexual Violence: A term used to include both forcible and nonforcible sex offenses, ranging from sexual violence battery to rape.

Other Acts of Violence: Crimes including murder, manslaughter, aggravated assault or any assault that employs the use of a deadly weapon or causes serious bodily injury.