Phoenix Student-Athletes,

On behalf of the Elon Department of Athletics and Elon University, we are so excited to have you in our Phoenix family for the 2025-26 academic and athletic year. Personally, and as a department, we are committed to your success both academically and athletically and to preparing you for a life of impact beyond your days at Elon.

During your time at Elon, you will have the opportunity to learn and grow in a dynamic learning environment, to compete in NCAA Division I athletics, and to grow and develop as an individual and as a leader. As a representative of this fantastic institution and our athletics program, we expect you to represent Elon with integrity, class, and respect in everything you do.

This student-athlete handbook provides helpful and necessary information about our department and our university. It provides resources, services, and information for you. It also lays out our expectations for you as a student-athlete and the requirements for you to maintain your eligibility for competition and financial aid. Our coaches and administrators are here to assist you with any questions you may have.

I wish you continued success over this year and during your entire career as a Phoenix student-athlete. I look forward to getting to know you, to watching you grow athletically and academically, and to helping you develop a lasting relationship with Elon University.

I am personally committed to ensuring we provide you with a transformative student-athlete experience that prepares you for a lifetime of impact.

Go Phoenix!

Jenn Strawley

Director of Athletics

STUDENT-ATHLETE HANDBOOK

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ELON ATHLETICS MISSION

Phoenix Athletics creates a culture of empowerment, growth and accountability that permeates all we do and enables our coaches and staff to teach, mentor and develop student-athletes within an engaged learning atmosphere that prepares young people for competitive success, academic excellence and life beyond their time at Elon.

VALUES

FIRE – represents our passion

Family - We value genuine care for each other and teamwork, fostering an environment where everyone feels they are forever a part of Elon.

Innovation - We embrace bold, creative, and nimble approaches to continually improve and adapt to new challenges.

Resilience - We cultivate a growth mindset, emphasizing the ability to overcome setbacks and develop mental toughness in the face of adversity.

Excellence - We are committed to accountability, integrity, and striving to get better every day by always giving our best.

CORE STUDENT-ATHLETE EXPECTATIONS

1. Represent the University and the Athletics Department in a first class manner in all interactions. Always conduct yourself in a manner that reflects positively on your team, your institution, and yourself, both on and off the field.
2. Prioritize your Academic Success. Meet all academic eligibility standards and actively engage with faculty, advisors, and support services to progress toward your degree. Unexcused absences from class will not be tolerated.
3. Commit to Athletic Excellence. Attend all team practices, meetings, training sessions, and competitions unless excused by your coach or athletic trainer. Be on time, be respectful and provide your best effort at all times.
4. Be Accountable and Coachable. Accept feedback with maturity, take responsibility for your actions, and contribute positively to your team culture and performance.
5. Follow all Department, University, CAA, NCAA and Collegiate Sports Commission Policies and Procedures
6. Comply with all institutional, conference, NCAA and Collegiate Sports Commission rules and regulations. Ensure compliance with the University Honor Code.
7. Practice Respect and Inclusion. Treat all teammates, coaches, staff, opponents, and campus community members with respect in all interactions. Follow the Golden Rule and treat others as you expect to be treated.
8. Use Social Media Responsibly. Understand that your public presence reflects on your team, university and yourself - post thoughtfully, respectfully, and within policy guidelines.
9. Be an Active Member of our Community. Take advantage of leadership development, community service, and career opportunities that prepare you for life beyond athletics.
10. Uphold the Standards of Sportsmanship. Compete with passion and fairness, honor the game, and respect officials, opponents, and the spirit of competition. Treat all with respect.

ELON UNIVERSITY ATHLETICS DEPARTMENT EXECUTIVE STAFF

Athletics Staff Directory

Executive Staff Email:

Director of Athletics – **Jennifer Strawley** .....jstrawley@elon.edu
Deputy Director of Athletics – **Steve Roach** ..... sroach4@elon.edu
Senior Assoc. Dir. of Athletics/SWA- **Faith Shearer** .....fshearer@elon.edu
Senior Associate Dir. of Athletics – **Jeffrey Scheible**.....jscheible@elon.edu
Senior Associate Dir. of Athletics – **Margaret Laws**..... mlaws3@elon.edu
Assoc. Dir. of Athletics - **Cayce Crenshaw**.....ccrenshaw2@elon.edu
Associate Dir. Of Athletics for Development – **Chris Hawthorne** .....chawthorn2@elon.edu
Faculty Athletics Representative – **Chris Leupold** (Dept. of Psychology).....cleupold@elon.edu

STUDENT-ATHLETE ADVISORY COMMITTEE

The Student-Athlete Advisory Committee (SAAC) consists of two student-athlete representatives from each of Elon's sport programs. The committee meets monthly and provides a forum for both formal and informal discussion of issues that relate to the student-athlete experience. SAAC also supports civic life initiatives, connections to campus life, and raises awareness of key re- sources for student-athletes. New SAAC representatives are selected each April, with new executive committee members are voted upon annually.

2025-2026 SAAC STUDENT-ATHLETE ADVISORY COMMITTEE

EXECUTIVE COMMITTEE

President ..... JP Quigley
Vice President ..... Ruby Willard
Secretary ..... Nate Mars
Director of Events ..... Helen Sarikulaya

TEAM REPRESENTATIVES

Baseball ..... Lawson Wheeler, Tyler Johns
Women's Basketball ..... Ruby Willard, Samira Khalil, Laila Anderson
Men's Basketball ..... Isaac Harrell, Ned Hull
Cheer ..... Loren Palma Maleah Proctor
Women's Cross Country ..... Shayla Cann, Sara Petitjean, Cami Glebocki
Men's Cross Country ..... Nate Mars, Joseph Lavelle
Dance ..... Sarah Culver, Olivia Dahl
Football ..... Ahmarion McLeod, DJ Hamilton
Women's Golf ..... Annie Wu, Ashley LaFontaine
Men's Golf ..... Jack Wieler, Bizzell Pate
Women's Lacrosse ..... Anna Hackett, Anna Rubino
Women's Soccer ..... Anna Hamner, Amy Ollendorff, Jordan Green
Men's Soccer ..... JP Quigley, Carlos Levy
Softball ..... Tegan Baulsir, Peyton Fitzpatrick
Women's Tennis ..... Helen Sarikulaya, Simone Bergeron
Men's Tennis ..... Oskar Atinheimo, Jack Curtis
Track and Field ..... Olivia Waymer, Jaqueline Zacharias
Volleyball ..... Shannon O'Laughlin, Caroline Berlekamp

STUDENT-ATHLETE EXPERIENCE SURVEY

Student-athlete surveys are conducted annually. The surveys provide student-athletes with an opportunity to give feedback about their overall experience, team experience, and interaction with support areas. At the conclusion of each season, student-athletes will receive a survey link from RealResponse. The data is used to pinpoint opportunities to improve the student-athlete experience and to identify strengths. Student-athlete participation is strongly encouraged. Student-Athletes may also request to meet in person with their sport administrator.

ACADEMIC CALENDAR

The Elon University 2025-26 academic calendar can be found at https://www.elon.edu/u/academic-calendar/2025-2026-academic-calendar/ and will be the most current version available. University updates regarding any academic dates will first appear at the above link, but student-athletes should contact their academic coordinator with questions.

ACADEMICS

Elon University recognizes the often-demanding pressures placed on the student-athlete. Student-athletes balance academics, athletics, family, and social obligations. Coaches and administrative personnel are available to answer questions and assist with the academic process. However, the student-athlete is ultimately responsible for maintaining eligibility. It is important that student-athletes communicate frequently with their athletic academic coordinator and coaches regarding class schedules and academic progress towards a degree.

ADVISING

Every student is assigned an academic advisor when they declare a major. For the first semester, and until declaring a major, the Elon 1010 instructor is the academic advisor. Prior to registration, student-athletes must meet with their academic advisor and their academic coordinator in athletics.

DECLARING/CHANGING A MAJOR

Students must declare a major prior to the beginning of their fifth semester of academic work, usually the end of their second year. Student-athletes should consult the Athletic Academic Support Staff prior to declaring. It is extremely important to make those changes correctly so as not to endanger eligibility per NCAA rules.

DROPPING A COURSE

Adjustments to a student-athlete's schedule should not be made without consulting the Athletic Academic Support Staff.

MAINTAINING ATHLETIC ELIGIBILITY: WHAT YOU NEED TO KNOW

There are a number of rules and regulations that both Elon University and the NCAA require all student-athletes follow in order to maintain eligibility for participation in their chosen sport. Students should review the rules below carefully and remember that as a student-athlete, it is their responsibility to maintain their athletic eligibility.

FULL TIME ENROLLMENT

While students are participating in their sport, they must take at least 12 credit hours each semester. If a student-athlete takes less than the 12-hour minimum they will be immediately ineligible for practice and competition for the remainder of the current semester. Students should not drop a class prior to meeting with their athletic academic coordinator. If a student is in their final semester and has less than 12 hours left to graduate, they should meet with the Dir. of Academic Support for Athletics to obtain permission to enroll in less than 12 hours (this could also impact non-athletic financial aid).

PROGRESS TOWARD DEGREE REQUIREMENTS:

At the beginning of:	Total Hours Complete	Cumulative GPA Earned
Academic Year 2	24	1.8
Academic Year 3	53 (40%)	1.9
Academic Year 4	80 (60%)	2.0
Academic Year 5	106 (80%)	2.0

- Student-Athletes must complete at least 6 hours per semester.
- Student-Athletes must complete at least 18 hours per academic school year.

- A Student-Athlete's GPA is certified on a term-by-term basis.
- Student-Athletes must declare a major before their fifth semester, and all PTD requirements must be completed within that major.
- Changing majors can inhibit appropriate degree progress.

TUTORING

Tutoring is available free of charge on campus in two different formats. Students can either go to "walk-in" hours and get help in a subject or schedule an individualized appointment. Athletic Academic Coordinators can assist students with this process. Students should set up a regular schedule with their tutor. Student tutors are busy and have lots of demands on their time. Having a set schedule will avoid scrambling for help at the last minute. Tutoring Center appointments must be made at least 24 hours in advance. If students need a tutor for a class that is not listed, speak with the Athletic Academic Support Staff.

DISABILITY RESOURCES

Students with confirmed learning disabilities should register with the Office of Disability Resources. The staff will assist with accommodations and scheduling.

CLASS ATTENDANCE AND MISSED CLASS TIME

The Department of Athletics recognizes the importance of class attendance to the student- athletes' academic development and success and fully supports University policies and efforts toward this end. The Department is committed to limiting the number of class absences due to athletic contests while encouraging student-athletes to plan ahead to responsibly handle absences that are necessary. Missed class time due to sport practice is not permitted. Additionally, the Elon athletics training staff shall not schedule "in-house" treatment and/or rehabilitation sessions at times that would conflict with class attendance.

STUDENT-ATHLETE RESPONSIBILITY FOR CLASS ATTENDANCE

Regular class attendance is vitally important to success in college. Each professor sets an attendance policy and announces and/or distributes this policy in writing. In order to facilitate communication between student-athletes and faculty members, the Director of Academic Support for Athletics produces an approved team travel schedule and distributes that schedule to each student-athlete at the beginning of each semester. ***Within the first week of school****, student-athletes are expected to provide each of their professors a copy of this schedule clearly indicating which classes will be missed due to approved athletic competition and are expected to discuss with the faculty member when and how any missed assignments will be made up. Student-athletes are expected to attend class each day except in the case of illness, emergency or approved game or match conflict*.

Any absence due to illness, family emergency or other crisis should be immediately reported by the student-athlete to their Academic Coordinator. The student-athlete is ultimately responsible for communicating their absence, but the Academic Coordinator can help to facilitate if necessary.

CLASS ATTENDANCE AND EXAMINATION POLICY

University Class Absence Policy (taken from the Faculty Manual, Section X34H)

Elon's policy is to urge students to attend class meetings on a regular basis, recognizing that such attendance is an integral part of learning. With this policy in mind, the following procedures and guidelines have been adopted by the Elon faculty:

1. Each department should establish a policy on class attendance. Policies should address excused absences due to official institutional functions. Each faculty or staff member who is in charge of an official institutional program that will require a student to be absent from class is required to file with the Registrar's office a notice of students in the program.
2. Faculty members should inform each class of the absentee policy in effect. This policy should be incorporated into the class syllabus.

3. Excused absences may also include absences when the faculty member is satisfied that each absence is due to illness, or emergency, a job interview, graduate school admittance interview or similar reason with prior approval of the faculty member concerned.
4. Before a student exceeds the absence criterion established for that class, the faculty member should make an attempt to contact the student, either through e-mail, through the student's advisor, or through counseling services to determine the reason for the excessive absence. Faculty members should report students having a number of absences by using the University's online e-warning system. If the student persists in being absent, the faculty member should notify the school/college Dean and recommend that the student be dropped from the class.
5. Students should be apprised that they are responsible for material and assignments whether or not the absence was excused.

Missed Test and Examinations Policy (taken from the Faculty Manual, Section X24S)

Missing or Rescheduling a Test

When a student misses an announced test during the semester/term, he/she must secure permission from the professor to make up the test. Individual instructors are authorized by faculty vote to use retest programs (for tests other than the final examinations) tailored to their individual courses. Each professor should make clear the departmental policy and outline the procedure to be followed in validating the reasons for missing a test. This information should be carefully explained at the beginning of each semester and included in the course syllabus.

Missing or Rescheduling One or More Final Examinations

If a student misses final examinations during a semester/term, the student must secure permission based on the following reasons for missing:

FINANCIAL AID

All athletically related financial aid at Elon University is governed by institutional, federal, and NCAA regulations. Grants-in-aid for student-athletes are awarded by the Office of Financial Aid based on a recommendation from the head coach and approval by a senior athletics administrator.

Eligibility for an athletics grant-in-aid requires:

- Admission to Elon University;
- Compliance with NCAA, Coastal Athletic Association and institutional rules; and
- Continued adherence to the conditions outlined in the grant-in-aid agreement.

Failure to meet any of these requirements or violations of the agreement may result in the reduction or cancellation of aid.

Award Coverage and Limits: The maximum value of an athletics grant-in-aid may include tuition, mandatory fees, room, meal plan, required books, and a cost-of-attendance stipend. Each award specifies the amount and duration of aid and may be represented as a dollar figure or percentage. Once awarded, the scholarship amount cannot be reduced during the stated period, except in cases where aid exceeds expenses.

Renewal and Notification: Annual notification of renewal, reduction, or cancellation of aid will be provided in writing by July 1 each year. This notice will include information on the appeals process in the event of a disagreement regarding a non-renewal or reduction.

Additional Financial Aid: Student-athletes who are not receiving athletics aid or have unmet financial need may apply for other types of institutional aid through the Office of Financial Aid, as well as State and Federal financial aid programs.

ATHLETICS GRANT-IN-AID

An athletics grant-in-aid may be awarded on a full or partial basis. For any questions related to financial aid, student-athletes are encouraged to contact the Office of Financial Aid.

Please note: Athletics grants-in-aid do not cover the following expenses:

- Educational supplies other than books
- Course required additional fees
- Residence hall damage fines or cost for key replacements
- Health center fees
- Telephone bills
- Parking fines

IMPORTANT TAX NOTICE:

If the total amount of financial aid you receive – including scholarships, fellowships, benefits and grants from Elon University or external sources – exceeds the cost of tuition, mandatory fees, books, and required equipment or supplies, the excess may be considered taxable income under IRS guidelines. This includes funds such as the Federal Pell Grant, but does not include Federal student loans.

As housing and food expenses are considered non-exempt, any scholarship or fellowship funds used for these costs are subject to income tax. You are responsible for reporting this taxable aid to the Internal Revenue Service (IRS).

To ensure accurate reporting, you should:

- Keep detailed records of your expenses for tuition, fees, books and required materials;
- Consult IRS Publication #970: Tax Benefits for Education (replaces Pub. #520); or
- Seek guidance from a qualified tax advisor or Certified Public Accountant (CPA).

STUDENT-ATHLETE GRIEVANCE AND DUE PROCESS PROCEDURE: APPEALS OF REDUCTION OR CANCELLATION OF ATHLETICS AID

A head coach may submit a recommendation and rationale for the reduction or cancellation of aid to their sport administrator. The sport administrator and the Senior Associate Athletics Director for Internal Operations will review the recommendation and determine if the reduction or cancellation of athletics financial aid is warranted. This decision is typically communicated to the student-athlete in person by the coach, followed by formal written notification from the Senior Associate Athletics Director for Internal Operations.

The student-athlete has the right to appeal this decision. The purpose of this policy is to provide a fair and consistent process for managing such appeals.

Submitting an Appeal

A student-athlete who wishes to contest the reduction or cancellation of athletics aid must submit a written appeal to the Senior Associate Athletics Director for Internal Operations within seven (7) calendar days of being notified of the original decision. If the Senior Associate Athletics Director for Internal Operations is also the sport administrator for the appellant's sport, he or she shall be recused from the appeal process and replaced by the Deputy Athletics Director. In such instances, the initial appeal shall be filed with the Deputy Athletics Director.

The written appeal must:

- Clearly state the grounds for the appeal (see below), and
- Include a detailed explanation accompanied by any supporting documentation

The appeal will be reviewed primarily based on the written materials submitted by the student-athlete (the "appellant"), as well as information provided by the athletics department, coaching staff, and other

relevant personnel. In-person statements may be permitted at the discretion of the committee but are not required.

Grounds for Appeal

- New or previously overlooked information
- Evidence of arbitrary, capricious, or biased decision-making
- Procedural errors or policy violations
- Aggravating or mitigating factors
- Other compelling reasons supporting reconsideration

Information Submitted by the Athletics Department

- Rationale for the original decision
- Supporting documentation (e.g., team rules, contracts, behavioral records, etc.)
- Coach or administrator statements
- Disciplinary history of the student-athlete

Appeal Review Process: Upon receipt, the Senior Associate Athletics Director for Internal Operations or Deputy Athletics Director (when recusal occurs), will notify the Director of Athletics, Chair of the Financial Aid Appeals Hearing Committee, sport administrator for the appellant's sport, head coach and any other relevant staff members. The appeals process is an administrative procedure, not a legal process. Upon receipt of the appeal, the Director of Athletics will review the appeal to determine if the departmental decision should be amended before being sent to the Financial Aid Appeals Committee. If the decision is upheld by the Director of Athletics, the appeal will be sent to the Financial Aid Appeals Hearing Committee for review.

Financial Aid Appeals Hearing Committee Composition

The committee will consist of three voting members from outside the athletics department:

- Faculty Athletics Representative (Chair)
- Director of Financial Aid
- Chair of the Faculty Athletic Committee

The Senior Associate Athletics Director for Internal Operations or Deputy Athletics Director (when recusal occurs) will serve as a non-voting, ex officio member to advise the committee on legislative compliance and rules interpretations.

Document Submission Timeline

- All relevant parties will have seven (7) calendar days from notification of the appeal to submit supporting materials.
- Once the appeal is received, a three (3) working-day window will follow for submission of rebuttal or additional documentation.
- All materials will be shared with involved parties to ensure transparency.

Committee Review

Once all documentation has been received, the Financial Aid Appeals Hearing Committee will be convened (in person or via conference call) by the Chair to review and discuss the submitted materials. The committee may request additional information or records, and may communicate directly with the appellant or relevant athletics department personnel.

Upon completing its review, the committee will deliberate in closed session and take one of the following actions:

1. Support the initial decision
2. Reverse or modify the initial decision

Each party will receive verbal notification of the committee's decision within seven (7) days of its convening, followed by formal written notification. Upon receipt of the written decision, the matter is considered closed and the outcome final.

SUMMER SCHOOL AID

Any student-athlete requesting summer school athletic aid must complete a Summer Athletic Aid Request Form on ARMS. Only those on athletic aid during the previous academic year are eligible, and the aid amount will not exceed the scholarship equivalency from the previous academic year. Summer athletic aid is prioritized based on the following criteria related to graduation requirements for the primary major:

1. Course(s) necessary for graduation this year
2. Course(s) necessary to maintain NCAA eligibility
3. Internship/Practicum
4. Courses(s) necessary to graduate next year
5. Special circumstances that are detailed in the request form
6. Required to be here for the summer

SPECIAL ASSISTANCE FUND FOR STUDENT-ATHLETES

The Special Assistance Fund has been established from money provided by the NCAA and is administered by the Coastal Athletic Association. Students with Pell Grants and students with unmet need, as determined by the Office of Financial Planning, are eligible for the Special Assistance Fund. Funding is limited.

PERMISSIBLE USES OF THE SPECIAL ASSISTANCE FUND ARE:

- Medical expenses (except those covered by another insurance program);
- Hearing aids;
- Vision therapy (e.g. contact lenses, eyeglasses);
- Off-campus psychological counseling;
- Travel expenses for parents or student-athletes related to family emergencies;
- Purchase of expendable academic course supplies (e.g. notebooks, pens) and rental of nonexpendable supplies (e.g. computer equipment, camera) that are required for all students enrolled in the course;
- Articles of clothing and essential items up to $500 annually, as funding allows.

All receipts submitted for reimbursement must be for items purchased by or for the qualifying student-athlete. Receipts must be itemized and include the method of payment. Students should make sure their name is on each receipt they submit. Medical expenses should be submitted through the athletics training staff. For more detailed information about the Fund, please see your coach or the Sr. Associate Athletics Director/SWA.

HOUSING

- All participants are required to pay the reservation fee to the Bursar's Office by March 1.
- A completed housing application and housing agreement must be submitted to the Office of Residence Life by the appropriate deadline.
- All freshmen and sophomores are required to live on campus.
- If you have questions about housing, contact the Office of Residence Life in Ratliff Building 101.

ELON UNIVERSITY BEHAVIOR/CONDUCT STATEMENT & REGULATIONS

I. Sportsmanship

It is expected that Elon student-athletes display the highest levels of sportsmanship at all times. Student-athletes should promote good sportsmanship at all times displaying trustworthiness, respect, responsibility, integrity, fairness, caring and citizenship in all they do.

Any student-athlete ejected or disqualified from a contest, disciplined for unsportsmanlike behavior or who has exhibited unsportsmanlike behavior will have the conduct reviewed by the Director of Athletics to determine if additional penalties are warranted. Per CAA rules, conduct will be reviewed by the CAA Commissioner and may result in additional penalties.

II. Social Media

Elon Athletics supports and encourages student-athletes to exercise their rights to freedom of speech, expression and association in a respectful manner. Elon University expects that all student-athletes use social media in a manner that does not disparage or harm others. Any online postings must be consistent with federal and state laws and NCAA, CAA and institutional regulations.

Elon athletics reserves the right to monitor student-athlete social media accounts at its sole discretion, however, accepts no obligation to review, monitor or maintain any student-athlete social media content.

III. Team Rules

Each coach and team may develop team rules. It is your responsibility to know the rules specific to your team. You are accountable for knowing and abiding by these rules. These rules may be more restrictive than the Department of Athletics, University, Conference, or NCAA. The Head Coach of each sport has the authority to suspend and/or dismiss any student-athlete on his or her team if the student-athlete violates team rules. Student-athletes may challenge a suspension consistent with the Grievance Procedures outlined in this manual

IV. Discipline

All discipline issues will be reported to and handled in accordance with institutional policies by the Office of Student Conduct. If a student-athlete has been involved in an incident outside of Elon that violates any institutional policy (including but not limited to being arrested) the student-athlete is expected to report that incident to the Office of Student Conduct, his/her head coach or his/her sport administrator within 48 hours of the incident.

Athletics reserves the right to address discipline issues on a case-by-case basis above and beyond decisions made by the Office of Student Conduct. The Department of Athletics reserves the right to make a determination that a student-athlete should be suspended indefinitely during the investigation.

ACADEMIC CONDUCT

The honor code supports honest exploration and thoughtful contemplation of all ideas in an environment of honesty and trust. As such, students are to refrain from lying, cheating, stealing, or violating another's intellectual property, plagiarism, or facilitation of another's academic violation. To be clear about what academic behavior is unacceptable, Elon University has identified prohibited conduct and examples that clarify components of the behaviors. Violations of these prohibited conduct policies may result in the lowering of an assignment grade, lowering of a course grade, or assigning a failing grade for the course (including an Academic integrity F). Multiple or egregious violations of academic integrity policies may result in disciplinary suspension or permanent separation from Elon University.

Elon students who witness an academic violation are expected to report the violation to the faculty member, along with any information to substantiate their charge. The form and instructions for reporting an academic policy violation can be found on the Student Conduct website (https://www.elon.edu/u/student-conduct/resources-for-facstaff/). The complete academic integrity policy can be found at https://elon.smartcatalogiq.com/en/2025-2026/student-handbook/honor-system/academic-integrity-policies-and-processes/.

GRIEVANCE PROCEDURES:
SPECIAL ISSUES RELATED TO THE STUDENT- ATHLETE EXPERIENCE.

This section outlines the procedures for student-athletes to address and resolve special issues that may arise in the course of their student-athlete experience at Elon University, such as sport-related concerns, disagreements regarding implementation of team rules, interpersonal conflict with or between teammates and coaches, etc.

This grievance procedure is not appropriate and will not be used in the following situations:

- Student grievances and appeals related to Student Behavior and Conduct or Grants-In-Aid should be addressed using the specific policies available in the Student Handbook and will not be addressed through this procedure.
- Certain decisions—playing time, playing position, coaching strategy, team composition and similar matters—lie exclusively within the discretion of the head coach and are final.
- Decisions related to medical clearance are at the discretion of department medical personnel and will not be addressed through this procedure.

This grievance procedure for special issues regarding the student-athlete experience is not exclusive. If a student-athlete has a concern that also may be addressed using another university policy (such as discrimination, harassment, or retaliation based on a protected identify or activity), the student-athlete should report their concerns to any relevant office following the procedures of that office as well. However, if a complaint is properly initiated through another university policy, the complaint process through Athletics will end. Athletics will proactively refer the student-athlete's complaint to another office at the university for investigation and resolution or may consult with other university officials about how to resolve the student-athlete's concerns, as appropriate. If another university office handles the student-athlete's complaint, the Director of Athletics (or designee) will be informed of the outcome to coordinate supports for the student-athlete and/or coach involved, or broader supports for the benefit of other student-athletes and coaches. Further, the Director of Athletics or designee will notify the student-athlete of the referral.

Other university policies and applicable laws may require Athletics personnel to report some student concerns (such as reports of sexual harassment) to other offices and departments.

<u>Grievance Procedure for Special Issues Related to the Student-Athlete Experience</u>

Student-athletes are encouraged, but not required, to first discuss and explore possibilities to resolve grievances that fall under the scope of this procedure informally with the relevant head coach. When a student-athlete approaches a head coach with a concern, the head coaches is expected to engage with the student-athlete in an open, candid, and educational manner to work through the issue, and may involve other Athletics personnel to support any efforts towards resolution.

If a sport-related concern cannot be resolved directly with the head coach or the student- athlete prefers not to raise the concern with the head coach, the concern may be brought to the sport supervisor as a grievance. The student-athlete, with the assistance of the support supervisor, will commit their concern to writing, along with any steps previously taken by the student-athlete to resolve the issue and the student-athlete's desired outcome. After taking appropriate steps to review and investigate the concerns, the sport supervisor will work with the Director of Athletics to offer a recommended resolution. This recommended resolution will be shared in writing with the student-athlete and the relevant coach

Either the sport supervisor or the Director of Athletics may recommend to the student- athlete that he or she continue working with the relevant coach to resolve the grievance informally, but such recommendation shall not constitute a final determination of the grievance.

Athletics personnel may confer with a student-athlete's parent or other third party outside of the university with the appropriate written consent of the student-athlete.

Concerns Regarding Bias-Related Incidents

Elon University denounces bias-related conduct. Any member of the university community who believes that they have witnessed or been the victim of intentional or unintentional events (language/expression, behaviors and acts) motivated, in whole or in part, by bias or prejudice against a person or group based on (including but not limited to) Elon's protected categories may submit a Bias Incident Reporting Form, which will be reviewed by the Office of Inclusive Excellence Education and Development (OIEED).

OIEED may provide student-athletes with support services and resources and may also refer a bias incident report to another office, such as Title IX, Student Conduct, or Human Resources. Any of these offices may act independently of the grievance process outlined here, and OIEED is not required to inform a complainant of the resolution of reports it receives.

Should a student-athlete wish for OIEED to participate in any formal grievance submitted to a sport supervisor or to the Director of Athletics, the student-athlete may submit a request to the Director of OIEED. The participation of OIEED may result in recommendations from OIEED, but all final decisions regarding a formal grievance will lie with the sport supervisor and Director of Athletics pursuant to the processes outlined above.

Confidentiality and Prohibition Against Retaliation

This procedure is intended to support a culture of open communication within the Department of Athletics and to provide student-athletes with the tools to engage in pro-active conflict resolution around unique issues that may arise as a part of the student-athlete experience. The university will maintain information disclosed or collected pursuant to a grievance filed under these procedures as private and confidential pursuant to university policies regarding student and employee records and applicable laws, including the Family Educational Rights and Privacy Act (FERPA). Information maintained by the university under these procedures, which may include the names of parties and witnesses, will remain confidential and will only be shared based on what is allowable under university policy (for example, information may be shared with those who have a legitimate educational need to access this information to resolve and address the matter and implement remedies). The university prohibits retaliation by any member of the university community (students or employees) against any individual who participates in this grievance procedure, including but not limited to anyone who files a grievance or provides information as a part of the grievance process. Retaliation is an adverse action or threat of adverse action taken against an individual for reporting or participating in any grievance or resolution process that would dissuade a reasonable person from engaging or participating in any process under this procedure. Any individual who is engaging under this procedure and believes they are experiencing retaliation should report the issue immediately.

For questions about this procedure, student-athletes are encouraged to contact the Senior Associate Athletics Director and Senior Woman Administrator.

UNIVERSITY POLICIES AND REPORTING

UNIVERSITY CODE OF CONDUCT

The Code of Conduct in the Elon University Student Handbook supports the shared values and community expectations that promote the development of the individual and the community. Some of the prohibited behaviors are outlined in the Code of Conduct include:

BIAS RELATED CONDUCT
(Per Elon University Student Handbook)

Conduct directed toward a person, or persons, that is intimidating or hostile in nature based on race, color, or national origin (including shared ancestry or ethnic characteristics), sex (including sexual orientation, gender identity, and pregnancy or related conditions), age, disability, genetic information, religion, veteran's status, or any other protected basis under applicable law (collectively, "Protected Categories"). Bias-related conduct may be in verbal, written, electronic, online, graphic, or physical form. The determination as to whether this policy has been violated takes into account the totality of the circumstances. This policy is not intended to undercut the free exchange of ideas even on sensitive topics, but rather to prohibit personal threats and hostile conduct motivated by bias. Behavior based on an individual's or group's sex (including sexual orientation, gender identity, and pregnancy or related conditions) will be addressed under the university's Sexual Harassment Policy and Procedures.

DISCRIMINATION
(Per Elon University Student Handbook)

Adverse or unequal conduct that causes an individual to unreasonably suffer an adverse academic, employment, or educational opportunity on the basis of a person's actual or perceived race, color, or national origin (including shared ancestry or ethnic characteristics), sex (including sexual orientation, gender identity, and pregnancy or related conditions), age, disability, genetic information, religion, veteran's status, or any other protected basis under applicable law (collectively, "Protected Categories"). Alleged discrimination based on an individual's or group's sex (including sexual orientation, gender identity, and pregnancy or related conditions) will be addressed under the university's Sexual Harassment Policy and Procedures.

TITLE IX AND SEXUAL MISCONDUCT

Elon University (the University) strives to provide a safe environment for the campus community and support the institution's educational mission. The University does not tolerate acts of sexual harassment, including sexual assault, domestic violence, dating violence, sex-based stalking, sexual exploitation, complicity, or retaliation. All members of our community are expected to conduct themselves in a manner that reflects personal integrity and respect for others. The University recognizes the serious and negative impacts sexual harassment, in all its forms, has on individuals and the University community. To that end, the University endeavors to stop sexual harassment, prevent its recurrence, and to address its effects. This Policy outlines how the University responds to reports of sexual harassment herein.

Consistent with Elon's Notice of Non-Discrimination, the University prohibits all forms of sexual harassment and related retaliation committed against employees, enrolled students, or third parties, including contractors, vendors, visitors, guests, and others. Sexual harassment under this Policy encompasses harassment based on sex, and includes:

- Pregnancy and related conditions
- Sex characteristics

REPORTING AND RESOURCES (Including confidential support options)

Confidential Resources (On & Off-Campus)

University Resources:

The University has trained staff with whom an individual may discuss an alleged violation of this Policy without the information being reported to the Title IX Coordinator and who can provide an immediate confidential response in a crisis situation.

- Safeline responders (336) 278-3333 (anytime) and Assistant Director of GLC for Violence Response and other members of the Gender and LGBTQIA Center who are acting in their role to provide violence response (336) 278-5009. Without disclosing personally identifying information about the

Complainant, Safeline and/or the Assistant Director of GLC for Violence Response will notify the Title IX Office of the nature, date, time, and general location of an incident. This notification helps keep the Title IX Office informed of the general extent and nature of sexual misconduct, both on and off campus, and allows for tracking patterns, evaluating the scope of the problem, formulating appropriate campus-wide responses, and fulfills all obligations as Campus Security Authorities under the Clery Act.

- Counseling Services, R.N. Ellington Center for Health and Wellness, (336) 278-7280
- Student Health Services, R.N. Ellington Center for Health and Wellness, (336) 278-7230
- Faculty/Staff Wellness Clinic, R.N. Ellington Center for Health and Wellness, (336) 278-5569
- Members of the Truitt Center for Religious and Spiritual Life staff who are ordained and acting in their role as a clergy-counselor within their respective faith tradition.

Community Resources (Alamance County and National)

- CrossRoads Sexual Assault Response and Resource Center, 336-228-0360, 1206 Vaughn Road, Burlington, NXC http://www.crossroadscares.org/
- Family Abuse Services, 336-226-5985, 1950 Martin Street, Burlington, NC http://www.familyabuseservices.org/
- National Sexual Assault Hotline at 1-800-656-4673

Report to the Title IX Office:

Identifying information of involved individuals and Title IX reports are kept private. In most cases, reporting to Title IX does not immediately result in any action from the university without the reporting party's permission. **Reporting to Title IX gives survivors options for investigations and/ or remedies and interim measures.** An individual does NOT have to report to police in order to report to the Title IX Office. Those who report to the Title IX Office will receive a reach out email from a member of the Title IX Office Staff.

- Report Online
- Title IX Coordinator – 336-278-5559 or email mkarbley@elon.edu
- Report to any Elon University "responsible employee/mandatory reporter" under Title IX (Coaches and Athletics Staff are designated as Mandatory Reporters, see the University Title IX Policy for a full list of Responsible Employees).

For more information about reporting to Title IX or the Title IX process, call Safeline at 336-278-3333, contact the Coordinator for Violence Response at 336-278-5009, or read Elon's Title IX Policy here.

Report to Police:

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred or violate other civil laws. Complainants have the right to notify (or decline to notify) law enforcement, although the University encourages Complainants who believe they have been subjected to a crime of sexual violence, particularly Sexual Assault, Dating Violence, Domestic Violence, Stalking, or Sexual Exploitation, to report to local law enforcement as soon as possible.

The University is available to assist Complainants in notifying law enforcement. If a member of the University community reports an incident of sexual harassment to University Campus Safety and Police, the department can contact the Town of Elon Police Department (or other department). Reporting to law enforcement carries no obligation for the Complainant to initiate a Complaint or investigation as part of the University's grievance process. For more information on how to report a sexual misconduct violation to law enforcement, visit Campus Safety & Police.

In contrast to the University, law enforcement has unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Emergency Protective Orders as part of the criminal or civil process.

Individuals have the right to decline reporting to law enforcement. They may also choose to file a report at a later time. They may also choose to pursue a Complaint through a grievance process provided by this Policy, regardless of whether they file a criminal report with law enforcement.

- Law Enforcement – 9-1-1
- Campus Safety and Police – 336-278-5555; Oaks Commons, 416 North Williamson Avenue, Elon, NC 27244
- Elon Town Police – 336-584-1301; 104 South Williamson Avenue, Elon, NC 27244
- Burlington Police Department – 336-229-3500; 267 West Front Street, Burlington, NC 27215
  To learn more about how to report, the reporting process, or to seek confidential support while reporting, please call Safeline at 336-278-3333 or email AK Krauss at akrauss3@elon.edu.

HARASSMENT

Unwelcome behavior (including verbal, written, visual, virtual or physical conduct) that is pervasive and/or persistent, that is objectively offensive or shows hostility against an individual/group/entity when such conduct has the purpose or effect of:

- unreasonably interfering with an individual's work or academic performance, and/or
- creating an intimidating, hostile, humiliating, or offensive working, living or learning environment.

Behavior that occurs during a class setting (including virtual/remote or requirements outside of the classroom) may result in temporary or permanent suspension from a class, pending the outcome of a hearing. Behavior based on an individual's or group's sex (including sexual orientation, gender identity, and pregnancy or related conditions) will be addressed under the university's Sexual Harassment Policy and Procedures located at http://elon.smartcatalogiq.com/current/Title-IX-Policy.

HAZING

(Per Elon University Student Handbook)

Any intentional, knowing, or reckless act, whether on or off campus (committed individually or in concert with others) that is potentially harmful to an individual's physical, emotional, or psychological well-being, regardless of an individual's willingness to participate or its relevance to the individual's membership status in a recognized or unrecognized student organization. This includes, but is not limited to, acts that:

a. are committed as part of initiation into, an affiliation with, or the maintenance of membership in a student group; and
b. cause or create a risk of causing physical, emotional, or psychological injury.

Hazing often results from a power imbalance between members of a group, organization, or team. Hazing due to this imbalance can impact any member of the group, organization, or team, regardless of status. Hazing can take place in various forms, including:

- Subtle hazing – behaviors that are based on a power imbalance; may involve activities that ridicule, embarrass, humiliate, or interfere with academic progress or other educational experiences.
- Harassment hazing – behaviors that cause emotional distress, mental anguish, or physical discomfort in order to feel like a part of the group; or confuses, frustrates, and causes undue stress.
- Violent hazing – behaviors that have the potential to cause physical and/or emotional or psychological harm.

Note: The full University Hazing Policy, along with hazing prevention information and resources, is located at: https://www.elon.edu/u/hazing/

DRUGS AND ALCOHOL

The Department of Athletics does not tolerate illegal use or possession of alcohol or drugs. Those of legal age are expected to use good critical thinking skills in making decisions regarding alcohol consumption.

Upperclassmen and those of legal age are expected to serve as role models and citizens who abide by all local, state and university laws and regulations.

All student-athletes are prohibited from the consumption of or being under the influence of alcoholic beverages in connection with any team function. A team function for purposes of this policy includes the following:

1. When traveling to or from a site or at that site with a team, as a representative of the team or coaching staff, and/or serving in an official capacity for the Department of Athletics.
2. At any intercollegiate athletic event and/or practice session(s), including sanctioned team parties, on or off campus; and at any time while representing the team or the University (ex. summer camps, clinics, recruiting activities, community service, speaking engagements, etc.)

Any student-athlete violating these policies may be subject to disciplinary action by his/her coach, the Department of Athletics, Elon University, the state of North Carolina, and local government law enforcement agencies.

Elon University observes and strictly enforces all local, state and federal laws related to possession, use, sale, manufacturing or distribution of controlled or illegal substances. Sale, manufacturing, or distribution of illegal or controlled substances or for uses other than intended creates a significant danger for the student-athlete and the Elon University community.

When a student-athlete is found responsible for a violation, they may be assigned a sanction in accordance with local, state and federal laws, as well as all NCAA and University policies and procedures.

Any student-athlete who has a drug abuse problem is encouraged to seek help before punitive action is taken by the Department of Intercollegiate Athletics, Elon University, or the NCAA. Student-athletes may receive on campus counseling through Elon University Counseling Services (in conjunction with the Office of Student Life).

As part of preseason compliance paperwork, student-athletes are provided a Drug-Testing Consent form, along with a list of banned-drug classes. These banned substances are also covered at the beginning of year compliance meetings. Note that banned substances may change during the academic year, so please refer to the most up-to-date list published on the NCAA website (ncaa.org/drug testing). Student-athletes must report use of all medications (e.g., prescribed, over the counter) to their primary athletics health care provider. It is the student-athlete's responsibility to check with their respective athletic trainer before using any substance, including supplements and medications.

The NCAA bans the following classes of drugs:
1. Stimulants.
2. Anabolic agents.
3. Beta blockers (banned for golf and rifle).
4. Diuretics and masking agents.
5. Narcotics.
6. Peptide hormones, growth factors, related substances and mimetics.
7. Hormone and metabolic modulators.
8. Beta-2 agonists.

Note: Any substance chemically related to these classes is also banned.

Examples of substances from each class can be found at www.ncaa.org/drugtesting. The NCAA subscribes only to Drug Free Sport AXIS™ (AXIS) for authoritative review of label ingredients in medications and nutritional/dietary supplements. Contact AXIS at 816-474-7321 or https://axis.drugfreesport.com (password ncaa1).

NCAA Nutritional/Dietary Supplements Warning: Before consuming any nutritional/dietary supplement product, review the product with Elon University athletic training staff.

- Dietary supplements are not well regulated and may cause a positive drug test result.
- Student-athletes have tested positive and lost their eligibility using dietary supplements.
- Many dietary supplements are contaminated with banned drugs not listed on the label.
- Any product containing a dietary supplement ingredient is taken at your own risk.

SPORTS MEDICINE

Student athletes at Elon University have access to comprehensive health care through Elon Sports Medicine within the Department of Athletics. In addition to this care student athletes, as do all students at Elon, also have access to University Health Services including women's and men's health services and counseling services. Finally, student-athletes have access to Elon athletic training facilities where all members of the Athletic Training staff are available.

The use of athletics training facilities by Elon University student-athletes is a privilege which can and will be revoked if necessary. It is the responsibility of the athletic training staff to return sick and injured players to practice as quickly as possible without sacrificing the athlete's overall safety. It is the responsibility of the athlete to do everything in his/her power to get well as soon as possible such as: getting treatment, taking medications as directed, getting plenty of rest and eating right.

NUTRITIONAL SUPPLEMENT POLICY STATEMENT

Elon University Sports Medicine believes that optimal nutrition enhances athletic performance and recovery from training. This includes adequate quality and quantity of food and fluid to provide essential nutrients and provide energy during competition and training. It is the Sports Medicine department's belief that supplement use is not required if a student athlete is consuming adequate energy from a variety of foods to maintain body weight. A warning statement about nutritional/dietary supplement ingredients and NCAA drug testing can be found at the end of the Drug and Alcohol section of this handbook (p.17).

MEDICAL RECORDS

A medical record is kept for all student-athletes participating in intercollegiate athletics at Elon University. These records are confidential and kept in a secure location. Upon termination or graduation, these records are kept for seven years, and then are discarded.

INJURIES SUSTAINED BY STUDENT-ATHLETES

- It is the student-athlete's responsibility to report any injury or illness to a member of the Athletic Training staff or Team Physician within 48 hours of injury, when medically possible. Failure to do will result in the voiding of Elon University's secondary/excess insurance coverage.
- Treatment and/or rehabilitation of injuries is provided to student-athletes by a member of the athletic training staff regardless of origin or cause.
- The assessment, treatment and rehabilitation of student-athletes should be referred to a member of the athletic training staff (except in the case of an emergency). This is especially important when the student-athlete is injured while participating in intercollegiate athletics.
- In order to provide a high quality of consistent care, the athletic training staff will refer a student to the Elon University Team Physician.
- If a student-athletes wishes to seek a second opinion outside of the athletic department designated team physicians, it must be cleared through a member of the Elon Sports Medicine staff prior to the appointment being scheduled. Failure to report this will result in the voiding of Elon University's secondary/excess insurance coverage.

STUDENT-ATHLETE INSURANCE PROTECTION

- Elon University Athletics offers a secondary/excess policy covering student-athletes injured while participating or traveling to athletic events. In these cases, the parents' or student-athlete's insurance is primary and the first to be utilized. After the parents' insurance policy has responded to the injury/claim, Elon's insurance policy considers any balances. Because Elon's policy re- quires the submission of a claim form by an Elon athletic trainer regarding the injury, it is important to refer the injured student-athlete to a member of the athletic training staff. Only a staff athletic trainer can complete a claim form. Any questions regarding the insurance coverage for student-athletes should be referred to the Assistant Athletic Director of Sports Medicine who administers the program. Athletics staff *should not* obligate the payment of any charge or bill regarding injury.
- By institutional policy, only those injuries sustained while participating in authorized athletic events (practice or contests) or travel are eligible for coverage by Elon's secondary/excess insurance policy.
- Insurance information is requested annually from the student-athlete and his/her parents in order to maintain up-to-date information. Along with this request a detailed information package is forwarded to the parents explaining the policy.
- There is a 2-year (104 weeks) benefit period from the time of the student-athlete's in- jury.
- If at any time your insurance coverage changes or is terminated, please contact the Athletic Training staff so that we may be aware of these changes. ***Failure to comply with this request will result in the voiding of Elon University's secondary/excess insurance coverage.***

MENTAL HEALTH RESOURCES

As part of the department's commitment to the mental wellbeing of student-athletes, various mental health resources are available. Athletic trainers will review these with each team annually.
Below is a list of confidential resources.

- **Campus-based mental health services** are available through Elon Counseling Services. To request an initial appointment, visit www.elon.edu/titanium to schedule, or call 336-278-7280 for other scheduling needs, including to request a different time than listed online. In person and virtual appointments are available. Educational and skill-based workshops **are also available**.
- **Free, virtual mental health care is available through Elon's partnership with TimelyCare.** Students can download the TimelyCare app or go to timelycare.com to register with their Elon e-mail address. Sessions are confidential and available from anywhere in the country.
    - **TalkNow offers 24/7, on-demand access** to a mental health professional to talk about anything at any time.
    - **Scheduled counseling** (up to 12 visits per year) are available with a licensed counselor- evening and weekend appointments are available.
    - Health Coaching provides access to a nutritional specialist to help students adopt healthier lifestyle behaviors related to sleep issues, weight management and more.
    - Psychiatry is offered as a limited service available by referral; please contact Counseling Services at (336) 278-7280 for more information. *TimelyCare providers do not assess for ADHD and do not prescribe stimulant medication or other controlled substances.*
- Alamance Regional Psychiatric Associates is a local practice offering in-person psychiatric care. For more information or to schedule an appointment, call (336)586-3798- indicate that you are an Elon student for access to priority appointments.
- The **Crisis Counselor-on-Call is available 24/7 for urgent mental health crises** by calling 336-278-2222.
- Text the national Crisis Text Line: Text HOME to 741741 to text with a trained Crisis Counselor (available 24/7 from anywhere in the country).

- Call 9-8-8 as the newly designated line to connect to the National Suicide Prevention Lifeline - available 24/7 from anywhere in the country.

Student Care Referral Reports are a tool to share significant concerns about a student's health, wellbeing, or behavior. This information will be shared with the Student Care and Outreach office and can be used to link a student with resources to assist them. Any member of the community can file a report including students, faculty, staff, coach, athletic trainer, and others, to alert campus about a behavior that is concerning or to connect a student with campus resources. The online form is for **non-emergency** referrals only. If any person may be in danger, call 911 (or campus safety at 336-2785555) immediately. If student-athletes are concerned about a friend, they can visit the Student Care and Outreach website for additional information and resources, or for more information about filing care reports.

Additionally, Counseling Services offers a free online training resource, **SOS for Higher Ed: Suicide Prevention for Student, Faculty and Staff**. Student-athletes may reach out to any athletic department staff member if they need support.

COMPLIANCE

Elon University is committed to upholding the rules of fair play and complying with NCAA, Collegiate Sports Commission and Coastal Athletic Association regulations. Listed below are some high-risk areas that may impact student-athlete eligibility. If you have any questions about NCAA compliance, please contact a member of the athletics compliance staff.

GAMBLING

NCAA legislation prohibits student-athletes, coaches, athletics department staff members and select institutional employees from participating in sports wagering. This prohibition extends to amateur, collegiate, and professional sports in which the NCAA sponsors a championship. For example, the NCAA sponsors a championship in baseball, thus placing a wager on an MLB game would be impermissible.

- Student-athletes who engage in activities to influence the outcomes of their own games or knowingly provide information to individuals involved in sports betting activities will potentially face permanent loss of collegiate eligibility in all sports. This also applies to student-athletes who wager on their own games or on other sports at their own schools.
- If a student-athlete wagers on their own sport at another school, education on sports wagering rules and prevention will be required as a condition of reinstatement, and the loss of 50% of one season of eligibility will be considered.
- For all other wagering-related violations, (e.g., wagering on professional sports), cumulative dollar value of the wagers will be taken into consideration with the following terms for reinstatement:
    - $200 or less: sports wagering rules and prevention education
    - $201-$500: loss of 10% of a season of eligibility, plus rules and prevention education
    - $501-$800: loss of 20% of a season of eligibility, plus rules and prevention education
    - $800+: loss of 30% of a season of eligibility, plus rules and prevention education
    - For cumulative wagering activities that greatly exceed $800, NCAA reinstatement staff are directed to considered whether additional loss of eligibility, including permanent ineligibility, are appropriate

OUTSIDE EMPLOYMENT

Any student-athlete who is employed by an off-campus entity or individual, must complete the employment registration form found in the ARMS Workflow Launchpad. This would not include on-campus jobs, such as work-study, tutoring, etc.

Compensation may be paid to a student-athlete:

1) Only for work actually performed; and
2) At a rate commensurate with the going rate in that locality for similar services
3) Such compensation may not include remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following obtained because of athletics ability
    a. This type of compensation would fall under Name, Image and Likeness (not employment)

** Anyone not getting prior approval from the Compliance Staff could jeopardize their athletics eligibility.*

PLAYING AND PRACTICE SEASON RULES

During the academic year, the NCAA limits the amount of countable athletically related activities (CARA) that can be required by a coach. CARA are any athletics activities observed, supervised or organized by the coaching staff.

- During the Playing Season
    - Weekly Max: 20 hours (note, competition days only count as 3 hours)
    - Daily Max: 4 hours
    - Minimum Weekly Days Off: One
    - Vacation Periods: No weekly or daily limits, but must provide one day off per week
    - NO CARA may occur following competition or between 12:00am and 5:00am
- Outside the Playing Season – During the Academic Year
    - Weekly Max: 8 hours
        - Sports other than football: Maximum of four (4) of the eight (8) hours can be skill instruction (practice, individual workouts w/ coach, film review).
        - Football: Hours may only include strength and conditioning, film review and walkthroughs with a max of two (2) hours of film review and walkthroughs.
    - Minimum weekly days off: Two
    - Vacation periods: No CARA permitted
    - NO CARA may occur during dead week and finals week
- Voluntary Athletically Related Activities (VARA)
    - Must be initiated by the student-athlete
    - May not be reported to the coaches
    - Student-athletes may not be required to attend
    - May only be observed by a coach for safety purposes (e.g., trainer, strength coach)
    - Student-athletes may not be rewarded or punished for participating
    - Examples: Captain's practices, voluntarily workouts, independent film study, etc.
    - *Note: In individual sports (track, tennis, golf, etc.) during a vacation period, a student-athlete may request a coach be present for voluntary activity and provide instruction.*

ELIGIBILITY

Prior to competing at the Division I level, student-athletes must be cleared by the NCAA Eligibility Center and the Office of Athletics Compliance both in terms of amateurism and academic eligibility. For questions about eligibility, it is best to seek advice from a compliance or academic support staff member.

Five-Year Rule: Student-athletes at the Division I level are provided a five-year window from the initial date of full-time enrollment at a collegiate institution to compete in four (4) seasons. The five-year window may pause in instances of an official religious mission or enrollment in the armed forces or recognized foreign aid services of the U.S. government (or home country for international students).

Extension of the Five-Year Rule: In instances where a student-athlete was deprived of two (2) or more years of competition due to circumstances beyond their control, the institution may petition the NCAA for a waiver to the Five-Year Rule. Some examples of circumstances beyond the student-athlete's control:

- Documented season-ending injury or illness, coupled with minimal participation (see Hardship)
- Life-threatening or incapacitating injury or illness suffered by a student-athlete's family member
- Natural disasters
- Extreme financial difficulties suffered by the student-athlete or a family member upon whom the student-athlete is legally dependent that prohibit participation in intercollegiate athletics

If you believe you may qualify for an extension of the five-year rule, please consult your coach and the compliance staff.

Redshirt: Outside of football, any participation in a regular or postseason athletics competition, counts as a season used of the four (4) provided by the NCAA. In football, student-athletes may participate in up to four (4) games during the regular season and still retain a season of competition for that particular year.

Medical Hardship: In instances where a student-athlete suffers a season-ending injury, and participated in limited competition, it may be possible for the compliance staff to petition the CAA for a hardship waiver, provided:

- Student-athlete competed in no more than 30% of competitions
- Student-athlete competed only in the first half of the season
- Student-athlete has written medical documentation, supporting the season-ending injury

Hardship waiver eligibility is evaluated by the compliance and athletic training staffs at the end of each season.

TEAM TRAVEL

In general, all team members must travel to and from an away event with their teammates and must stay with them at assigned lodging. However, exceptions may be made at the discretion of the Head Coach, with approval of the administrator who manages the sport. Students may be granted permission to depart site of competition with their parents or legal guardians only. If approval is granted to a team member to travel separately, the student-athlete must sign a letter of release, along with his/her parents or legal guardian, which is co-signed by the Head Coach. Granting such waivers should be for exceptional circumstances and not as a consistent or routine occurrence. It is the Athletics Administrative position that "TEAM" should be just that and win, lose, or tie, the "TEAM" should remain together. The travel deviation form should be completed prior to departure from campus. The travel deviation form is generated from the student-athlete workflow launchpad located in ARMS. Student-athletes may not miss additional class time when deviating from travel plans.

TRANSFER PORTAL

If a student-athlete seeks to transfer to another institution, he or she must provide written notification to the Office of Athletics Compliance via the notification of transfer form in ARMS. Once a notification of transfer form is received, a student-athlete will be contacted by a compliance staff member. Upon completion of the notification process, the student-athlete's name will be placed in the NCAA Transfer Portal.

Per NCAA bylaw 15.3.5, the student-athletes' financial aid may be reduced, cancelled, and/or non-renewed at the end of the academic term that the notification of transfer was submitted. If the notification of transfer is received between regular terms, the student-athlete's financial aid may be reduced, cancelled and/or nonrenewed immediately.

Student-athletes may lose access to the following upon entering the portal: locker room, training room (unless currently rehabbing an injury), strength and conditioning facilities, and team meeting rooms. Students will still have access to academic areas through the remainder of the regular semester unless otherwise noted based on specific circumstances. Student-athletes may be asked to schedule their use of such facilities at the discretion of their academic advisor or athletic trainer to eliminate potential conflicts, but access to services will not be denied.

COMPLIMENTARY TICKETS

NCAA rules permit student-athletes to receive up to four (4) complimentary admissions in the student-athlete's sport per contest (home and away) and up to six (6) for NCAA championships. All tickets must be issued through a pass list, and each individual receiving a ticket must present a photo ID. All complimentary admissions will be requested via ARMS software. Sale or trade of complimentary admissions is prohibited and will render the student-athlete immediately ineligible.

HOSTING PROSPECTIVE STUDENT-ATHLETES

As an Elon University student-athlete, you may be asked to host a prospective student- athlete. Acting as a student host is an important service to Elon University and our Athletics Department. Appropriate conduct is required of you by your coach, Elon University, the Athletics Department, and NCAA standards.

STUDENT HOST INSTRUCTION/RECEIPT

Elon University is allowed to provide up to $60 for an official visit per guest, for entertainment expenses. As the student host, you may receive $60 for yourself as well. Host money may not be used to purchase material gifts, souvenirs, or any tangible item the prospect may take home. Additionally, as a student host, you may not participate in any activities that violate criminal law, participate in gambling/gaming activities, attend adult entertainment establishments, purchase drugs or alcohol, or participate in any other activity that violates team rules or athletic department policies.

NAME, IMAGE AND LIKENESS POLICY

Revised/Effective Date: Revised July 17, 2025

Name, Image and Likeness activity is any activity that involves the use of an individual's name, image, likeness or appearance to advertise or endorse the sale or use of a commercial product or service. This may include both commercial and noncommercial (e.g., charitable, educational, nonprofit) entities or endeavors, or activities incidental to the individual's participation in intercollegiate athletics.

1. Use of Elon University Licensed Logos, Name and Property

Any student-athlete wishing to use Elon University licensed logos, name, and/or property must formally request written permission from the Elon University Department of Athletics and may be subject to licensing and/or rental fees, as determined by the department and consistent with its multimedia contract. Failure to request and receive permission prior to use of Elon University licensed logos, name, and/or property will result in a violation of the Elon University NIL Policy, could result in remuneration paid by the student-athlete to the University and could preclude the student-athlete from future use of institutional trademarks and facilities. Student-athletes may request use of Elon University licensed logos, name, and property via the "Logos and Marks Request" form on the NIL website located at ElonPhoenix.com/NIL. All requests will be processed through the normal University Licensing request process in a timely fashion.

2. Sponsorship Limitations

Elon University reserves the right to identify and prohibit a student-athlete from contracting into a deal that contradicts the institution's mission statement, institutional priorities, and values. Some examples include, but are not limited to promoting products and ser- vices related to:

a. gambling;
b. drugs, tobacco and alcohol;
c. banned NCAA substances;

d. adult entertainment; or
e. illegal activity.

3. Student-Athlete Use of Agents

Elon University student-athletes are permitted to retain an agent, advisor and/or an attorney exclusively in connection with NIL activities. Representation for NIL activities includes talent agents (as opposed to sports agents), marketing firms, legal counsel, and financial advisors. Student-athletes may use other professional service providers not listed provided their services are directly related to NIL activities, so long as such representation is in accordance with Article 9 of Chapter 78C of the North Carolina General Statutes and applicable federal law, including the Sports Agent Responsibility and Trust Act, 15 U.S.C. §§ 7801-07. It remains impermissible for NCAA student-athletes to retain an agent, advisor, and/or attorney for the purpose of marketing their athletics ability. As prohibited by NCAA Bylaw 12.3.1, an individual shall be ineligible for participation in an intercollegiate sport if he or she has ever agreed (orally or in writing) to be represented by an agent for the purpose of marketing their athletics ability or reputation in that sport. Further, an agency contract not specifically limited in writing to a sport, or particular sport shall be deemed applicable to all sports, and the individual shall be ineligible to participate in any sport. An agent is defined as any individual who, directly or indirectly, represents or attempts to represent an individual for the purpose of financial gain.

4. Disclosure of NIL Activities

A student-athlete shall report all noninstitutional name, image and likeness contracts or payment terms, including those involving associated entities or individuals, with a total value of $600 or more to the designated name, image and likeness clearinghouse (NILGO.com) for review. If an individual enters into multiple agreements or receives multiple payments from the same or substantially the same third party, including any affiliates or parties with common ownership, such activities must be reported if the aggregate value is $600 or more during the student-athlete's period of eligibility.

A student-athlete must submit written documentation to the name, image and likeness clearinghouse within five (5) business days of execution of a noninstitutional NIL contract or agreement to payment terms.

ATHLETIC COMMUNICATIONS

During your years at Elon University, you may be called upon by the Athletic Communications office to appear for interviews and photographs. **All media/institutional requests must be coordinated through the Athletic Communications office.** It is very important that you be on time for any interview or photo request.

Please dress appropriately for all appointments and remember that you are representing yourself and Elon when dealing with the media. We will not schedule an interview that will conflict with your classes or practice. ***Classes and practice rank first.*** Do not conduct an interview over the phone unless approved by the Athletic Communication office.

If you have any questions about how to conduct interviews, please contact Jason Knavel or your program's Athletic Communications representative. Elon makes a strong effort to gain positive exposure for its athletics programs and your efforts in working with the media are appreciated.

TOP TEN INTERVIEW TIPS FOR STUDENT-ATHLETES

1. Give proper credit to your teammates and coaches.
2. Do not discuss teammates or coaches in a critical manner.
3. Always say complimentary things about your opponents before and after games.
4. Ask a reporter to repeat a question that is not clear.
5. Do not be afraid of silence. If you need time to think about your answer, do so.
6. Keep direct eye contact—People with wandering eyes can be considered untrustworthy.

7. Speak in short, clear sentences. This prevents reporters from distorting your answers.
8. Avoid “ums”, “like”, “you know”
9. Avoid slang and technical terms.
10. Have fun!!

PHOENIX CLUB

Elon’s fundraising organization for athletics is the Phoenix Club. The Phoenix Club provides financial support for Elon student-athletes during their experience on campus. 100% of all Phoenix Club contributions fund either scholarships to support our 17 athletic programs, facilities to allow our student-athletes to compete for and win championships or provides direct program support to our teams to train them to become market-ready leaders of tomorrow once they graduate.

The Phoenix Club has a membership composed of over 2,500 alumni, parents, students, corporations, and community members that support the athletics program. Last year, Phoenix Club members contributed over $1.4 million to student-athlete scholarships and invested more than $3.1 million overall to support Elon student-athletes.

Student-athletes assist the Phoenix Club throughout the year through a few key initiatives. Each year student-athletes help with the Night of the Phoenix, the Phoenix Club’s main fundraising event, as well as the annual Thank-a-Thon, and endowment thank you videos. Thank you in advance for all of your help with our different initiatives and for helping us transform the experience that you have on campus!

For further information contact:

Chris Hawthorne
Associate AD for Development chawthorne2@elon.edu

TEAM SUPPORT STAFF

	Sport Supervisor	Sports Medicine	Sport Performance	Academics	Communications
Fall					
Cross Country	Faith Shearer	Ben Batoosingh	Brian Szutkowski	Cole Henderson	Gerrit Van Genderen
Football	Steve Roach	Ray Babnik	Nick DiMarco	Cayce Crenshaw/staff	Gray Aust
M. Soccer	Margaret Laws	Courtney Ziemba	Jake Harrell	Nicki Gonelli	Jacob Kisamore
W. Soccer	Jeffrey Scheible	Jenna Dromgoole	Jake Harrell	Brad Puckett	Jacob Kisamore
Volleyball	Faith Shearer	Ashlee Parks	Evan Mills	Jamella Banks	Troy Sayles
Winter					
M. Basketball	Jeffrey Scheible	Shaina Sondakh	Cameron Ringstead	Cayce Crenshaw	Gerrit Van Genderen
W. Basketball	Margaret Laws	Becca Hersch	Evan Mills	Jamella Banks	Ashlee Brackett
Indoor Track & Field	Faith Shearer	Kristin Fick	Brian Szutkowski	Cole Henderson	Troy Sayles
Spring					
Baseball	Cayce Crenshaw	Megan Maxwell	Kell Smith	Brad Puckett	Gray Aust
M. Golf	Jeffrey Scheible	Shaina Sondakh	Cameron Ringstead	Nicki Gonelli	Gerrit Van Genderen
W. Golf	Jeffrey Scheible	Shaina Sondakh	Nick DiMarco	Cole Henderson	Gerrit Van Genderen
Lacrosse	Faith Shearer	Courtney Ziemba	Jake Harrell	Nicki Gonelli	Jacob Kisamore
Softball	Steve Roach	Ashlee Parks	Cameron Ringstead	Jamella Banks	Troy Sayles
M. Tennis	Mary Tendler	Jenna Dromgoole	Kell Smith	Jamella Banks	Jacob Kisamore
W. Tennis	Mary Tendler	Becca Hersch	Kell Smith	Jamella Banks	Jacob Kisamore
Outdoor Track & Field	Faith Shearer	Kristin Fick	Brian Szutkowski	Cole Henderson	Gerrit Van Genderen

HELPFUL CONTACTS

OFFICE EXTENSION

Academic Advising (campus) 6500
Athletics Ally trained staff members include:
- Jamella Banks (Academic Advising) 6986
- Faith Shearer (Administration) 6790

ATHLETICS 6800
Bursar 5300
Campus Safety & Police 5555
Campus Recreation and Wellness 7529
Student Professional Development Center 6538
Center for Leadership 5323
Center for Race Ethnicity & Diversity Education (CREDE) 7243
Computer Help Desk 5200
Counseling Services 7280
E-Rides 5555
The Office of Financial Aid 7640
Gender and LGBTQIA Center (GLC) 6228
Health Services 7230
Kernodle Center for Civic Life 7250
Library 6600
Mail Services 5433
Media Services 6598
Moseley Front Desk 7215
Phoenix Card Office 5436
Registrar's Office 6677
Religious and Spiritual Life 7729
Residence Life 7300
Safeline 3333
Student Care and Outreach 7104
SGA 7254
Student Conduct 7271
Student Life 7200
Student Union Board 7208
Writing Center 5842