

HARVARD ATHLETICS MISSION

DEPARTMENT OF ATHLETICS MISSION

- Education through athletics
- Build community and pride in Harvard University

VISION

- Academic Integration and Competitive Excellence in Division I Athletics

CORE VALUES

- Continuous growth and improvement
- Inclusion and respect
- Student-Athlete well-being
- Truth, Integrity, Veritas

OPERATING PHILOSOPHY

- Athletics for all
- Uphold the principles of the Ivy League

OPERATING PRINCIPLES

- Attract and develop people of outstanding capabilities

- Adhere to the highest standards of integrity and ethics
 - Grow and manage the department's resources wisely
 - Enhance the standing and reputation of Harvard Athletics
 - Make decisions which are in the best long-term interests of Harvard and our athletics programs
 - Foster a culture which embraces continuous improvement, customer service, adaptability and innovation
- HOW WE DO OUR WORK:**
- All ideas should be welcomed
 - Do everything in our power to make each other and those we work with at the University look good
 - Spend resources as if they are coming from your own pocket
 - Do what is in the best long-term interest of the department and the University

SOCIAL MEDIA BEST PRACTICES

SOCIAL MEDIA PHILOSOPHY

The Department of Harvard Athletics (DHA) supports the personal use of social media by student-athletes, coaches and administrative staff. Social media is a public forum, however, and as such it is important to remember that you are a representative of Harvard University, the athletics department, your coaching staff and your teammates.


SOCIAL MEDIA PROMOTION

You are representing Harvard University, the athletics department, your coaching staff, teammates and yourself

- Know Who Can View Your Posts
- Cultivate Your Brand
- Bring Value to Your Followers

- Be Accurate, Thoughtful and Respectful
- Be a Cheerleader – Celebrate your team accomplishments, other teams and university milestones
- Sportsmanship
- NCAA and Ivy League rules and regulations extend to social media

If you have any questions or concerns regarding these regulations please contact Tim Williamson, Assistant Director of Athletics, at twilliam@fas.harvard.edu



Setting Student-Athletes up for Personal and Professional Success

COMMUNITY BUILDING

- Back-to-School Barbecue
- Hacking Harvard: Freshman Sports
- Queer Athletes and Alliance Do Sports
- Student-Lead Community Service Events

LIFE SKILLS

- Navigating a Business Meal
- Finance 101: What Ec10 Doesn't Teach You
- ACES Training
- Sexual Assault Prevention
- Diversity Dialogues
- Time Management (BSC)*
- Peak Performance (BSC)*

LEADERSHIP

- Finding Success: A Captain's Workshop
- Captains' Lunch with Athletic Administration
- Chief Marketing Officers Program
- Student-Athlete Advisory Committee
- Values-Based Leadership Training
- Women's Leadership Panel

PROFESSIONAL DEVELOPMENT

- HVC Career Fair
- Resume and Cover Letter Review
- Sports Industry Night
- LinkedIn Headshots
- Athlete Medical Mentorship Program
- Industry Fairs

*Programs offered by College office partners

CAPTAINS ELECTION POLICY

ELIGIBILITY TO VOTE: those eligible to vote are major letter winners of the current season's squad and/or prior major letter winners who have participated for that full season and who are all present at the meeting. Electronic/absentee voting will not be permitted.

Election

A. The election must occur immediately following the conclusion of the championship season (as soon as is logistically possible), at a time when all team members are able to be present for the election. Proper notification of the time and place of the election shall be communicated to all team members eligible for voting.

B. The Head Coach may make a statement to the voters and review the election procedures, but then must retire from the election area. It is expected that the Head Coach will use this opportunity to define the role and responsibilities of the captain position.

C. The voting session shall be run by the outgoing captain(s), who retain eligibility to vote. In the event that the team has been led by a junior captain, he/she shall run the election, only in the absence of any outgoing seniors to do so (i.e., those seniors do not have to be captains).

D. Team members shall assume that they are voting for one captain. It is Harvard tradition and preferred that one captain be selected for a team. If a team feels that electing more than one captain is important to the organization of the team, the team shall first vote on how many captains they would like to elect. In the event that more than one captain is chosen, they shall be referred to as co-captains (2) or tri-captains (3) in all communications.

E. The team should take a consensus on whether they would like to conduct the election with "blind voting" or if they would like to first nominate candidates who will be considered for election. If the team is "split" on this process, the captain(s)/senior(s) running the election shall make the final decision on which method will be used. Any team member may nominate a candidate for the captain opening. Nominations are taken by secret ballot. A nominee may withdraw his/her name from the election if he/she so chooses.

F. If voting via a nomination process, the nominees shall leave the voting area while other team members discuss the candidates (they may all leave at once, or one-at-a-time while the team is discussing that particular candidate). The candidates then re-enter the voting area to participate in the voting.

G. The captain(s)/senior(s) running the election shall count the ballots. In all elections, two people should count the ballots for validation. Voting is by secret ballot and voting shall continue until a simple majority prevails (51% of people voting). In the event that a candidate does not receive a majority, team members shall continue to vote, dropping off the candidate with the fewest votes from the ballot, until a simple majority prevails. If the final vote is a tie, then before proceeding with a second vote, the team should vote on whether or not they want co-captains. When the team chooses upfront to elect more than one captain, captains shall be elected one at a time using this same formula. Coaches are not permitted to count or view the ballots or request such information from any team members.

H. If the elected captain does not return to Harvard for the academic year of his/her captainship, the returning team members (excluding freshmen) shall vote again to choose their captain following the procedures above as closely as possible.

I. A Head Coach can submit a written proposal to the Policy Committee requesting that minor H recipients be permitted to vote in the annual captain election of a particular sport. The proposal will include a rationale outlining why the exception is appropriate for the particular sport and that the change will be in effect until any future proposed change is approved through the same process. The Policy Committee will review submitted requests prior to the start of each season.

J. Any deviations from this policy must be requested by the Head Coach via a memo with the rationale for the change and must be approved by the sport liaison prior to the election.

K. Captains are expected to act as exemplary leaders of their teams and for the athletics Department by setting a good example. Situations involving captains with regard to inappropriate behavior and/or inappropriate use of alcohol or other substances may result in removal of the student from the captain position, the team, or exclusion for eligibility to become elected in a future election, at the discretion of the head coach and/or Athletics Department.

L. In accordance with the College's policy on unrecognized single-gender social organizations (USGSOs), students matriculating in the Fall of 2017 and thereafter who are members of a USGSO will not be eligible to be elected Captain of a Varsity program.

TRAINING RESOURCES

ALCOHOL COMMUNICATION EDUCATION SKILLS (ACES) TRAINING

ACES Training is completed bi-annually by each varsity program and helps to educate student-athletes on the effects of alcohol on athletic performance. The 90-minute session will address social norms, team drinking behaviors and where to go for help.

SEXUAL VIOLENCE PREVENTION TRAINING

The Office of Sexual Assault Prevention and Response (OSAPR) will provide training to all student-athletes on an annual basis that will help to support their development as citizen leaders on campus. The training will focus on ways to improve communication, prevent such acts and how to go about proper adjudication and resolution. The training will also review university policy and processes as well as meet the NCAA requirement for sexual violence education.

CAPTAINS LEADERSHIP WORKSHOP

Led by Craig Rodgers and designed for team captains, this workshop will further refine the skill set and

mindset to bring out efficiencies and effectiveness. The work shop consists of a variety of exercises, group discussions, theoretical models, and real-life scenarios. Captains' Leadership Workshops are offered twice in the fall and once in the spring.

CAMHS TEAM TALKS

An optional workshop facilitated by a CAMHS (Counseling and Mental Health Services) clinician for athletic teams to address subjects related to mental health and other concerns facing Harvard student-athletes. Team talks can target specific issues and are customizable by team needs. To schedule a Team Talk, contact Melissa Nauman, LICSW at mnauman@huhs.harvard.edu

NUTRITION TEAM TALKS

Harvard Sports Dietician, Meg Schrier, leads this team discussion focused on proper nutrition for high performance. For specific questions, contact Meg Schrier at mischrier@huhs.harvard.edu or (617) 495-6870

ACADEMIC INTEGRATION & COMPETITIVE EXCELLENCE IN DIVISION I ATHLETICS



PEER COUNSELING

CONSENT ADVOCATES & RELATIONSHIP EDUCATORS (CARE)

Smith Campus Center, 6th floor, 624
(617) 496-5636
<https://osapr.harvard.edu/care>
<https://www.facebook.com/harvardCAREs>

The Consent Advocates & Relationship Educators are translators, interpreters, and connectors who serve as liaisons between the Office of Sexual Assault Prevention & Response and their peers at Harvard College. Through strategic educational advocacy, outreach, and programming, CAREs work to create a campus culture free from the threat or experience of sexual violence for all people. They foster collaborative relationships with organizations and administrative offices to create safer, trauma-informed spaces for survivors and allies, plan culturally-competent health communication campaigns and programs, and conduct peer-to-peer training surrounding consent, healthy relationships, and gender equity.

CONTACT

Thayer Hall Basement, B04
(617) 495-8111
harvardcontact@gmail.com
<http://www.hcs.harvard.edu/~harvardcontact/>

The Contact staff includes women and men of various sexual orientations, racial backgrounds, and religious affiliations – a diverse group prepared to assist a diverse community. All Contact staff members share a deep concern about issues of sexual orientation, sex, sexuality and relationships and are interested in discussion of these topics.

DRUG AND ALCOHOL PEER ADVISORS (DAPA)

HUHS, Smith Campus Center, 6th Floor, Suite 637
(617) 496-0133
harvardDAPA@gmail.com
<https://harvarddapa.org/>

Harvard Drug and Alcohol Peer Advisors (DAPA) is a group of student advisors that serve both as health opinion leaders and resources to their peers. DAPAs are trained to provide accurate information and respond to questions regarding drug and alcohol use.

EATING CONCERNS HOTLINE AND OUTREACH (ECHO)

Lowell Hall Basement, E012
(617) 495-8200
harvardecho@gmail.com
<http://hcs.harvard.edu/~echo/>
ECHO is a peer counseling group that addresses concerns surrounding eating, body image, and self-esteem. ECHO staff members are undergraduates trained to provide non-judgmental support, both for those dealing with these issues and those who are concerned about a friend, roommate, significant other or family member.

RESPONSE

Thayer Hall Basement, B01
(617) 495-9600
<http://www.hcs.harvard.edu/response/>

Response is a group of undergraduate women professionally trained to provide peer counseling on issues of rape, abuse, intimate violence, psychological and physical harassment, and relationships. Response staff members provide non-judgmental support, honest answers, and information, and are aware of resources on and off-campus for individuals in need of medical, legal, and/or psychological support. Response also provides outreach opportunities to the Harvard student community during the academic year. For 24-hour assistance: contact the Office of Sexual Assault Prevention and Response (OSAPR) 24-hour Hotline at (617)495-9100.

ROOM 13

Thayer Hall Basement, B09
(617) 495-4969
Harvardroom13@gmail.com
<http://www.hcs.harvard.edu/room13/>

Room 13 is staffed by a group of men and women: each night a male and a female peer counselor are available to listen and offer support on any issue affecting students. Room 13 staff members offer a supportive, sympathetic ear, maintain strict confidentiality, and welcome discussion of any concerns without criticizing or passing judgment.

SEXUAL HEALTH AWARENESS AND RELATIONSHIP COMMUNICATION (SHARC)

Educators
(617) 495-7561
Harvardsharc@gmail.com
<http://harvardsharc.squarespace.com/>

SHARC Educators is a group of undergraduate students who educate Harvard community on issues related to sexual health, contraception, STIs and testing, relationships, dating, and other topics related to sexual health.

STUDENT WELFARE SERVICES

CENTER FOR WELLNESS

114 Mt. Auburn Street, 7th Floor
(617) 495-9629
cw@huhs.harvard.edu
<https://wellness.huhs.harvard.edu/>

The Center for Wellness (CFW) offers a unique way to cultivate your overall well-being through holistic services, innovative programs, and community outreach. The CFW offers individual treatments, such as acupuncture, massage, Reiki, and shiatsu. Programs include movement/exercise, yoga/Pilates, safety classes, and special workshops and events throughout the year.

COUNSELING AND MENTAL HEALTH SERVICES (CAMHS)

Smith Campus Center, 4th Floor
(617) 495-2042
<http://huhs.harvard.edu/HealthServices/StudentMentalHealthServices.aspx>

CAMHS provides coverage to students 24 hours a day, 365 days a year. Counseling is available for a wide variety of concerns, including:

- Bereavement
- Transitional issues and adjustment difficulties
- Depression, anxiety, or stress
- Concerns interfering with work or relationships
- Sexual concerns
- High-risk behaviors around food, alcohol and/or other substances

Treatment options include individual psychotherapy, medication management, group and couples therapy. All visits are confidential and mental health records are held separately from the rest of the medical record, except for information on medications and hospitalizations.

HARVARD COLLEGE OFFICE OF BGLTQ

Grays Hall, Lower Level
(617) 496-5716
BGLTQ@fas.harvard.edu
<https://bglqt.fas.harvard.edu/>

The Harvard College Office of BGLTQ Student Life provides support, resources and leadership development for bisexual, gay, lesbian, transgender, queer and questioning students. Through collaboration with students and student organizations, the Office creates opportunities for fellowship, thoughtful dialogue and the pursuit of knowledge. We seek to foster a safer, more diverse and inclusive campus by educating and engaging the Harvard community about the multiplicity of sexual and gender identities.

LET'S TALK

See website for days/hours/locations:
<https://huhs.harvard.edu/lets-talk>

Let's Talk! Informal, confidential conversations and support open to all Harvard students on a variety of issues. No paperwork, no fees, and no appointment necessary.

OFFICE OF ALCOHOL & OTHER DRUG SERVICES (AODS)

HUHS, Smith Campus Center, 6th Floor, Suite 637
(617) 496-0133
aods@huhs.harvard.edu
<http://aods.harvard.edu/>

The Office of Alcohol & Other Drug Services (AODS) is a resource for students, offering a wide range of programs and services aimed at reducing the negative consequences associated with heavy, episodic drinking and substance abuse.

Harvard University Amnesty Policy – Any student may bring an intoxicated or drug-impaired friend to Harvard University Health Services or to a hospital, or seek assistance from College residential life staff or HUPD, and by doing this, neither they nor the friend will face disciplinary action from the College for having used or provided alcohol or drugs. For more information on the Amnesty Policy, please visit <https://harvarddapa.org/amnesty-policy>

OFFICE OF SEXUAL ASSAULT PREVENTION AND RESPONSE

Smith Campus Center, 6th Floor, Suite 624
(617) 496-5636 (non-urgent)
24-hour response line: (617) 495-9100
osapr@fas.harvard.edu
<http://osapr.harvard.edu/>

The Office of Sexual Assault Prevention and Response (OSAPR) provides confidential, 24-hour information, assistance, and support for those who have experienced sexual assault and related forms of interpersonal violence, including sexual harassment and relationship abuse. Services provided by HUHS and OSAPR include:

- Transportation to Harvard-affiliated hospitals and coordination of follow-up care as appropriate
 - Assistance with resource referrals
 - Explanation of options for medical and mental health care, reporting, and adjudication
 - Consultation and support for friends, partners, and other relations of sexual assault survivors
 - Educating the Harvard community about sexual assault, its prevention, and its impact
- Students may access these services by calling or visiting the Office. All communications and services are completely confidential and no information about the victim will be reported to the police unless the victim requests it.

UNIVERSITY HEALTH SERVICES

HARVARD UNIVERSITY POLICE DEPARTMENT (HUPD)

1033 Massachusetts Avenue, 6th Floor, Cambridge
(617) 495-1212
<https://www.hupd.harvard.edu/>
For emergencies, call 9-1-1 or local Harvard Police at 617-495-1212

HARVARD UNIVERSITY HEALTH SERVICES (HUHS)

Smith Campus Center, 3rd Floor
75 Mt. Auburn Street, Cambridge
(617) 495-5711
<https://huhs.harvard.edu/>

Below is a summary of the services available at HUHS. We encourage you to visit huhs.harvard.edu for detailed, up-to-date information, including department locations, phone numbers, and hours of operation; how to make appointments; event listings and announcements; and additional health information and resources.

Services at Smith Campus Center include:

- Dental Services
- Eye Services and vision care/optical shop
- Medical/surgical subspecialties

DISPUTE RESOLUTION

HARVARD OMBUDSMAN OFFICE

44R Brattle Street, Suite 117-118, Cambridge
(617) 495-7748
ombudsman@harvard.edu
<https://ombudsman.harvard.edu/>

The Ombudsman Office is an independent, neutral and confidential place for visitors to discuss their academic and workplace issues and concerns. Our office is informal, assures confidentiality, and is independent of University administration. The office is open to Harvard ID holders: faculty, fellows, staff, students and retirees.

THE OFFICE FOR DISPUTE RESOLUTION

44R Brattle Street, 2nd Floor, Cambridge
(617) 495-3786
odr@harvard.edu
<https://odr.harvard.edu/>

The Office for Dispute Resolution ("ODR") has been charged with implementing the procedures for students, staff, and in many cases, faculty, pursuant to the University-wide Sexual and Gender-Based Harassment Policy ("Policy"). Please visit ODR to request information

- Mental health
- Patient Advocate
- Pharmacy
- Primary care
- Urgent Care

Smith Campus Center, 3rd Floor
75 Mt. Auburn Street
Monday-Friday (except Univ. holidays), 7:30am-5:30pm
After Hours Urgent Care Clinic
Pound Hall, Basement
1563 Massachusetts Avenue
Monday-Friday, 5:30pm-7:30am
Weekends and holidays, all day (24 hours)
Primary Care Services
<https://huhs.harvard.edu/services/primary-care-internal-medicine>

HUHS is committed to providing each student with complete, coordinated health care through a working relationship with a primary care team comprised of a primary care physician (PCP), nurse practitioner, registered nurses, and health assistants.

Students are assigned a primary care physician (PCP) and primary care team that will provide any care needed throughout the year.

or advice, including whether certain conduct may violate the Policy; seek informal resolution; or file a formal complaint.

TITLE IX OFFICE

44R Brattle Street, 2nd Floor, Cambridge
(617) 496-0200
titleix@harvard.edu
<https://titleix.harvard.edu/>

The University is committed to responding promptly and effectively when it learns of any form of possible discrimination based on sex. The University responds to reports of sexual harassment, including sexual violence, as part of its efforts to stop the harassment and prevent its recurrence of possible sex discrimination. An individual who has questions or concerns regarding possible discrimination based on sex should contact Nicole Merhill, the University's Title IX Officer at nicole_merhill@harvard.edu or (617) 496-2470. For Title IX questions or concerns specific to Harvard University Athletics contact Emily Miller, Title IX Coordinator, Harvard College at emilymiller@fas.harvard.edu or (617) 496-3336.

ACADEMIC SUPPORT

ADVISING PROGRAMS OFFICE (APO)

Smith Campus Center, 4th Floor
(617) 496-0218
Advising@fas.harvard.edu
<https://apo.college.harvard.edu/>

The goal of academic advising at Harvard is to help students transition to college academics, prepare to declare a concentration, and delve deeply into their chosen field of study. Starting in freshman year, advisors help students immerse themselves in the intellectual life of the university, develop plans of study that best cohere with their evolving interests, and take full advantage of the many intellectual enrichment opportunities that Harvard offers. The Advising Programs Office supports students and their advisers in forming lasting and effective mentoring relationships.

BUREAU OF STUDY COUNSEL

5 Linden Street, Cambridge
(617) 495-2581
bsc@harvard.edu

<http://bsc.harvard.edu>
The Bureau of Study Counsel offers academic, personal, and consultative services for students. Services include academic and personal counseling, support groups/ workshops on issues related to student life and learning, academic peer tutoring in specific courses, peer consultation for conversational and cultural skills related to English as a Second Language (ESL), and the Harvard Course in Reading and Writing Strategies.

HARVARD COLLEGE WRITING CENTER

Barker Center Office
writingcenter@fas.harvard.edu
<https://writingcenter.fas.harvard.edu/>

The Writing Center, part of the Harvard College Writing Program, is a place for Harvard undergraduates to get help with any aspect of their writing, from specific assignments to general writing skills. The Writing Center is staffed by trained undergraduate tutors who provide individual conferences to students working on any writing assignment.

