

DUKE UNIVERSITY

Student-Athlete Handbook



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Introduction

This handbook is designed to provide varsity student-athletes with information concerning policies of Duke University and of the Duke University Athletics Department. It is divided into three sections: Resources, Policies, Athletic Medicine/Sports Performance. This handbook is not intended as a substitute for other important university publications such as the Bulletin of Undergraduate Instruction, the Bulletin of Information and Regulations, or T-Reqs (<http://trinity.duke.edu/undergraduate/academic-policies>). Therefore, it does not duplicate much of this information and should be regarded and used accordingly.

The most important thing to remember is that help of all kinds – academic, social, athletic, health related – is available if you need it. If you cannot find the answers to your questions in this book, ask your dean, ask your RA, ask your coach. Many services are available to you at Duke; use them.

Mission Statement for Intercollegiate Athletics

The University endeavors to provide a program of intercollegiate athletics from which participating students can derive all the benefits that participation in competitive sport confers. The goal of the intercollegiate program is the same as that of the University's academic programs: excellence. In this context, excellence includes commitment to the physical and emotional well-being and social development of student-athletes, as well as to the development of their sense of citizenship, dedication to sportsmanship and fair play, the development of individual and team skills, the exertion of best effort, the will to win, and general conduct that brings credit to the University and is a source of pride and enthusiasm for all members of the Duke community.

The measure of "excellence" when applied to intercollegiate athletics also means a level of performance that frequently will produce winning seasons and the realistic opportunity to compete for team or individual championships. It requires that students engaged in intercollegiate athletics be students first, that they be admitted according to this criterion, that they progress satisfactorily towards a degree, and that their attrition and graduation rates as student-athletes are not significantly different from those of non-athletes.

Duke's intercollegiate program will be composed of nationally and regionally recognized sports that satisfy the following criteria: they meet the needs, interests, and abilities of male and female students; they provide adequate institutional collateral benefits; they reflect due regard for the athletic traditions of Duke University as well as future promise; they fall within Duke's ability to provide appropriate facilities; they geographically allow Duke to schedule conveniently and competitively; and they fall within financial capabilities of Duke University to fund adequately.

The mission of the athletics program, ultimately, is that of Duke itself: "to engage the mind, to elevate the spirit, and stimulate the best effort of all who are associated with the University."

Ethical Standards of the Department of Athletics

The Duke University Department of Athletics has a long tradition of striving for distinction in athletic competition, in academic pursuits, and in community involvement. As student-athletes, coaches, and staff of the department of athletics, we affirm our commitment to continuing and enhancing this tradition.

In the pursuit of this distinction, we affirm our commitment to demonstrate integrity in all that we do and to have respect for ourselves, for others, and for the University. We affirm that the decisions we make and the behaviors we choose will be informed and guided by integrity and respect at all times.

As members of a community of scholars and learners, we affirm our commitment to the principles and values expressed in the Duke Community Standard – The honor code to which all undergraduates pledge themselves – and the policies derived from it.

We recognize that as student-athletes, our public words and actions may reflect not only on ourselves, but on our families, teammates, former teammates, and our University. As student-athletes, we will endeavor to model good sportsmanship and positive values to young people.

As members of the Duke and Durham communities, we will foster respect for others, regardless of race, ethnicity, sexual orientation, gender, or any other classification protected by law.

We affirm our commitment to the Ethical Standards of the Department of Athletics: good sportsmanship, taking responsibility for our actions, conducting ourselves in an ethical manner in our relationships with others, and making well-considered choices in representing ourselves, our families, our teams, and our University.

Diversity, Equity, Inclusion, and Belonging (DEIB) Statement

In alignment with the core values of Duke University, Duke Athletics values and celebrates diversity and equal opportunity for all student-athletes and staff within our intercollegiate athletics program. As such, the athletics department strives to create an inclusive environment by adhering to the University's principles of excellence, fairness, and respect for all people.

Duke University does not discriminate on the basis of *age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status* in accordance with Federal Law. We expand these protections further by prohibiting discrimination based on gender identity, sexual orientation, and gender expression (<https://oie.duke.edu/discrimination>).

Duke Athletics is committed to cultivating and promoting a diverse, equitable, and inclusive environment. Our collective success within and beyond the competitive arena depends on each community member being and feeling welcomed, respected, and valued. Through continuous education, reflection, humility, and accountability, we strive to develop leaders who embody these ideals.”

Duke Athletics’ DEIB strategic plan can be found here.

https://goduke.com/documents/2023/1/20/Final_DukeAthleticsDEIB-Pub_lo-res.pdf



DUKE UNIVERSITY DEPARTMENT OF ATHLETICS

Duke's Standards of Conduct and Performance:

Duke holds a strong commitment to high ethical standards and full compliance with laws, regulations and policies. Duke's Statement on Values and Culture and the institutional Code of Conduct can be found at values.duke.edu. Staff are expected to perform job duties and responsibilities in a manner that reflects the highest ethical and professional standards.

Values & Culture

Values & Culture:	Our institutional culture is built upon our history and values. Our shared values—respect, trust, inclusion, discovery and excellence— are more than aspirations. They are the beliefs and behaviors that we expect of ourselves and our colleagues. These are the ideals that we must uphold in order to earn and maintain our reputation for quality and integrity, and to inspire confidence with each other, and the world which we both serve and rely on for our future viability. Our values dictate our conduct and drive our culture.
Respect:	We are a community of leaders, students, scholars, health care providers and staff who affirm and encourage open expression, academic freedom, regard for others and respect for laws and regulations.
Trust:	We are honest, credible and reliable in our words, behaviors and actions.
Inclusion:	We seek to welcome and fully engage people of diverse backgrounds, abilities and perspectives to advance our work.
Discovery:	We seek to be an innovative community, to improve our individual capabilities and to share knowledge with one another.
Excellence:	We perform high quality education, research, patient care and community enhancement, and are always mindful of the enduring value of safety and continuous improvement.

	<p>Putting these values into practice requires that we accept our responsibilities to one another—to think and act in ways that are ethical, legal and just, and that demonstrate courage, compassion, service, accountability and commitment in all we do on behalf of Duke.</p>
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<p>Living Our Values and Culture</p>	<p>As stewards of Duke’s trust, we are accountable. We collaborate and work together toward common goals through competence in our activities, responsibility for our actions and accountability to one another. This means we follow laws and regulations and exercise sound judgment in the performance of our studies, our professional responsibilities, our obligation to the public, and our interactions with others.</p>
	<ul style="list-style-type: none"> • We avoid activities, pursuits or financial interests that are not compatible, in reality or perception, with our responsibilities. • We seek advice when expectations are not clear or when we question what is “right.” • We are committed to the principles of diversity, inclusion, fairness, and respect for all people, though we may have differences in beliefs, appearances, backgrounds, experiences and abilities. • We demonstrate and practice genuine concern for the needs of others. • We improve our knowledge, work and community by conscientiously applying our time and talents. • We keep information confidential and use it only with permission and for its intended purposes. • We take responsibility and accept consequences for our words, behaviors and actions, and we commit to promptly correct errors, mistakes or omissions.
	<p>As leaders, we represent Duke and acknowledge that we are held to the highest standard.</p>
	<ul style="list-style-type: none"> • We are vigilant in our intentions, leading by example and considering the implications of our actions. • We encourage questions and challenges, holding individuals and organizations accountable for their actions and decisions.
	<ul style="list-style-type: none"> • We do not use our positions of influence or authority to secure personal advantage or gain.

	<p>At Duke, accepting responsibility for what we value means that together we build and reinforce the culture that is our cornerstone. We do the right thing, even under difficult circumstances. We do not justify disregard for these principles and expectations on the basis of expediency or achieving short-term objectives that are viewed as more important than our values. Together, we are committed to our ethical principles, to ourselves, one another, our community, and our patients.</p>
<p>Speak Up</p>	<p>We speak up when words, behaviors or actions are not consistent with our values</p>
	<p>If you witness or are asked to participate in actions that are not consistent with our values, tell someone. Ask your supervisor, department head, academic dean, residence advisor or ombudsman for advice. If that is not possible, contact 800.826.8109 to discuss your question or report your concern. The toll-free number is a confidential, and anonymous if you choose, service provided 24 hours per day, 365 days per year.</p>
	<p>It takes courage to come forward. Retaliation for reporting concerns in good faith is strictly prohibited.</p>
	<p>Duke commits to conducting a fair and expeditious inquiry and to use any information to correct errors, make improvements, and ensure accountability. To the extent possible, we protect confidentiality of individuals and information related to investigations. Should illegal activity be suspected or confirmed, the university has a duty to report those facts to the appropriate authorities.</p>

Section I: Policies/Procedures/Conduct

Student Conduct

Duke University has high expectations for students' scholarship and conduct. In accepting admission, students indicate their willingness to subscribe to and be governed by the rules and regulations of the university, which flow from the Duke Community Standard. These policies reflect the Duke Community Standard's fundamental values—honesty, fairness, respect, and accountability.

Undergraduates acknowledge the right of the university to take disciplinary action, including suspension or expulsion, for failure to abide by the regulations or for other conduct adjudged unsatisfactory or detrimental to the university community.

Students and groups may be held accountable for any violation of university policy that may or may not be included on this site or published in [The Duke Community Standard](#), whether on or off campus. In addition to local ordinances and state and federal laws, the following policies govern the undergraduate community. Note that other university policies that students are expected to abide by are published elsewhere, such as the Housing and Residence Life (HRL) housing license terms, and university parking regulations.

Conduct Expectations – Bias Incidents

Duke Athletics is committed to developing a healthy environment for student-athletes and staff. We believe the opportunity to represent Duke University is a privilege, which is accompanied by the responsibility to behave with dignity and class on and off the field. Individuals associated with Duke Athletics are expected to conduct themselves in a manner that represents the highest level of honor and reinforces the values of integrity and respect. Duke University and Duke Athletics do not condone bias incidents.

[What is a bias incident?](#)

A bias incident is an act or behavior motivated by the offender's bias against the identity of an individual or community. Bias occurs whether the act is intentional or unintentional and may be directed toward an individual or group. A bias incident may take the form of a verbal interaction, cyber- interaction, physical interaction, or interaction with property. Bias often contributes to or creates an unsafe/unwelcoming environment.

The University takes seriously its responsibility to appropriately balance its core values of protecting individual freedoms (e.g., freedom of speech, artistic expression, freedom of association, academic freedom) and ensuring equal and fair treatment of all. There are many considerations when determining whether bias-related conduct violates the University's expectations of members of our community. In so doing, the University is always mindful that academia is a unique place where the exchange of ideas, robust debate and artistic expression are critical to the University's teaching and research missions. Investigation and adjudication of possible violations of university policy as the result of reported bias-related incidents are handled by the [Office of Student Conduct and Community Standards](#). Any violation of the policy that is shown to be "motivated in part or whole by race, color, religion, national origin, disability, veteran status, sexual orientation, gender identity, sex, genetic information, or age" will be considered an aggravating factor that increases the stringency of the sanction.

A list of policies regarding Student Conduct can be found on the [Duke Community Standards Policy Page](#).

Drug Policy and Testing Policy

The Duke Drug Testing Policy can be found [HERE](#).

Alcohol

As a community of scholars and learners, Duke University expects those within its community to be responsible with the use of alcohol. This policy shall guide the role of alcohol everywhere on the Duke campus and at all events sponsored by Duke organizations, schools, or administrative units. Students, staff, and faculty members are encouraged to learn about the social, physiological, and psychological consequences of drinking and alcohol abuse. Excessive and high-risk drinking can lead to negative consequences for the Duke community, including assault, illness, injury, litter, noise, property damage, and driving under the influence. All members of the Duke community share responsibility for creating an environment that limits dangerous drinking behaviors and, therefore, reduces the likelihood of these negative outcomes.

[Click here for the University Alcohol Policy.](#)

Hazing

Hazing is a serious infraction of university regulations. The potential for hazing typically arises as part of a student's introduction to or initiation in a university organization (fraternity, sorority, athletic team, or other group) in which there is often a perceived or real power differential between members of the organization and those newly joining it.

Hazing is defined as any action taken or situation created, whether on or off university premises, that is harmful or potentially harmful to an individual's physical, emotional, or psychological well-being, regardless of an individual's willingness to participate or its bearing on the individual's membership status

Acts or potential acts of hazing may be reported to the Dean of Students Office (919-668-6938) or Duke Police (911, or 919-684-2444 from non-campus phones). In addition, concerns may be reported by clicking the link below or via voicemail to the university's confidential Hazing Hotline at 919-684-5766. **You can also text the word "share" to the number 66595 to engage with our RealResponse anonymous texting platform.** Maintaining the anonymity of the source is possible, but may limit the extent of action that can be taken.

[Duke's Hazing Policy and Reporting Guidelines](#)

Title IX

Pursuant to Title IX: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...”, Title IX Education Amendments of 1972, 20 USC 1681 et seq.

Title IX and its implementing regulations prohibit sex discrimination in education programs or activities receiving federal funds. Some of these programs and activities include: admissions, recruitment, financial aid, academic programs, athletics, housing and employment. Title IX also protects students and employees from unlawful sexual harassment, including sexual violence. Title IX protects both men and women from sexual harassment, regardless of who is the harasser.

Duke, as a recipient of federal funds, has an obligation to operate in a nondiscriminatory manner. More important is Duke’s own mandate of equal opportunity, inclusiveness and nondiscrimination in work and learning. The Office for Institutional Equity supports Duke in its compliance and enforcement efforts by serving as an integral resource for Title IX issues. The Office for Institutional Equity partners with all departments and offices to assist in their Title IX compliance efforts.

The Office for Institutional Equity also provides assistance by serving as an entry point for many Title IX complaints of discrimination, including sex-based harassment, sexual harassment, and sexual misconduct, including sexual violence. The objective in the complaint handling process is to resolve the complaint as quickly as possible and in a fair and appropriate manner. Important components of the process include ascertaining the basis for the complaint and examining strategies or tools for its resolution. The complaint handling process may include an inquiry as to whether an objective, factual basis exists to support the allegation.

Discrimination

Duke is committed to encouraging and sustaining a learning and work community that is free from prohibited discrimination and harassment. Duke does not discriminate on the basis of age, color, disability, gender, gender identity, gender expression, genetic information, national origin, race, religion, sex (including pregnancy and pregnancy-related conditions), sexual orientation, sex stereotypes, sex characteristics, or military status, in the administration of its educational policies, admission policies, financial aid, employment, or any other institution program or activity.

Duke has designated the Vice President for Institutional Equity and Chief Diversity Officer as the individual responsible for the coordination and administration of its nondiscrimination and harassment policies.

Prohibited Discrimination and Harassment

What Is Harassment?

Harassment is a type of discrimination that occurs when unwelcome verbal, visual, physical, electronic, or other conduct, based on an individual's or group's protected status or characteristic, is sufficiently serious to significantly interfere with that individual's or group's ability to participate in or benefit from Duke programs or activities or their terms and conditions of employment. Protected status includes conduct on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex (including pregnancy), sexual orientation, or veteran status.

What Are Some Examples of Harassment?

Generally, harassment occurs when there is unwelcome behavior that is sufficiently serious to significantly interfere with your work, education, or ability to participate in Duke's programs and activities. Examples could include:

- Continued unwelcome questions or comments that are sexual in nature
- Severe, persistent, or pervasive comments or jokes based on race or national origin
- Emails that contain extreme or persistent comments about an individual's disability
- Repeated derogatory comments relating a particular religion and targeted to a specific individual regardless of that individual's religion
- Sexual violence
- Domestic or dating violence or stalking
- Violence based on race, national origin, disability, gender expression or identity, etc.

Note that some types of harassment could be criminal in nature and can also be reported to Duke Police.

What's *Not* Considered Harassment?

Harassment is distinguished from behavior that, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities. Examples of situations that are not considered harassment include:

- Discussion of issues regarding race or national origin in a classroom setting with a legitimate educational purpose
- Presentation of sexually explicit material as part of a theatrical presentation
- Perceptions of unfair treatment generally; for example, disagreement or dissatisfaction with the way a supervisor manages an employee's work

What Is Duke's Policy on Harassment?

Duke's Policy on Prohibited Discrimination, Harassment and Related Misconduct (PPDHRM) can be found here: <https://www.oie.duke.edu/introduction-policies> The Policy on Prohibited Discrimination, Harassment, and Related Misconduct (PPDHRM) governs allegations of harassment based on age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status (i.e., protected class status); see <https://oie.duke.edu/ppdhrm> for the PPDHRM policy.

The Office for Institutional Equity facilitates the intake and investigation of harassment allegations under PPDHRM, and the Office of Student Conduct and Community Standards facilitates the resolution of harassment matters in which the respondent is an undergraduate or graduate student according to the procedures set forth in the Types of Resolutions section of this document. All other allegations of harassment that do not involve a protected class status are covered under this policy.

Under this policy, harassment is defined as unwelcome conduct that is so severe, persistent, and/or pervasive that it alters the conditions of education, employment, or participation in a program or activity, thereby creating an environment that a reasonable person in similar circumstances and with similar identities would find hostile, intimidating, or abusive. This may include, but is not limited to, inappropriate or offensive behaviors online including doxing or electronically distributing personal or private information (if sufficiently severe, persistent, and/or pervasive and creates a hostile environment). Harassment is distinguished from behavior that, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.

This Policy prohibits all of the following conduct, collectively defined as "Prohibited Conduct."

- **Discrimination:** When an individual or group is subjected to an adverse action, including differential treatment, based upon a protected status or characteristic. Discrimination can occur under this Policy in either an employment or an educational context. Discrimination also includes failing to provide reasonable accommodations to a qualified person with a disability or failing to reasonably accommodate an employee's religious beliefs or practices, as required by state and federal law.
- **Harassment:** Conduct based on a protected characteristic that satisfies one or more of the following:
 - **Hostile Environment Harassment (Including Sexual Harassment):** Unwelcome protected sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from Duke's programs or activities (i.e., creates a hostile environment). Factors considered when determining whether the conduct created a Hostile Environment include, but are not limited to:
 - The degree in which the conduct affected the Complainant's ability to access Duke's program or activity;
 - The type, frequency, and duration of the conduct;
 - The parties' ages, roles within Duke's program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
 - The location of the conduct and the context in which the conduct occurred; and
 - Other Prohibited Conduct in Duke's program or activity.

An isolated incident, unless sufficiently severe, would not create a hostile environment.

Harassment is distinguished from behavior that, even though unpleasant or disconcerting, is appropriate to the carrying out of certain instructional, advisory, or supervisory responsibilities.

Harassment can include conduct that significantly interferes with the individual's or group's:

- educational environment (e.g., admission, academic standing, grades, assignment);
- work environment (e.g., hiring, advancement, assignment);
- participation in a Duke program or activity (e.g., campus housing); or
- receipt of legitimately requested services (e.g., disability, pregnancy, or religious accommodations).
- **Quid Pro Quo Harassment:** An employee, agent, or other person authorized by Duke to provide an aid, benefit, or service under Duke's program or activity explicitly or impliedly conditioning the provision of such aid, benefit, or service on a person's participation in unwelcome conduct based on protected status.
- **Sex-Based Harassment.** Harassment based on Sex, including based on Gender, Gender Expression, Gender Identity, Pregnancy, and Sexual Orientation as defined below.

Responsibility to Report

All Duke Athletic Department employees, faculty, employees with teaching or supervisory authority and graduate students with teaching or supervisory authority are Responsible Employees. Responsible Employees are expected to be discreet but are required to report information regarding prohibited conduct to the Office for Institutional Equity, sharing known details of prohibited conduct. Confidential Resources are not Responsible Employees. Non-supervisory employees and students are expected to be discreet and are **encouraged** by the University to promptly consult with the Office for Institutional Equity.

[Guide for Responsible Employees | Office for Institutional Equity \(duke.edu\)](#)

Need Help?

To report an incident, or for questions concerning discrimination, harassment, or the Policy, individuals are encouraged to contact the following individuals:

For Complaints Concerning Employees, including Faculty:

Cynthia Clinton, AVP Harassment and Discrimination Prevention and Compliance
Title IX Coordinator
Office for Institutional Equity
114 S. Buchanan Blvd., Bay 8
Durham, NC 27708
[919-684-8222](tel:919-684-8222)

Sex discrimination in educational programs or activities:

Adrienne Allison, Deputy Title IX Coordinator for Students, Compliance Investigator
Office for Institutional Equity
114 S. Buchanan Blvd., Bay 8
Durham, NC 27708
[919-684-8222](tel:919-684-8222)

Requests to be contacted by the appropriate individuals can also be made any time (including non-business hours) through OIE's online reporting form:

https://oie-duke-gme-advocate.symplicity.com/public_report/index.php/pid377645?

Confidential Assistance

Confidential resources will not share information about a report without the individual's express written permission, unless there is a continuing threat of serious harm to the Complainant or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor). These individuals can also help an individual make a report to the University, and can also help those accused.

For Students:

Office of the Ombuds

[About the Office of the Ombuds | Office of the Ombuds \(duke.edu\)](#)

Counseling and Psychological Services

<https://studentaffairs.duke.edu/caps> (919) 660-1000

Office for Gender Violence Prevention and Intervention

<https://studentaffairs.duke.edu/wc/gender-violence> (919) 684-3897

Clergy/Religious Life <https://chapel.duke.edu/student-engagement/religious-life-groups>

OIE Liaisons are appointed and trained members of a Duke unit or department who have a baseline understanding of operational or human resources policies. Liaisons are unable to guarantee confidentiality. See a list of current OIE Liaisons, including the athletics department liaison, Taren Moore, taren.moore@duke.edu, (919-519-7047) and at this link.

<https://oie.duke.edu/oie-liaison-program#athletics>

Minors

Duke's Minors in Duke University Programs Policy sets out Duke's policy regarding children under the age of 18 who participate in Duke programs and activities. This includes athletic camps, academic camps, the Talent Identification Program, and similar activities. Every member of the university community is required to immediately report instances or suspected instances of the abuse of or inappropriate interactions with or involving minors to Duke University Police and to the Program Director. In addition, the Program Director is required to report harassment involving minors to the Office for Institutional Equity to be addressed through the [Policy on Prohibited Discrimination, Harassment and Related Misconduct](#). Parents of participants in these programs and activities can also report harassment to OIE. The program and/or OIE will connect the participant with appropriate supports and resources.

Special Notice for International Students

International students, whether complainants or respondents, should contact [Duke Visa Services](#) for assistance in determining how their actions will affect their visa statuses in the U.S. This office will provide regulatory guidance for any complainant or respondent considering a reduced course load, leave of absence, or change to a nonimmigrant status. Respondents will also receive guidance on how any disciplinary actions by the institution could affect their visa status and/or referral to a qualified immigration attorney.

Section II: Resources

Academic Advising at Duke

To help you maximize your success at Duke, especially when you first start, potentially unsure of your path, Academic Advising is a resource available to guide and inform you.



Academic Coordinator

Academic Advisor

Academic Dean

Faculty Advisor

Year 1-

A time of exploration and discovery, no need to rush through requirements. Use the resources below to help you along this journey.

- Incoming & First-Year Students - <https://advising.duke.edu/trinity-undergraduate-advising/incoming-first-year-students/>
- Transfer Students - <https://advising.duke.edu/trinity-undergraduate-advising/transfer-students/>

All incoming students are assigned an academic advisor or academic coordinator whose role is to:

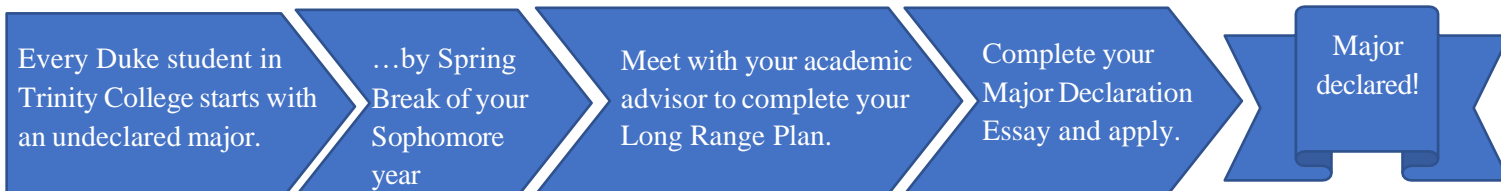
- Advise you broadly about academic pathways
- Help you choose courses and understand the registration process
- Connect you with other members of the Duke network
- Help you make the best use of all that Duke has to offer

Year 2-

Preparing for your major. <https://advising.duke.edu/trinity-undergraduate-advising/sophomores/>

- Deepen your connections to faculty in this time
- Explore faculty research interests, especially those that align with your own
- Ask: what am I interested in? what areas am I excited to learn about?

Once you have declared, you will transition to a faculty advisor. Each major has a different process of assigning this person. Use this link to find yours <https://advising.duke.edu/trinity-undergraduate-advising/sophomores#departmental-advising>





Faculty Advisor

Year 3 and 4 -

- Advising is handled through your faculty advisor
 - You may get an opportunity to have input on who that advisor is
 - Consider their area of research or personal network
 - Meet with your faculty advisor prior to registration to clear your advising hold, just as you did with your academic advisor before declaring
- Your Academic Dean remains the same

After you've declared a major, you can and/or change your major/s, minor/s,

and certificate/s using this link: <https://registrar.duke.edu/student-records-resources/student-forms>

Academic Deans

- Every student at Duke has an Academic Dean and this person works with you all 4 years
- Your academic Dean provides support and advice in navigating university policy and understanding requirements.
- Deans will help you with issues related to, but not limited to, academic difficulty, late drop/adds, extended illness, a leave of absence, excused athletic absences, exam schedules, and graduation audits



Academic Dean



Academic Coordinator

Duke Athletics Academic Coordinators

Academic coordinators in the Athletics Department should be regarded as preliminary resources. During registration, you will consult with them before meeting with your campus academic or faculty advisor to determine classes that work best with your learning style, and in avoidance of conflicts with your athletic obligations. Academic Coordinators:

- Guide organizational, and goal-setting habits
- Monitor the NCAA eligibility and academic progress of each student-athlete
- Promote effective communication between the student-athlete, their advisor, coaches, academic deans, and faculty members.
 - Assist you in making sense of university policies
 - Refer you to various campus and community partners
 - Think of your academic coordinator as the bridge between you as a student, and: you as an athlete.

Student-Athletes in Pratt

Constant communication with your academic coordinator and your Pratt Academic Dean will be the key to success in balancing both an engineering program and athletic participation. Make an appointment with you Dean if you encounter conflicts.

Pratt Deans can:

- Look at different options for course sequencing if the season or practice conflicts.
- Consult with the department to inquire about new sections or an increased seat cap, if you need to be in a section that is full.
- Draft a Long-Range academic plan for your use that illustrates the implications of certain classes not taken in a given semester.
- Discuss how summer school and/or a 5th year of athletic eligibility would impact your academic plan.
- Confirm your academic eligibility and program checklist with your academic coordinator.
- Enlist supplemental help for any classes that present a challenge.



“The K Center” and Academic Support Services

Location:

2nd floor, The Krzyzewski Center
107 Whitford Drive
Durham, NC 27708

Hours: The K Center

Is open 24 hours/
day by DukeCard
access.



Website:

<https://goduke.com/sports/2005/6/29/academic-services.aspx>

The K Center Mission

Every varsity athlete is a student of Duke University. Athletic Academic Support fosters student-athletes in their growth as they traverse an exciting and sometimes challenging period of development. This program’s efforts are realized when students graduate, equipped for life after Duke. “The K Center” is designed to champion student-athletes’ overall well-being, personalized development, and college experience through collaboration and engagement with campus resources, programs, services, and people.

Online Class Registration

All Registration and course changes (drop/add) are completed online using DukeHub. To register, you must be cleared to enroll by your faculty/academic advisor during your advising conference, and clear of all holds. The procedures for registration through DukeHub are outlined on the Office of University Registrar website and are available at <https://registrar.duke.edu/registration/>



Tutoring

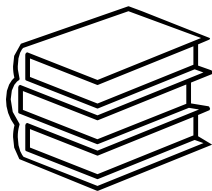
Student-athletes can access free tutorial services provided by undergraduate and graduate students and local professionals in a variety of subject areas. Tutoring is offered one-on-one or in a group setting. All sessions take place inside The K Center.



A student-athlete considering tutoring should first visit with their faculty member during office hours and then seek direction from their academic coordinator. Communicate early! If you have been assigned a tutor or are interested in adding a tutor, appointments are scheduled via your academic coordinator or directly by you following links provided by the K Center staff.

Textbooks

Student-Athletes who receive required textbooks as part of their athletic financial aid package should see their academic coordinator in the first week of classes. E-Campus will notify the student when their textbooks are ready for pick-up. If needed, your academic coordinator will purchase Harvard course packs, drawing supplies, etc. for you. Your athletic scholarship does not cover “optional” textbooks unless you gain prior permission. Please take care of your textbooks. You are not required to return Foreign Language, Math, or other like classes books at the end of the term.



The Career Center

<https://careerhub.students.duke.edu/>

An excellent resource to help you in every career exploration and execution step. Available to current Duke students and alumni.

Duke University Handshake -- <https://duke.joinhandshake.com/login>

The Writing Studio

<https://twp.duke.edu/twp-writing-studio>

The TWP Writing Studio helps to facilitate writers' critical and creative thought through collaborative, non-evaluative consultations, workshops, writing groups, and events.

Consultants of the writing studio can help with any style of writing, at any stage of your writing process.

Virtual and in-person appointments are available.

The Academic Resource Center

<https://arc.duke.edu/>

Learn Better. Think Smarter. With the ARC, you can maximize your Duke capabilities, and get the most out of your Duke experience. The ARC offers:

- Various learning resources/strategies
- Study groups
- Peer tutoring
- Test prep (MCAT, GRE)
- Personalized learning consultations



FLUNCH (Faculty Lunch)

<https://undergrad.duke.edu/intellectual-community/student-faculty-engagement-office/flunch/>

The FLUNCH program facilitates student-faculty interaction outside of the classroom, on Duke's dime.

- Every undergraduate student can use up to \$70 of FLUNCH funds per semester.
- Invite a faculty member one-on-one, or with friends and pool your \$\$\$.
- Choose from the following locations: The Commons, JB's Roasts and Chops, The Skillet, Marketplace, The Loop, The Freeman Center.

2024-2025 Academic Resources Directory

Athletic Academic Coordinator	Sport	Email
Brad Amersbach	Men's Fencing, Women's Fencing	bea8@duke.edu
Brad Berndt	Men's Golf, Rowing (Fr/So)	bberndt@duke.edu
Jacqueline Davis	Football, Women's Basketball	jb389@duke.edu
Abby DeHaas	Baseball, Women's Soccer, Men's Soccer, Softball, Rowing (Jr/Sr), Men's Tennis, Women's Tennis	sad70@duke.edu
Kenny King	Women's Golf, Men's Lacrosse, Swimming & Diving, Volleyball, Field Hockey	jkk@duke.edu
Megan Goforth	Football	megan.goforth@duke.edu
Monty Montgomery	Men's Basketball	jmm264@duke.edu
Dan Bowen	Women's Lacrosse, Wrestling, Cross Country, Track and Field	djb107@duke.edu
Kiefer Bribiesca	Football	Kiefer.bribiesca@duke.edu
Molly Mueller	Learning Specialist for All Sports	molly.mueller@duke.edu
Amber Onyebinachi	Football	Alp109@duke.edu
Trinity Deans	Direct Line	Email
Dean Bruno	(919) 684-4113	Ldb30@duke.edu
Ginny Ramirez-Del Toro	(919) 660-5785	Ver2@duke.edu
Pratt Deans	Direct Line	Email
Ben Cooke	(919) 668-6447	bpc4@duke.edu
Lupita McMillian	(919) 660-5573	gct2@duke.edu
Carmen Rawls	(919) 660-5387	cr175@duke.edu
Other Personnel	Department	Email
Amy Herman	Office of Compliance, Duke Athletics	ash51@duke.edu
Alexis Manhertz	Financial Aid	amm124@duke.edu

Mental Health and Performance Departmental Organization

Shawn Zeplin, Psy.D., LP, CMPC
Assistant Director of Athletics | Student Athlete Wellness

Aaron Goodson, Ph.D., LCMHCS, CMPC
Director | Mental Health and Performance

Stephanie Gdovin, Ph.D., LP, CMPC
Assistant Director | Mental Health and Performance

Joanna Foss, Ph.D., LP, CMPC
Assistant Director | Mental Health and Performance

Julian Yoon, M.S., M.Ed.
Predoctoral Intern | Mental Health and Performance and CAPS

Courtney Copeland, M.S., M.S.
Predoctoral Intern | Mental Health and Performance and CAPS

INTRODUCTION

The Department of Mental Health and Performance (MHP) is embedded within the Duke University Athletic Department and was created to support the overall wellness, growth, and development of Duke student-athletes from a behavioral health and sport psychology perspective. Mental Health and Performance includes, but is not limited to, mental health and wellbeing, psychosocial development, socioemotional development and mental performance.

ETHICAL AND LEGAL STANDARDS

The Department of Mental Health and Performance adheres to privacy and confidentiality of services provided to Duke student-athletes. Under the Family Educational Rights and Privacy Act (FERPA) of 1974, student records maintained by physicians, psychologists, psychiatrists, and other recognized professionals and paraprofessionals are considered “treatment records” under FERPA. Such records will be maintained and kept confidential pursuant applicable to federal and state law. Services provided by outside clinicians are the property of that provider and may be subject to HIPAA regulations.

CONFIDENTIALITY

Maintenance of confidentiality is required of all Mental Health and Performance staff unless disclosure is allowed or required by applicable law. Any suspected breach of confidentiality will be reported to the Assistant AD of Student Athlete Wellness so that action can be taken to manage the situation in an appropriate manner. Both the identities of student-athletes and information about them are considered confidential to the extent allowed by applicable law. Information regarding a Duke student-athlete will not be released to anyone without written permission from the student-athlete except for specific circumstances as required or allowed by law.

General Guidelines for Department of Mental Health and Performance

INTRODUCTION

Student-athletes face the same challenges as all college students, with the added pressures of time management, travel, visibility, performance demands, and injuries. While sports participation may improve mental health through exercise and social support, the athletic culture discourages vulnerability and help-seeking behavior when there are problems. Because mental health disorders affect student-athletes' overall well-being, as well as their athletic performance, academic performance, and risk of suicide, Duke University Athletics emphasizes the importance of recognizing and treating mental health disorders.

It is important to note that many individuals will not experience symptoms that merit a clinical diagnosis; however, seeking help should not be limited to those with said diagnoses. Any individual who is experiencing some level of distress is encouraged to seek help early so that they can receive the appropriate help in order to return to their regular levels of functioning. In some instances, seeking help, even when feeling "normal" can lead to improved quality of life.

REFERRAL AND TREATMENT

Most individuals who experience anxiety and depression can recover and lead productive lives. A combination of counseling and medication appears to be the most effective treatment. Although some symptom relief may occur quickly, it typically takes at least two to four weeks of treatment for marked improvement. Medication should only be taken and/or stopped under the direct care of a physician and the team physicians may consult with psychiatrists or other mental health professionals regarding complex mental health issues.

Refer student-athletes to the team liaison or MHP staff member of your choice and a team physician if you witness any of the following in a student-athlete:

- Suicidal thoughts (specific plan, intent, and/or a previous history of suicide attempts can increase risk)
- Multiple anxiety or depressive symptoms
- Symptoms that persist for two weeks or more
- Aggressive or destructive behaviors
- Symptoms that interfere with participation in academic or athletic requirements

While referrals will begin with the team liaison or MHP staff member of your choice and a team physician, the Duke University Athletics Association Integrative Performance Excellence group will work to determine the best course of action for each student athlete. This group is comprised of directors in the areas of Sports Performance, Athletic Medicine, Sports Nutrition and Mental Health and Performance, as well as individuals representing psychological services, team physicians and primary care physicians.

This group cultivates partnerships with the Duke University Hospital, Duke Sports Science Institute, Duke Student Health and Duke Counseling and Psychological Services (CAPS) as part of its holistic approach to student-athlete health.

RISK/AFTER HOURS & EMERGENT MENTAL HEALTH PROCEDURES

Reporting line if in-need of immediate/urgent psychological care (emergent mental health related situations include suicidal threat, homicidal threat, highly agitated or threatening behavior, acute psychosis or paranoia, or acute delirium; student-athlete having feelings of being out of control, unable to make sound decisions, incoherent, confused, or expressing delusions or hallucinations).

- All individuals who hear of a potential high-risk situation should contact Dr. Zeplin (919-695-2712) or team MHP contact (see below).
- Dr. Zeplin will assist in identifying next steps and determine an appropriate referral if needed.

Care will be coordinated through Dr. Zeplin, Dr. Bytowski and/or Hap Zarzour. Team athletic trainer may also assist in reaching out to Dr. Zeplin and/or Dr. Bytowski.

- Guidance can also be obtained from any of the following resources:
 - Duke Counseling and Psychological Services/CAPS (919) 660-1000
 - Duke University Police Department (919) 684-2444
- If you are concerned about a student-athlete's safety and they cannot be reached, you can call Duke PD (919-684-2444) to have a Wellness Check done on the student-athlete.
- **If the student-athlete threatens imminent harm to self or others, acts in a frightening or threatening manner, or acts in a way that causes alarm:**
 - Contact Duke PD at (919) 684-2444 or 911.
 - Contact Dr. Zeplin and team Mental Health and Performance Contact
 - Contact Hap Zarzour (919-819-7310)

In the case that you receive any information about a student-athlete being hospitalized for mental health reasons, please contact Dr. Zeplin, who will assist in planning and coordinating continuation of care for when the athlete returns to Duke.

TELEHEALTH/VIRTUAL SESSIONS

The Department of Mental Health and Performance offers telehealth/virtual sessions to student-athletes in addition to traditional face-to-face services. While this expands the flexibility in which Duke student-athletes can receive treatment and support, Mental Health and Performance staff conduct telehealth/virtual sessions on a case-by-case basis. The decision to conduct a session virtually is at the Mental Health and Performance staff member's discretion and dependent on several factors – including (but not limited to) ACA and APA ethics and guidelines, rationale for virtual versus face-to-face, and student-athlete presenting concern.

2024-2025 MENTAL HEALTH AND PERFORMANCE TEAM ASSIGNMENTS

Dr. Shawn Zeplin	Dr. Aaron Goodson	Dr. Stephanie Barrett	Dr. Joanna Foss
Men's Basketball	Baseball	Men's Golf	Fencing
Women's Basketball	Field Hockey	Women's Soccer	Women's Golf
Football	Football	Softball	Rowing
Men's Lacrosse	Men's Soccer	Swimming and Diving	Women's Tennis
	Men's Tennis	Track and Field/Cross Country	Track and Field/Cross Country
	Track and Field/Cross Country		Women's Lacrosse
	Wrestling		Volleyball

***If you have any issues arise with a student-athlete, please call the Mental Health and Performance staff member that is the designated point of contact for that student-athlete's team. Student Athletes, however, are free to see the provider of their choice for individual sessions.**

Student-Athlete Development and Leadership

Personal Development/Resources/Trainings

Below are examples of resources and programming to which student-athletes have access during their time at Duke.

Alcohol Education and Awareness

All incoming Duke students are required to complete modules of alcohol education. Duke Athletics works with Duke Wellness Center in various settings to create an awareness of resources available and information surrounding alcohol use and the effects it can have on one's athletic and academic performance, including overall health and wellness.

Sexual Assault and Title IX Education and Training

In conjunction with the Office of Student Conduct, and the Office of Institutional Equity, as well as other campus resources, Duke Athletics offers annual workshops, online education modules and other information surrounding numerous campus resources and policies to all student-athletes. Included here are also definitions of consent, and various types of assault, harassment. The NCAA mandates all student-athletes do at least one training per year.

One Love Foundation/Team ONE LOVE

Duke has partnered with the One Love Foundation to help promote healthy relationships and inspire student-athletes to be part of a movement for social change and awareness. In addition to educational resources and programs, students can volunteer to go through training to serve as discussion leaders in various settings for a group of peers. The goal is to help students recognize signs of relationship violence and understand how action can help diffuse the situation.

Paws for Exams

Each semester Duke student-athletes take a pause from studying and exams to interact with local registered therapy dogs. This program is designed to give student-athletes a mental break from the stresses and pressure of exams.

Dropping Off & Letting Go

This program is designed for parents of incoming first-year student-athletes to interact with upper-class Duke student-athletes and Student Athlete Development and Leadership staff prior to orientation to gain an understanding of resources and support programs available.

Diversity, Equity, Inclusion and Belonging (DEIB)

Various educational programs and support resources are available on campus and through the athletic department for all Duke student-athletes to celebrate diversity, and promote the creation of safe and inclusive cultures for any person. For more information on DEIB, please see the DEIB strategic plan and follow @dukedeib.

Affinity Groups

Joining an affinity group is one way to build community and connect with other student-athletes within the athletics department. These groups are recognized by the university as student groups but are directly affiliated with Duke athletics. If you are interested in joining or being connected with an Affinity groups, contact Leslie Barnes (lab44@duke.edu).

Athlete Ally - Athlete Ally is a student organization advised by the Center for Sexual and Gender Diversity alongside Duke Rec&PE and Duke Athletics. This organization works to create visibility, inclusivity, and awareness around the LGBTQIA+ community in sports, including intramural and recreation, to inspire the athletic community to champion equality for all individuals. @dukeathleteally

United Black Athletes - United Black Athletes' works to reach, inspire and empower black student- athletes by giving them a voice to advocate for support within athletics and from the University collectively. @duke.uba

Asian Athletic Network (AAN) – Asian Athletic Network was formed to empower and unite Asian student athletes by creating a supportive and inclusive network that promotes development of community and service through athletic, academic, and cultural lenses. @duke_aan

Morgan's Message - A campus chapter of the National Foundation, Morgan's Message strives to eliminate the stigma surrounding mental health within the student-athlete community and equalize the treatment of physical and mental health in athletics. @morgansmessageduke

OneLove – A campus chapter of the National Foundation, OneLove works to highlight and educate about healthy relationships, as well as increase awareness of and educate about the warning signs of unhealthy relationships, violence and abuse. This organization actively engages in work to change the statistics around relationship violence. @dukeonelove

Duke Sustainable Athletes Group – A campus group of Duke Student Athletes committed to supporting and leading sustainable projects within Athletics and campus. @duke_sag

CANVAS Page

All Duke student-athletes have access to the Student-Athlete Development CANVAS page. This page is updated regularly with announcements, information, and resources for student-athletes as it relates to student-athlete development. This includes information for career development events, community service opportunities, NIL, and ACE announcements. Furthermore, the CANVAS page is home to various resources and educational materials for all affinity groups. Please visit <https://canvas.duke.edu>

In addition to the resources above, the office of Student-Athlete Development works in conjunction with and complimentary to the Duke Campus Student-Affairs offices. A link to some of those campus resources is below:

<https://studentaffairs.duke.edu/resources>

Career Development

The goal of the Career Development Program is to assist student-athletes with gaining the necessary tools to begin their professional life once their athletic careers have concluded. Resources and education are provided to help students become confident and successful with the entire career development process. Below are examples of a few resources and programs that the student-athletes have access to during their careers:

One-on-One Advising

Student-athletes can schedule individual meetings to discuss any aspect of career readiness including, but not limited to, résumé and cover letter writing, job and internship search, and engaging with alumni.

Career Development Workshops

Workshops are designed to help the student-athletes prepare and develop the needed skills to be successful with the entire career search process. The workshops include topics such as résumé building, cover letter writing, job/internship search, interview preparation, and networking. These are just a few of the topics and change from year to year depending on the need and feedback of the student-athletes.

Information Sessions

Many companies/organizations have a sincere interest in hiring Duke student-athletes. We welcome company representatives (often they are Duke alumni) to meet with our student-athletes using information sessions and coffee chats. They present what their company is about, what they are looking for in their interns and employees, and steps for their application process.

Career Athlete Networking Event

Duke Athletics annually hosts a Career Athlete Networking event during the fall semester, either in- person or virtual. We invite numerous companies/organizations and alumni to attend and share with the Duke student-athletes about their companies, potential employment and internship opportunities, and/or general advice for entering the work force.

Duke Career Trek

The Duke Career Trek program gives student-athletes the opportunity to travel to several locations, locally and nationwide, to visit organizations and explore potential careers within various industries. Student- athletes have an overnight or multi-day experience shadowing, learning from and networking with alumni and employers.

Career Center Collaboration

Duke Student Athlete Development works closely with the Duke Career Center on several events and initiatives, including workshops, career fairs, and networking events. For more information on the Duke Career Center, visit <https://careerhub.students.duke.edu/>

Duke Future Initiative

The Future Initiative prepares Duke student-athletes for their career journey beyond graduation by helping build a sustainable network through meaningful connections with former Duke student-athletes and mentors. Focusing on four critical areas of impact: knowledge, skills, networking, and confidence, the Future Initiative emphasizes career exploration and professional development by facilitating internships and other practical experiences.

Community Service

Duke Athletics is committed to giving back to both the campus and surrounding community. Teams as well as individual student-athletes are involved each year in an array of service initiatives/projects as well as active among community organizations, schools and hospitals. The Duke Office of Durham and Community Affairs (formerly known as [Duke-Durham Neighborhood Partnership and Community Service](#)) offers support, collaboration and additional opportunities.

READ WITH THE BLUE DEVILS

Sponsored by Blue Cross, Blue Shield, The Read With The Blue Devils program is intended to aid area teachers by providing reading incentives for elementary schools in Durham. Duke Student Athletes will visit schools to read and engage with youth and support the schools' reading goals. By reading for school specific set number of minutes for set number of days/nights, or by meeting/exceeding growth in reading levels, elementary students can reach various levels and earn Blue Devil gifts along the way.

DUKE CHILDREN'S HOSPITAL/RONALD MCDONALD HOUSE

Previous commitments and relationships with these organizations continued to grow in an array of service activities from Duke Athletes and Coaches. With COVID preventing visitation to hospitals over the past few years, Duke Athletics is excited to bring back the partnership with RMH cooking meals for and interacting with families as a team.

TEAM IMPACT

Several teams have partnered with the organization, Team Impact, (<https://teamimpact.org/>) which pairs a young patient and their family with an athletic team. Duke Athletics has grown and added partnering teams with Team Impact over the past few years. We have over half of our teams heavily involved with Team Impact and are constantly implementing new, innovative ways to not only build the feeling of team with families, but also bring families associated with Team Impact together creating a strong feeling of connection and community.

GIGI'S PLAYHOUSE

Gigi's playhouse aims to change lives through the consistent delivery of free educational, therapeutic- based, and career development programs for individuals with Down syndrome, their families, and the community, through a replicable playhouse model. With the vision to change the way the world views Down syndrome and to send a global message of acceptance for all in schools and communities, Duke athletes have embraced the support of this organization through volunteering as well as hosting playdates.

URBAN MINISTRIES OF DURHAM

Urban Ministries of Durham is the primary point of connection for those who are homeless, hungry, or in need in Durham. Student athletes help serve over 6,000 people each year who come seeking food, shelter, clothing and supportive services. This organization provides immediate relief to those experiencing chronic or temporary homelessness, and work with clients to end their homelessness as quickly and responsibly as possible.

Additional organizations in which Duke Athletics has had recent opportunities to engage in service include but aren't limited to: Durham Rescue Mission, Catholic Charities Food Bank, Oxford Housing Authority, Open Table Ministry and Strong Girls United.

ACE PROGRAM <https://ace.duke.edu/>

The ACE provides one-time funding for accepted Duke-Stanford ACE student-athletes to participate in three-week, immersive summer service experiences with an international community partner. Each summer 40 student-athletes participate in one of four international group programs with service themes like education, coaching, environmental sustainability and conservation, and health outreach and education.

Greg Dale Leadership Program

Our leadership programming is based on a holistic approach defined and characterized by the belief that the parts of something are interconnected and can be explained only by reference to the whole. The whole being the student-athlete. This program involves the work of the Leadership Program (LP), Student-Athlete Development (SAD) and Mental Health and Performance (MHP) addressing the needs of our student-athletes at various stages of their development as people, students, athletes and leaders while at Duke.

A.C.T.I.O.N. First Year Leadership Program

The ACTION program is a vital part of the transition to college for first-year student-athletes. All first-year athletes are invited to be part of small group discussions while also hearing from and learning from various campus, dept and outside resources. With approximately 40 upperclass student-athletes co-leading small group discussions and serving as mentors, 6-7 meetings are held each year. All participating student-athletes are placed into small groups across sports allowing for cross-sport community building.

Topics and partnerships include, but not limited to: the One Love Foundation (healthy relationships), Mental Health and Stress Management, Diversity and Inclusion, Career Development, Values and Personal Branding, Empathy and Various roles on being part of a team, as well as transitioning into second year. The acronym A.C.T.I.O.N. stands for Accountability, Commitment, Teamwork, Integrity, Opportunity, and Now. It serves as the introduction for student-athletes to the Duke Athletics Leadership Programs.

Engaging Leaders

As sophomores, student-athletes are given the opportunity to become Engaging Leaders through a greater understanding of the foundations of leadership. Sessions in the Engaging Leaders program focus on approaching your role on the team and how you fit and can be effective in that role. Participants will begin to understand what leadership is, identify strengths and how they correlate with leadership, and explore ways to help their team function at its best.

Emerging Leaders

Juniors continue what they have learned through A.C.T.I.O.N., Engaging Leaders, and other leadership experiences to now add more skills into their Leadership toolbox. Participants will dive into their personal communication and leadership abilities as juniors and find their voice and place as leaders on their teams. Topics related to understanding communication style, accountability, conflict and others will be discussed.

Advancing Leaders

The Advancing Leaders program is designed to enhance the leadership of the student-athletes who are designated as team leaders either by having the formal title of team captain or who are viewed as leaders who have a significant impact on teammates and team culture. Monthly meetings during the academic year provide current captains/team leaders the opportunity to openly and in confidence discuss the challenges they are facing in providing leadership to their team. Sharing and collaborating through thought and introspective on topics generated by the captains provides a forum that allows the shared freedom for greater leadership growth and confidence development required in their roles at team

leaders. These meetings allow the captains to continue to expand the depth and breadth of their personal leadership growth into their lives on the field of play and outside of athletics. Topics include: establishing and maintaining credibility as a leader, having difficult conversations, how team leaders complement each other and managing up.

Other Leadership Opportunities

SAAC (Student Athlete Advisory Committee)

SAAC is comprised of (at least one, up to 3-5 depending on team size) representatives from each NCAA sponsored sport, with spots also reserved for various student-athlete affinity groups.

Recognized nationally by the NCAA as a governing group, SAAC is asked to provide insight on and perspectives of the student-athlete experience. In addition, this group is charged with offering input on NCAA, conference and department rules, legislation and policies which affect student-athlete well-being and day to day lives. SAAC offers all student-athletes a collaborative voice by serving as a liaison organization across the Athletic department, University Community, the ACC and the NCAA. SAAC meets monthly during the academic year and is charged with the responsibility of serving as resource in which to bring awareness, advocacy and action to matters of student-athlete interest.

LEAD (Leadership Education and Development)

The Leadership Enrichment and Development weekend is the core event that brings sophomore, junior and senior student-athletes together for an overnight retreat. L.E.A.D. focuses on individual leadership training and team culture awareness to allow the participating students- athletes to explore, understand, prepare, and implement their leadership skills in a team environment. Team and peer networks are expanded and created that provide opportunity of each class to solidify their leadership roles as they progress through their athletic careers at Duke.

The curriculum is designed to assist the student-athletes in gaining a better understanding of who they are as individuals, their strengths and values, as well as insight into their communication, decision-making, and leadership styles. Challenging and engaging activities focus on putting them in situations where they must push the boundaries of their self-awareness and utilize their leadership skills in various group settings. In the end, they discover a level of personal potential they did not know existed before L.E.A.D and seek to become confident agents of positive change for themselves and for their teams.

HEIDRICK Family Post-Graduate Scholarship

Established through a generous gift from the late Bob Heidrick and his family, these TWO (10K) post-graduate scholarships are awarded annually. The Heidrick scholarship seeks to recognize leaders within the student- athlete community at Duke based upon the involvement in and demonstrated growth within the area of leadership and how they have used those skills to serve and enhance the community around them. The scholarships are viewed as an investment in the recipients and their potential for service through leadership in the future.

Name, Image, and Likeness (NIL)

As of July 1, 2021, NCAA rules allow a student-athlete to receive compensation for use of their Name, Image and Likeness (NIL). NIL activity is any activity in which a prospective student-athlete or current student-athlete's name, image, likeness or personal appearance is used for promotional purposes by a non-institutional entity, including a commercial entity, a non-institutional nonprofit, or a charitable entity. Such use may be compensated (e.g., cash, product or other benefit) or uncompensated.

Duke NIL Policy

As of July 1, Duke student-athletes **can**:

- Be a social media influencer, meaning they can be compensated for social media posting/activity.
- Make personal appearances to promote commercial products or services.
- Appear in print or television advertisements for commercial products or services.
- Obtain professional representation by an athlete agent, attorney, or financial advisor who is engaged by the student-athlete for the purpose of securing payments for the use of the athlete's NIL or advising the student-athlete concerning NIL.

While student-athletes can make money off their NIL, NCAA recruiting and extra benefit rules still apply. Student-athletes **cannot**:

- Have an agreement without quid pro quo.
- Be compensated contingent upon a specific athletic performance or achievement (e.g., pay-for-play).
- Be provided or offered compensation contingent on initial or continued enrollment at Duke.
- Engage in any NIL activity that promotes products or services related to gambling or [NCAA's banned substances \(PDF\)](#).
- Use the name, symbols, logos, trademarks, facilities, and images associated with Duke University without prior approval in accordance with the Duke Trademark Licensing policy (see institutional marks information below).

You can find Duke's NIL policy [here \(PDF\)](#)

Institutional Facilities

For more information about the use of a Duke facility, please contact robert.weiseman@duke.edu. Include information about your request, including: which facility you would like to use, the date, the length of time, a summary of the event, the age of participants (if applicable), and, for camps or lessons, whether you have insurance. Please remember that videos and photo shoots for NIL purposes may not take place on campus without Duke University approval and the cost to use any facility will be consistent with the advertised rate.

Institutional Marks/Logos

Student-athletes may request use of name, symbols, logos, trademarks, facilities, and images associated with Duke University by completing the “NIL - Duke Licensing Request” form via ARMS. Marks/logos can only be used with permission by Duke University at a cost, depending on how you plan to use them. More information on the Duke Trademark Licensing policy is available [here](#).

Institutional Memorabilia

Student-athletes may autograph and sell items they have purchased. In accordance with NCAA Bylaw 16.11.2.4 (Items Received for Participation in Intercollegiate Athletics), an item received for participation in intercollegiate athletics may not be sold or exchanged or assigned for another item of value.

Disclosure

Student-athletes may receive institutional assistance and services if they opt in to disclose all NIL activities that are \$600 or more. Such NIL activities must be disclosed within 30 days of the activity to the Duke Compliance office via the Influencer app.

Education

Duke Athletics, in partnership with Altius Sports Partners and Influencer, is providing its student-athletes with ongoing education and resources to assist in capitalizing on NIL opportunities. Additionally, Duke launched the Blue Devil Exchange in August 2022 to provide commercial enterprises a customized portal for communicating with student-athletes and fulfilling NIL transactions. NIL resources may be found at sakai.duke.edu on the SA Development Resources tab.

Prohibited Categories

Student-athletes may not be involved in NIL activities that promote products or services related to gambling or NCAA banned substances ([PDF](#)).

International Students

International student-athletes may be restricted from earning compensation for NIL activities by their student visa requirements. To avoid potential immigration issues, international student-athletes are encouraged to contact Duke Visa Services.

Agents

A Duke student-athlete may obtain professional representation by an athlete agent, attorney, or financial advisor who is engaged by the student-athlete for the purpose of securing payments for the use of the student-athlete’s NIL, or otherwise advising the student-athlete concerning NIL. Any such agent, attorney, or financial advisor must be registered with Duke University ([PDF](#)), and, to the extent required by North Carolina General Statutes Chapter 78, by the state of North Carolina. Representatives must also comply with the federal Sports Agent Responsibility and Trust Act, as applicable. All representation must be disclosed by student-athletes to Duke University through the “NIL Agent Disclosure” form via ARMS.

Communications & Media Relations

A high-profile athletics program such as Duke's attracts extensive media coverage. The Duke Communications unit exists to help student-athletes and coaches cooperate with members of the media in an efficient manner.

Duke student-athletes typically make excellent spokespersons for all the university represents. Therefore, we encourage you to interact with media members whenever possible. The Communications staff understands and appreciates the many demands on your time, further emphasizing the benefit of an open relationship between you and the Communications staff when it comes to media access. Each of our varsity teams at Duke has a dedicated staff member in Communications to handle media requests.

Interview Policies – as a responsible student-athlete, you may speak directly to members of the media if you choose to do so. Official interviews (those in which you are speaking on behalf of your team, Duke, or Duke Athletics) should be arranged through the Communications contact. In those cases, the contact will ask the media to arrange a time for an interview that is convenient for you. The Communications contact normally schedules interviews before or after practice sessions so as not to interfere with the student's time away from athletics. The location is usually the Communications office or the practice site. For post-game interviews, we advise media to respect at least a 10-minute waiting period after the conclusion of the event so that student-athletes can be available to their coaches, trainers, and teammates during that time. The rules vary from sport to sport to ensure equal access to media members.

Representatives of the media are discouraged from contacting Duke student-athletes directly via cell phone, email or social media direct messaging for interviews or comments. The Communications office has a strict policy of NEVER distributing student-athletes' phone numbers without prior approval. If a reporter calls your cell phone, you should instruct them to contact the Communications office.

Tips to make interviews more enjoyable – Relax and have fun. The media always appreciate honest answers and you'll feel more comfortable just being yourself. Always remember that others may perceive that you are not only representing yourself, but your coach, your team, and your school.

Be prompt. When we set up an interview for you, we expect you to keep your appointment. If a problem arises, call us. There is nothing more distressing for the athletics staff and embarrassing for the university and your program than to have media members waiting for your appearance.

You can say "no." Most of your interviews will come about because of success. On occasion, however, you may be asked about a situation that is delicate or controversial. Remember, that you have the right not to discuss a particular subject. Be polite, but firm. Say "I'd rather not discuss that subject." Use the Communications staff as a sounding board if you are uncomfortable with certain subjects.

Be quotable. You can develop a reputation as a good interview by being creative and quotable without being outrageous. Remember that your opponents already have plenty of motivation. There's no reason to say anything that will provide them with more.

You can improve. If you're interested in improving your ability to handle interviews or public speaking situations, we can help you. Our business is dealing with the media, so make use of the Communications staff. You can be effective in interview situations if you know what you're doing.

Positive interaction between Duke student-athletes and the media is important to the university, but this is relative. You will never be asked to miss class or postpone schoolwork to conduct an interview.

In an interview, you are encouraged to be open, honest, and prudent. Avoid situations in which you are speaking "off the record." Information obtained in these circumstances very rarely remains off the record.

Social Media Guidelines for Student-Athletes

Personal Accounts: Best Practices

Social media is a powerful tool for self-expression, connecting with friends, and building your personal brand. Duke University values free expression and strives to protect that right. Platforms like TikTok, Snapchat, Instagram, Twitter, and Facebook offer vast opportunities, but there are important considerations when creating your online persona and posting on social media.

Key Principles for Social Media Use

1. Be Authentic:

- Use your real name and, where appropriate, include your team/department and title/position.
- Make your profile picture an identifiable photo of yourself.
- Do **not** share sensitive, confidential, or proprietary information about Duke University, the athletic department, employees, teammates, or other members of the Duke community (including medical information). Adhere to federal guidelines like FERPA, HIPAA, and university policies such as the [Duke Confidentiality Agreement](#).

2. Be Intentional:

- Develop your personal brand and objectives. Consider your story, audience, and the brands you want to associate with.
- Engage in civil discussions, do not engage with trolls, and avoid criticizing coaches, teammates, and officials.
- Remember, your social media presence can impact your future career and NIL opportunities. Employers and brands often check social media profiles.

3. Be Smart:

- There is no such thing as fully private social media. Content can resurface years later.
- Avoid sharing private information such as your address, full birthdate, phone number, class schedule, and passwords.
- Be aware of potential online threats, including hacking and impersonation. Once shared, you lose control over your content.

4. Be Engaging:

- Build a supportive community by adding value to your followers.
- Consistently post and engage with your audience. Show your personality and have fun.

5. Be Respectful:

- Your posts may be interpreted as representing Duke University. Avoid posting anything inappropriate or controversial.
- Respect copyright, trademarks, and fair use. Always credit creators and ensure you have the right to use content.

Keep in mind that sanctions may be imposed for depicting unlawful or inappropriate behavior, such as:

- Personal use of alcohol or drugs (e.g., photos or videos of solo cups, beer cans, liquor bottles, shot glasses).
- Drug-related activities or condoning drug-related activities (e.g., personal use of marijuana and drug paraphernalia).
- Content of an overtly sexual nature (e.g., sexual acts, nude imagery of yourself or others, links to pornographic websites).
- Unsportsmanlike, derogatory, demeaning, or threatening comments (e.g., derogatory comments about another institution, taunting comments aimed at a student-athlete, coach, or team, racial, religious, or sexual epithets).
- Depicting or encouraging unacceptable, violent, or illegal activities (e.g., assault, hazing, discrimination, gambling, fighting, vandalism, academic dishonesty, underage drinking, illegal drug use).
- Violating ACC or NCAA rules (e.g., commenting publicly about a prospective student-athlete, providing information related to sports wagering activities, soliciting impermissible extra benefits).
- Sharing sensitive or proprietary information (e.g., tentative or future team schedules, student-athlete medical information, eligibility status, travel plans/itineraries, class schedules).

Who You Represent

Remember, you represent not only yourself but also your:

- Family
- Hometown
- Friends
- Duke University
- Duke alumni
- Professors
- Classmates
- Coaches
- Support Staff
- Teammates
- Co-Workers

Social Media Resources and Support

INFLCR Partnership

Duke has partnered with INFLCR, a social media CRM, to distribute digital assets to student-athletes. Through INFLCR, student-athletes can access content from the External ACairs team and share it on their personal social media channels. INFLCR is also a resource for NIL deals through the Local Exchange, where brands and athletes can connect for potential partnerships. Additionally, INFLCR has a system to help student-athletes get verified on Instagram. For help with this process, contact Bri Shaw, Associate Director of Social Media, at briana.shaw@duke.edu.

Instagram Verification Best Practices

1. Include your first and last name on your profile.
2. Use a clear profile image, preferably in uniform.
3. Mention your affiliation with Duke University and your sport in your bio.
4. Aim for at least 2,000 followers for a higher chance of verification.
5. Convert your account to a business account and link it to a Facebook page.
6. Post consistently.
7. List both "Duke University" and your sport in your profile.

Note: For the INFLCR courses and verification, visit the [INFLCR Athlete Certification](#).

Crisis Management

If you need social media support for managing a crisis (e.g., account hacks, online impersonation, Impermissible content use, harassment), please contact the social media manager for your team, who can provide guidance and assistance.

How do I report incidents violating Duke's non-discrimination policy?

If you have information regarding violations of Duke's non-discrimination policy, or if you would like more information on the non-discrimination policy, please contact the Office for Institutional Equity (OIE) at (919) 684-8222 or visit <https://oie.duke.edu/discrimination>.

Do you have suggestions for information/FAQs you would like to add? Please email hryan@duke.edu

Other useful resources:

Office for Institutional Equity: <https://oie.duke.edu/>

Center for Sexual and Gender Diversity: <https://studentaffairs.duke.edu/csgd>

Center for Sexual and Gender Diversity FAQ's:
<https://students.duke.edu/belonging/icr/csgd/csgd-resources/>

Athlete Ally: <https://www.athleteally.org/>

NCAA and ACC Regulations/Compliance Information

As a member of the National Collegiate Athletics Association (NCAA) and the Atlantic Coast Conference (ACC), Duke is committed to upholding rules of fair play and complying with NCAA regulations. The Compliance Office staff is responsible for maintaining compliance with national and conference rules.

Please contact them if you have any questions or concerns about your eligibility or any other issues related to the rules governing college athletics.

Complimentary Admissions Policy

Under NCAA rules, student-athletes are eligible to receive up to four complimentary admissions for each regular season contest in their sport, and up to six for each post-season contest in their sport (i.e., conference championship, NCAA Championship, or bowl game). The full number of complimentary admissions may not be available for all contests. Per NCAA regulations, complimentary admissions may not be sold or traded for any item of value, and all complimentary admissions must be provided via a pass list (no hard tickets may be issued). Should student-athletes not utilize all of their designated complimentary admissions for a contest, they are permitted to provide remaining admissions to a teammate, who may then designate the recipients.

By designating recipients of your complimentary admissions, you agree to abide by the NCAA regulations stated above. Duke Athletics is required to comply with and enforce NCAA rules; therefore, violations of these regulations will result in penalties ranging from loss of ticket privileges for one or more contests to suspension from the team and the loss of athletics financial aid.

Gambling

Gambling is an enormous industry in this country. Every year, billions of dollars are wagered on sports. With this much money at stake, gamblers place a premium on anything that will give them an edge, particularly inside information. Be careful. Based on sports wagering, privacy considerations associated with personal medical conditions, and the need to ensure that teams with whom we compete do not obtain medical information about our student-athletes, you should not reveal the medical conditions or injuries to persons outside of the Duke Athletics program. This restriction does not apply to information that is generally known, nor does it prohibit student-athletes from discussing general medical issues and concerns with third parties, provided such discussions do not identify the physical or medical condition of specific or named student-athletes. Be especially wary of phone calls seeking information about injuries, weather, or any other factor that could affect the outcome of a game. You could lose your eligibility for placing or accepting a bet – even in a state or country in which betting is legal – or for giving information to gamblers.

Amateurism

In order to participate in intercollegiate athletics, you must be an amateur in your sport. You lose your amateur standing if you use your athletics skill for any form of pay, sign a contract to play professional athletics, enter into a verbal or written agreement with, or accept any benefits from, an agent, compete on a professional team, or accept reimbursement or pay from a professional sports organization. Exceptions to agent rules are outlined in the Name, Image, and Likeness section of this handbook. The rules governing amateurism are complicated, and your eligibility to compete for Duke is at stake. If you have doubts or questions about any situation, check with the Compliance Office.

Civic Engagement

Each team, through a collaborative process involving student-athletes, coaches, and senior athletics department staff members, shall develop civic engagement policies to ensure student-athletes are provided adequate opportunities, resources, and programming to participate in civic engagement activities.

Redshirt/Medical Hardship

These two terms, which are frequently used interchangeably, refer to two entirely different ways of maintaining eligibility through five years of competition. "Redshirting" refers to the practice of intentionally holding a student-athlete out of competition for an entire year. Since all student-athletes have five years in which to use their four years of eligibility, this means that the student may be a sophomore academically, and yet still have four years of athletics eligibility remaining. In the sport of football only, a student-athlete may compete in up to four contests in a season without using a season of competition. In the sport of wrestling only, a student-athlete may compete in up to five dates of competition during the student-athlete's initial year of college enrollment without using a season of competition.

"Medical Hardship" refers to gaining back a year of eligibility (after having competed) due to suffering an injury serious enough to prevent a student-athlete from competing for the remainder of the season. Student-athletes are eligible to apply for a medical hardship waiver if their injury occurred in the first half of the season and they had not competed in more than three contests or 30 percent of the maximum number of contests or dates of competition for that sport (whichever is greater). If you become eligible for a medical hardship waiver, you should consult with your coach or athletic trainer to begin the process of applying for the waiver through the Atlantic Coast Conference.

Medical Disqualification/Non-Counters

A student-athlete who becomes injured or ill to the point that he/she will never again participate in intercollegiate athletics may become “medically disqualified” as determined by a treating physician. If the student-athlete receives athletics aid, he/she may continue to receive such aid and the aid shall not count against institutional team limits beginning with the academic year following the incapacitation injury or illness. Prior to this official designation being made, the Medical Non-Counter Form must be completed and signed by all applicable parties.

Playing and Practice Season Limitations

There are limits on what can be required of you by your coach. During the season, you cannot spend more than 20 hours per week or four hours per day in *required* countable athletically-related activities, known as CARA (e.g., practice, conditioning, meetings, film study, and weight lifting). In addition, you must be granted one day off each week. In the off-season, you cannot be required to spend more than eight hours per week on CARA. In sports other than Football, no more than four of those eight hours can be spent on skill instruction or film review. In Football, no more than two of those eight hours may be spent on film review and walk-throughs. In the off-season, you must be granted two days off each week. Some exceptions to these rules apply. Please contact the Compliance Office or your team’s Time Management representative if you have any questions or concerns.

Transfers

If you are interested in exploring transfer options, you may initiate the NCAA’s “notification of transfer” process by providing the Compliance Office with a written notification of transfer at any time through the submission of a “Transfer Notification Form” on ARMS. Your name will be entered into the national transfer database (commonly referred to as the “transfer portal”) within two business days of receipt of your submission of the Transfer Notification Form only during a student-athlete’s transfer window (unless the student meets a legislated exception). An athletics staff member at another institution will be permitted to contact you once your name is entered into the database.

In general, a student-athlete who submits the Transfer Notification Form will retain access to Duke Athletics academic support and medical services for the duration of the semester in which he/she makes the request. However, in some instances, the Department of Athletics may deny access. In those instances, the Department of Athletics must notify the Faculty Athletics Representative of the denial and the reason(s) for it. The Head Coach in the student-athlete’s sport may decide, in his/her sole discretion, whether to allow the student-athlete to continue to participate in team activities (e.g., practice, competition, team meals, team travel, etc.) and/or maintain access to any athletics facilities not open to all Duke students. Your athletics scholarship may be reduced or canceled at the end of the regular academic term in which written notice is received.

Section III: Athletic Medicine/Sport Performance/Nutrition

Duke Athletic Medicine Policies and Procedures Overview

Athletic Medicine

The Athletic Medicine Department is a healthcare team made up of multidisciplinary professionals who provide a unique service dedicated to the specific medical needs of Duke Student-Athletes. The staff is comprised of full time certified athletic trainers, physical therapists, and team physicians who are advocates and provide care for student-athlete's health and welfare. The role of athletic trainers is to provide care and management of injuries and illnesses including: prevention, evaluation, management and rehabilitation. In conjunction with the orthopedic and medical staff, Duke Athletics employs a team of registered dietitians and certified Behavioral Health Specialists. Each varsity sport at Duke has access to all of these Athletic Medicine services.

Duke Athletics has three full time athletic training rooms on Duke's West Campus as well as three satellite athletic training rooms that are sport specific on East Campus. The following facilities are on West Campus:

- **Scott Family Performance Center- Murray Athletic Training Room** - Serves as the main hub for Athletic Medicine. This is the primary facility for Olympic sports where student-athletes can make appointments through their athletic trainer. Murray is staffed by 13 full-time Certified Athletic Trainers, 4 certified athletic training fellows, and 4 full-time physical therapists. All student-athletes have access to the Murray Athletic Training Room during regular business hours 8:00am-6:30pm Monday-Friday while classes are in session. During summer break and holidays, athletic training room hours may be adjusted and will be posted. Special arrangements and appointments outside of these times can be arranged with student-athlete's respective athletic trainer.
- **Schwartz Butters / Cameron Athletic Training Room** - Designated for the care and treatment of the Men's and Women's Basketball.
- **Yoh Football Athletic Training Room** - Designated for treatment and care of the Football team as well as a physical therapy facility for designated student-athletes.

Physician Access & Referrals

Duke Athletic Medicine works in conjunction with the Duke Sport Science Institute to provide collaborative care with primary care physicians and orthopedic surgeons as well as utilizing the Duke University Health System (DUHS).

Primary care physicians have clinic hours in Murray Athletic Training Room Monday through Friday from 1:30pm - 5:00pm by appointment only while classes are in session. Appointments can be made through the respective team athletic trainer. The availability of this clinic is occasionally limited by team travel, conferences, or other obligations. All illness and injury should be reported immediately to team athletic trainer. Physician referrals and plan of care will then be managed through the Athletic Medicine Staff.

In order to maintain continuity of care and to keep Athletic Medicine Staff aware of any medical

issues that may arise, primary care physicians and athletic trainers should be informed of any treatment, imaging, medical care, or emergency room visits that occur after hours or while out of town during school recesses.

Pre-Participation Physical Exams

All student-athletes are required to have a physical examination through Duke Athletic Medicine prior to the beginning of each year of participation. Student-athletes must be cleared by a Duke team physician to be eligible for participation and complete all necessary testing and evaluations including NCAA mandated sickle cell screening, concussion baseline testing, and cardiac screening. Physicals will be coordinated by Athletic Medicine Staff.

- Fall Olympic sports will have their respective physicals coordinated with the team's annual report date. Head coaches will inform student-athletes of the date, time, and location of your physical prior to the beginning of practice.
- All other Olympic sports will have their physicals on the *Sunday prior to the start of undergrad classes*; you should plan on returning to campus prior to noon on that day.
- Football & Basketball physicals will be arranged by respective Athletic Medicine Staff.

Athletic Medicine Specialty Programs

Duke Athletic Medicine has specialized programs developed to address current athletic healthcare issues. These programs are designed to provide cutting edge and innovative care for some of the biggest concerns in sports medicine today. These programs include but are not limited to Duke Athletics concussion protocol and return to play program, intensive programs dedicated to sickle cell trait management, cardiac screening, diabetes management and support, student-athletes cancer support group, injured athlete support group and a variety of other mental health and wellness centered programs. These programs utilize experts on campus and in the Duke medical community to manage student-athlete needs.

Insurance Coverage

All students are required to maintain adequate medical insurance during their enrollment at Duke University. The university offers a Student Medical Insurance Policy (SMIP) through Blue Cross Blue Shield (BCBS) to all students enrolled in classes. Students who deny enrollment in the SMIP are required by the university to submit their current primary insurance information through the above process.

Acceptance by the university of current personal insurance does not necessarily mean individual has full coverage for all medical needs in North Carolina, rather, current personal insurance provides adequate coverage for **emergent situations**. It is important to notify and clarify coverage specifics with your primary insurance provider. If the primary insurance is denied by the university, enrollment into the student health insurance is mandated. Enrolling in Duke Student Medical Insurance Policy is recommended by the Duke Athletic Medicine Department if student's personal medical insurance does not provide robust coverage in North Carolina. This policy provides excellent coverage within the Duke University Health System (DUHS) and other local providers. Student-athletes will be spending most of the calendar year in Durham;

therefore, it is important to make sure they are properly covered in North Carolina. The BCBS policy will help cover non-athletically related expenses that may be incurred while at Duke. Full explanation of benefits for these services can be found on the Student Health website.

Please reference the below section for coverage of medical costs provided by Duke Athletics. For all bills incurred related to athletic injury, the student-athletes primary insurance will be billed first, and Duke Athletics will cover remaining balance. It is vital that all bills received by student-athletes for qualifying expenses are submitted to team athletic trainer **as soon as possible**.

Duke Athletics Coverage of Medical Costs

The primary insurance coverage for all medical costs will be the student-athlete's personal insurance policy. All bills for remaining balances will be sent to the address on file with DUHS; often this address is a student-athlete's permanent residence or parent/guardian's home. That bill should then be submitted to Athletic Medicine Staff for prompt payment.

- *Athletic Related Injuries*

Duke Athletics is only financially responsible for injuries that occur during participation in supervised and officially sponsored activities on behalf of the university. It is the responsibility of the student-athlete to report their injuries to Athletic Medicine Staff to receive prompt medical care. Duke Athletics does not guarantee payment for any medical services obtained without knowledge or pre-approval by the Duke Athletic Medicine Staff. Medical bills will be generated for any service(s) completed through DUHS; those services include but are not limited to physician's visits, imaging, lab work, and physical therapy services.

- *Non-Athletic Related Injuries and Illnesses*

Duke Athletics is not automatically financially responsible for any pre-existing conditions, non-athletic injuries or general medical illnesses which may develop for student-athletes. Coverage for non-athletic injuries or illnesses will be determined on a case-by-case basis after an evaluation and approval process has been completed by Duke Athletic Medicine. Treatment and care for non-athletic injuries and illnesses can/will be coordinated by Athletic Medicine, if necessary, but financial responsibility for this care falls upon the student-athlete and their parent(s)/guardian if not otherwise previously approved. This makes it extremely important to verify that your personal insurance provides coverage in North Carolina and at Duke University prior to arrival on campus should a case such as this arise.

- *Surgery*

Injuries which require surgical intervention will be treated by Duke Athletic Medicine team physicians or referred specialists and completed through the Duke University Health System (DUHS). There are select cases in which referral outside the system may be directed by a Duke team physician. In these cases, the team's athletic trainer will be notified of the outside referral and a written cost coverage agreement associated with the

out-of-network surgery will be approved by the Executive Director of Athletic Medicine prior to service. Consistent with the rest of this Disclosure, the primary insurance used for costs will be the personal policy of the student-athlete with remaining balance covered when bills are turned in to the team's athletic trainer.

Cases in which a student-athlete desires to have a procedure or surgery completed outside DUHS, all expenses incurred will be the sole responsibility of the student-athlete and/or their parent/guardian. Additionally, if surgery is performed outside of DUHS, the student-athlete is responsible for requesting a copy of all medical documentation including all physician notes, imaging, and surgical notes to be kept on file with Athletic Medicine. No post-operative care or rehabilitation can be provided before all the appropriate medical records are received.

- *Second Opinions*

It is the right of any patient to request a second opinion. Duke Athletics will only be financially responsible for second opinions obtained within the DUHS network of providers and coordinated through the team's athletic trainer. Second opinions obtained outside of DUHS are the sole financial responsibility of the student-athlete and their parent(s)/guardian. The student-athlete must request a copy of all medical documentation to be kept on file with Athletic Medicine and for reference including doctor notes, imaging and treatment recommendations. If an individual has sought care outside of DUHS, Duke Athletic Medicine team physicians will have indisputable authority pertaining to sport participation at Duke.

- *Immunizations*

Duke Athletics is not financially responsible for any immunizations that may be required by the university or university-sponsored travel programs. Immunizations should be obtained prior to arrival on campus. Records of immunizations are managed by Student Health and should not be sent to the Athletic Department. More information about immunizations can be found in communications from the university. Information about immunizations is also included in the Student Health "Blue Book" you have received or will be receiving soon from the university.

In addition, Duke Student-Athletes are covered by a catastrophic injury policy held by the Department of Athletics which provides coverage in case of a catastrophic injury and/or death that occurs during practice or a competition. All student-athletes are also covered by travel insurance which provides coverage in case of an accident occurring while you are traveling with the team to or from a site of competition.

- *Medical Retirements/Medical Hardships/Medical Non-Counters*

On rare occasions student-athletes may become "injured or ill to the point that they apparently will never be able to participate in intercollegiate athletics again." If this situation arises, a medical retirement process can be initiated by the Duke athletic medicine or behavioral health staff.

Hospital and Provider Bills

If you are injured during athletic participation and receive a bill from the medical facility or physician you were treated, **send this documentation to your team's athletic trainer(s) as soon as possible**. This will ensure that the bill will be processed correctly and keeps the bill from going into collections. Due to privacy laws surrounding personal health information, student-athletes are responsible for providing these documents to their athletic trainer as the Athletic Medicine Staff is not permitted to obtain bills directly from providers or facilities. If a bill is not sent to the team's athletic trainer, the bill cannot be processed for payment with Duke Athletics and will be at risk of being sent to collections.

Outstanding bills can also be found on student-athlete bursar accounts or Duke MyChart. Bills are processed through the Duke University Health System (DUHS) accounting and billing department therefore your account may not reflect payment right away. If a repeat bill is sent to a student-athlete or parent, please continue to send copy to Athletic Medicine Staff.

Athletic Training Room Rules for Student-Athletes

1. All student-athletes must shower with soap & water prior to treatment/evaluation, this includes ice baths and foam rolling.
2. Horseplay, vulgar language and unruly behavior are strictly prohibited.
3. Leave all equipment and personal items in your locker rooms or place them in the storage cubbies located at the main entrance to the athletic training room.
4. Cell phones are **NOT** permitted in the athletic training room; this includes the use of headphones for music.
5. Make sure you are properly dressed in team issued athletic apparel when receiving treatment or in rehab. "street clothes" including jeans, dresses, or other university apparel is not permitted.
6. All supplies stay in the athletic training room (tape, wraps, weights, towels etc.) unless you have permission from a member of the athletic training staff.
7. Athletic training room is a place for student-athletes to come and receive treatment and recover. It is not a social setting. If you are not there for a specific purpose, you will be asked to leave.
8. No food or drink (except water) will be allowed in the athletic training room.
9. Respect the facility. Clean up after yourself. If you use something, put it away. Anything you bring in with you (including water bottles) should leave with you.
10. Cardio equipment is for treatment and rehab **ONLY**.
11. Respect your teammate's privacy; do not share medical information about teammates with anyone. No social media regarding injuries. The athletic training room is for student-athletes only. Please refrain from bringing friends and family members to the training room without a pre-scheduled appointment.
12. Current masking protocol must be followed at all times.

Hydrotherapy Room Rules

1. All student-athletes must shower before use.
2. Student-athletes must bring their own towels.
3. Appropriate dress required: clean shorts or compression shorts, sports bras.
 - a. NO white spandex or shorts.
4. Tubs are for therapeutic use ONLY. All student-athletes should check in with AT prior to use.
5. No food or drinks allowed in the hydrotherapy room, only water.
6. All open (wet) wounds must be covered by AT prior to use.
7. Absolutely no electronics at any time. Sports Performance Weight Room Policies

Operational Procedures – Cleanliness and Care of the Facility

1. All student-athletes will clean up their own respective training areas and equipment at the end of their workouts and will leave the space cleaner than they found it. Sports Performance coaches will inspect areas prior to the beginning of the next training session and are responsible for any remaining cleaning that their own team(s) left unfinished.
2. Student-athletes will wear athletic shoes (and team-issued shoes when available) for workouts, unless specifically instructed otherwise by their sports performance coach. Shoes will be cleaned and dried before student-athletes walk into the facility. Individuals are responsible for cleaning up any grass, dirt, or other debris they track into the facility on their shoes.
3. Personal items brought into the facility at the beginning of workouts will be stored in areas designated by the sports performance staff, which will not inhibit the safety, efficiency, and effectiveness of training sessions. Mobile phones will be silenced and stored, and will not be used for any reason during training sessions, other than in emergency situations, or if approved for other purposes by the sports performance staff.
4. Pre- and post-workout food will not be consumed in the training areas of the facility but may be allowed in areas designated by the sports performance staff that do not interfere with training sessions. All pre-workout food will be finished before training sessions start and will be cleaned up appropriately. Food should never be consumed on the turf.
5. Water bottles are allowed in training areas throughout the facility, and student-athletes are encouraged to hydrate frequently throughout their workouts. Each individual is responsible for cleaning up any spills that occur.

Sports Performance Weight Room Policies

1. Weight rooms should be kept neat and clean at all times. Please wipe down equipment after use.
2. Weight equipment should be used safely, according to industry training standards.
3. It is important to maintain an environment conducive to everyone being comfortable, learning and training. Profanity is not to be used during workouts. Profanity towards other student-athletes, sports coaches or other staff members is strictly prohibited.
4. Sports Performance Staff is in charge of the volume and overall music choice for each team. At no point should student-athletes have access to the AV system.
5. Student-athletes are never allowed to train in the weight room unsupervised, nor should a sport coach or other department personnel give access to student-athletes to open the weight room for training. Both acts are unsafe and will result in the Department and University being held liable if a student-athlete is injured. If there are student-athletes in the weight room training outside of team lifting time, the sports performance coach must be present.
6. Student-athletes must wear Duke-issued training gear (if made available by their respective team), or other exercise-appropriate clothing not displaying any other college or university, or any inappropriate language or themes.
7. Student-Athletes should utilize the Sports Medicine Staff prior to coming to a lift, conditioning or training session injured.
8. Food and drinks (other than water or Gatorade in approved bottles) are not permitted DURING the workouts.
9. Bags, backpacks and sports gear should be left in the locker-room or neatly placed in the provided cubbies or shelves during lifts.
10. Cell phones are not permitted during training sessions.
11. Spitting in/on any indoor facility or equipment is strictly prohibited.
12. Lower Body Wear: Athletes are required to wear shorts of appropriate length, sweat pants, or tights. All lower body wear is to be worn at the appropriate position on the body, not low or sagging.
13. Upper Body Wear: T-Shirts, sweats, and unaltered tank tops (reversible) are permitted. Shirts must be worn at all times during workouts.

It is your privilege, not your right, to use the weight room. Failure to follow any of the above policies could result in loss of training facility privileges or expulsion from the facilities.

All policies and procedures apply to the three varsity sports performance training facilities on campus:

Football: Yoh Football Center

Olympic Sports: Scott Family Performance Center

Men's and Women's Basketball: Krzyzewski Center

Operational Procedures – Health and Safety

1. Gum is never allowed during training sessions, as it presents a safety hazard.
2. Appropriate training gear is required at all times (see general department policies).
3. All jewelry should be removed prior to the beginning of training sessions and stored with other personal items in designated areas of the room. At no time should clothing, jewelry, or other accessories present a safety hazard to an individual's workout.
4. Headphones are not allowed in the training room during training sessions.
5. Long hair should be secured as necessary to avoid safety issues during training sessions.
6. Lifting platforms will be cleared of any unnecessary equipment before exercises are performed, to minimize safety risks throughout training sessions.
7. Spotting safety procedures for various exercises will be explained and taught to all student athletes by their sports performance coach.

Duke Sports Nutrition

Mission Statement

The mission of the Duke Sports Nutrition Department is to foster an environment that promotes optimal fueling for high-performance in sports, academics, and life.

Goals

In order to achieve the above mission, the Duke Sports Nutrition Department has set forth several goals which fall into the following four categories: **Protect**, **Fuel**, **Build**, and **Educate**.

PROTECT

- Enhance immune system & decrease incidence of sick days
- Decrease incidence of soft-tissue injuries
- Decrease markers of inflammation and muscle soreness
- Decrease risk of dehydration and heat illness
- Support recovery from immobilization, concussion, bone injuries and soft tissue injuries
- Promote healthy relationships with food and identify disordered eating/eating disorders

FUEL

- Provide the neuromuscular system with the energy it needs to train and compete at a high-level throughout a full year cycle of training/competition for each individual sport
- Meet energy demands of each specific sport, season, and position
- Provide proper sources of nutrition to fuel the athletes before and during exercise and promote proper recovery after exercise
- Provide optimal sources of nutrition to support academic success for student-athletes

BUILD

- Support adaptations of (dependent on season) hypertrophy/muscle growth, strength, power and speed
- Support specific body composition goals of the individual athlete and sport
- Promote faster recovery from surgery

EDUCATE

- Provide education on the basic nutrition principles to support an overall healthy lifestyle as a collegiate student-athlete
- Provide education on the sport-specific nutrition principles necessary to support top performance
- Prevent disordered eating/eating disorders through proper education for athletes, coaches, staff, and administration.
- Promote a “food first” policy and educate on the usage and safety of supplements
- Promote the use of healthy lifestyle skills that will carry over into life beyond college athletics

Department Services

Team Nutrition Education
Individual Nutrition Counseling
Grocery Store and Dining Hall Tours
Cooking Classes
Training Table Presence and Education
Monitoring of Gatorade Fuel Bar
Daily Fueling at Blue Devil Fuel Zone
Hydration Assistance and Education
Vitamin/Supplement Education and Provision
Social Media Resources (Follow Blue Devil Fuel on Instagram @Dukesportsnutrition)

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