

**Student-Athlete
Handbook
2024-2025**



**THUNDER
WOLVES**

**Colorado State University Pueblo
Department of Intercollegiate Athletics**

2200 Bonforte Blvd.

Pueblo, CO 81001

719-549-2711

719-549-2570 (fax)

www.GoThunderWolves.com

Table of Contents

Introduction	8
Welcome from the Vice President for Athletics and Strategic Partnerships	8
NCAA Division II Strategic Positioning Platform.....	9
<i>NCAA Mission</i>	9
<i>NCAA DII Positioning Statement</i>	9
<i>NCAA Division II Attributes</i>	9
Purpose of the Handbook	10
2024-2025 Academic Calendar	10
<i>Fall Semester 2024</i>	11
<i>Spring Semester 2025</i>	11
<i>Summer 2025</i>	11
Extended Learning.....	11
Athletic Department Staff Directory	12
Vice President for Athletics and Strategic Partnerships	12
Faculty Athletics Representative (FAR).....	12
Compliance Office	13
Eligibility & Seasons of Play	13
NCAA Amateurism Legislation	13
Outside Competition.....	14
NCAA Playing and Practice Season Rules.....	15
Practice and Game Participation.....	15
Playing Season.....	15
Outside of Playing Season.....	15
Miscellaneous.....	15
Countable Athletically Related Activities	16
Non-Countable Athletically Related Activities.....	16

Promotional Activities.....	17
Unauthorized Promotional Activities.....	17
Academic Eligibility.....	17
NCAA Continuing Eligibility Requirements	19
NCAA Transfer Eligibility	19
Summer Term	20
Courses at Other Institutions	20
Financial Aid	21
Athletic Aid Policies and Procedures for Student-Athletes.....	21
Reduction or Cancelation of Athletic Aid.....	22
University Work-Study Program	22
Renewal/Non-Renewal.....	22
Right to Appeal	23
Awards and Extra Benefits.....	23
Extra/Impermissible Benefits.....	24
Awards.....	24
Complimentary Game Admissions	24
<i>Complimentary Admissions Procedure</i>	24
CSU Pueblo’s Academic Regulations.....	25
Academic Honesty	25
Academic Dishonesty.....	25
Dropping/Adding Courses	26
No Show/Drop Policy	26
Academic Advising and Registration	26
CSU Pueblo Excused Absence Policy.....	27
Expectations of Student-Athletes.....	28
CSU Pueblo’s Student Code of Conduct and Disciplinary Policy.....	28

CSU Pueblo’s Discrimination, Harassment and Sexual Misconduct Policy (Title IX).....	28
DEI.....	30
Pregnancy Policy.....	31
Student-Athlete Code of Conduct.....	32
City, State and Federal Laws.....	32
<i>Felony Charge</i>	32
<i>Felony Conviction</i>	32
<i>Misdemeanor Charge/Conviction</i>	32
Gambling.....	33
Social Media.....	34
Hazing and Initiation Activities.....	34
Language or Gestures.....	35
Locker Room Use.....	35
Facilities Use.....	35
Respect.....	35
Game Environment.....	36
Team Travel.....	36
Dress Code.....	37
Uniforms and Equipment.....	37
Team Rules.....	37
Interpretation of the Code of Conduct.....	37
Disciplinary Action.....	38
Grievance Procedures.....	39
Disciplinary Appeals Procedure.....	39
Grievances Regarding Coach Relationships.....	39
Team Meetings Related to Eligibility and Rules Compliance.....	40
Team Rules.....	40

Exit and End-of-Year Interviews.....	40
Request to transfer	40
Alcohol Policy.....	40
Marijuana Policy.....	41
Student-Athlete Drug Education and Testing Program.....	42
Banned Drug Classes.....	43
NCAA Drug Testing Program.....	43
Educational Component.....	43
Educational efforts include.....	44
Counseling Component	44
Drug Testing Component.....	44
General Provisions.....	45
Notification Process.....	46
Showing up Late, Refusal to Provide a Sample or Failure to Show.....	46
Selection for Random Drug Testing	46
Drug Testing Based upon Reasonable Suspicion.....	47
Drug Testing Based on a Past Positive Result	48
Testing Procedures, Notification of Test Results and Testing Records.....	48
Sanctions for Positive Test Results.....	49
First Positive Test Result	49
Second Positive Test Result.....	51
Third Positive Test Result and Beyond.....	52
Appeals.....	52
Appeals Committee.....	52
Appeals Proceedings.....	53
Medical Exceptions.....	53
Safe Harbor	54

CSU Pueblo Sports Medicine Department	55
Sports Medicine Department Mission Statement.....	55
Sports Medicine Department Vision Statement.....	55
About the CSU Pueblo Sports Medicine Department	55
Pre-Participation Requirements for Student-Athletes.....	55
Requirements for Returning Student-Athletes.....	56
Requirements for New Student-Athletes (Freshmen & Transfers)	56
<i>A Note Regarding Sickle Cell Requirements</i>	56
Medical Insurance	57
<i>Primary Insurance Requirements for Student-Athletes</i>	57
<i>CSU Pueblo's Secondary Excess Insurance Policy</i>	57
Athletic Training Rooms Rules and Expectations	61
Management Protocols and Emergency Action Plan.....	62
Academic Computing Resources.....	62
Academic Support Services	62
Career Center	63
Tutoring Centers.....	63
Counseling Services	64
Disability Resource and Support Center	64
Identification Card.....	64
Residential Life.....	64
RealResponse.....	65
Student Health Services	65
Student-Athlete Mental Performance and Well-Being.....	65
SAAC and Student-Athlete Involvement.....	65
SAAC's Mission and Goals	66
<i>Mission</i>	66

<i>Goals</i>	66
Other Ways for Student-Athletes to Get Involved	66
Recruiting and Student Hosts	67
Name, Image, and Likeness.....	68
ICON Source	69
Influxer.....	70
Community Engagement	70
Press and Media	71
Website	71
Other Online Resources	72

Introduction

Welcome to the 2024-25 academic year!

It is my honor to serve as the Vice President for Athletics and Strategic Partnerships for Colorado State University Pueblo. This past May, I completed my sixth year on campus and am thrilled to serve in this capacity again this year.

It is my hope that you have the best experience possible as a member of the ThunderWolves. During the course of the upcoming year, we will support you in all your endeavors. We want you to be a part of an athletic department that is committed to #DevelopingChampions through academic excellence, athletic achievement and community engagement with the ultimate goal of building productive citizens.

As you embark on this new year, I would like to encourage you to focus on the following three items.

1. Like a champion, **RISE UP** when you fall.

The Olympics show us first-hand how champions fall often but rise up time and time again in order to compete for gold. They never give up or quit. Their resiliency is admirable and gives all of us great hope and inspiration.

2. Stay true to your **PURPOSE**.

As a Pack student-athlete, you are a student first and an athlete second. Make sure to stay focused on your goals within academics and athletics. Staying true to your purpose is essential to attaining your highest potential.

3. Rally your **SUPPORTERS**.

You need your family, friends, our alumni, and supporters in order to be successful, so make sure to be a positive representative of yourself, your family and friends, and CSU Pueblo in all you do and say. Smile often, greet others with enthusiasm and energy, and engage with others as much as you can.

I look forward to meeting each of you and helping you have the best experience possible while at Colorado State University Pueblo.

Go Pack!



Paul Plinske, Ph.D.

Vice President for Athletics and Strategic Partnerships

Pack Athletics Vision

We aspire to be an athletic powerhouse and the standard for holistic student-athlete development and academic opportunity.

Pack Athletics Mission

Colorado State University Pueblo Intercollegiate Athletics is committed to developing champions through academic excellence, athletic achievement, and community engagement with the ultimate goal of building productive citizens.

[NCAA Division II Strategic Positioning Platform](#)

NCAA Mission

To govern competition in a fair, safe, equitable, and sportsmanlike manner, and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount.

NCAA DII Positioning Statement

Life in the Balance. Higher education has a lasting importance on an individual's future success. For this reason the emphasis for the student-athlete experience in Division II is a comprehensive program of learning and development in a personal setting. The Division II approach provides growth opportunities through academic achievement, learning in high-level athletic competition, and development of positive societal attitudes in service to the community. The balance and integration of these different areas of learning opportunities provide Division II student-athletes a path to graduation while cultivating a variety of skills and knowledge for life ahead.

NCAA Division II Attributes

Learning—Multiple opportunities to broaden knowledge and skills. Balance—
Emphasis on collective knowledge and the integration of skills. Resourcefulness—
Versatile skill set drawn from broad range of expenditures. Sportsmanship—
Respect for fairness, courtesy, and ethical conduct toward others. Passion—
Enthusiastic dedication and desire in effort.
Service—Positive societal attitude through contributions to community.

Purpose of the Handbook

The *Student-Athlete Handbook* is a guide to participation in athletics at Colorado State University Pueblo. This guide includes information on the University's academic and NCAA eligibility requirements, rules and procedures, financial aid, the CSU Pueblo student-athlete code of conduct, medical information, and more. It is important that student-athletes review this handbook, as there are many policies and procedures that must be followed in order to maintain academic and athletic eligibility. Please take the time to review the following information and, if further explanation is needed, please feel free to contact a coach or the Compliance Office for assistance.

Student-athletes have an obligation to report any NCAA rules violation to the Compliance Office. If they suspect that there has been—or even may be—a violation, they should contact the Compliance Office immediately.

*Please note that NCAA rules are subject to revision every year based on legislation proposed at the NCAA Convention, which is held annually in January. CSU Pueblo's Athletic Department will monitor and make student-athletes aware of changes in national and conference rules that could impact the Pack.

2024-2025 Academic Calendar

Fall Semester 2024

August 15-19	Residence halls open for new students (Move In Day)
August 19	Fall Semester classes begin
August 23	End of Add Period (full-term courses) without signatures
September 4	End of Drop Period (full-term courses)
September 13	Fall graduation planning sheet deadline
October 11	Mid-Fall Break – Classes Not In Session
October 21	Registration Begins
November 8	End of Withdrawal Period for Individual Courses
November 25-29	Thanksgiving Break
December 6	Classes End
December 9-13	Final Exams

Spring Semester 2025

January 21	Spring Semester classes begin
January 24	End of Add Period (full-term courses) without signatures
February 5	End of Drop Period (full-term courses)
February 14	Spring graduation planning sheet deadline
March 1	Deadline for CSU Pueblo priority with FASFA & CSU Pueblo Scholarship
March 24-28	Spring Break
April 18	End of full-term course withdrawal period
May 9	Classes End
May 12-16	Final Exams
May 17	Commencement (Graduation)

Summer 2025

May 19	First 4, 8, and 12-week sessions
June 12	First 4-week session ends
June 16	Second 4-week session STARTS
July 10	First 8-week session ends
June 16	Second 8-week session STARTS
July 10	Second 4-week session ends
July 4	Independence Day (University Closed)
July 14	Third 4-week session STARTS
August 7	Second 8-week session ends First 12-week session ends

Note: The most comprehensive list of important dates and deadlines can be found under Semester Notes, found [here](#).

Division of Extended Studies

Learn By Term

There are two ways to enroll in Independent Studies/Extended Studies courses. The first is “learn by term” in which the student combines the advantages of self-paced correspondence courses with web-based tools to complete course work in 12-16 weeks. Courses follow the traditional semester schedule and are eligible for financial aid, for those who qualify.

Extended Learning

The second way to complete a course through the Independent Studies/Extended Studies enrollment is to take advantage of the “extended learning” calendar. The student can enroll year-round in these self-paced correspondence courses. Self-pay students have six months to complete a course through web or print-based assignments.

***Note:** The most comprehensive and up to date forms, applications and deadlines can be found on the Independent Studies/Extended Studies website, found [here](#).

Athletic Department Staff Directory

The CSU Pueblo Athletic Department website is the most accurate, so please click [here](#).

719-549-2711—Main Office

719-549-2570—Athletic Fax

719-549-2375—Athletic Training Fax

Staff & Coach Email Format: FirstName.LastName@csupueblo.edu

Vice President for Athletics and Strategic Partnerships

The Vice President for Athletics and Strategic Partnerships is the head of the Department of Intercollegiate Athletics at Colorado State University Pueblo. This position is responsible for the overall operations of all Athletic Department, is a member of the University’s President’s Cabinet and reports directly to the President of CSU Pueblo. The Vice President has the authority to make final decisions on behalf of the Athletic Department, in coordination with the CSU Pueblo President and in accordance with the mission and vision of CSU Pueblo.

Faculty Athletics Representative (FAR)

The Faculty Athletics Representative (FAR) is a University presidential appointment. The FAR acts as a liaison between student-athletes and faculty regarding academic matters. The FAR is considered a voice for athletics within the CSU Pueblo campus community, the RMAC, and NCAA. The FAR sits on many committees and is the chair of the Athletic Board of Control, is a member of the Athletics Compliance Team, which includes oversight of certification of student-athlete eligibility, NCAA violations and waivers. The FAR conducts the annual review of academic performance of student-athletes for all sports, including cheer and dance programs. Please speak with the FAR or Compliance Office about any questions regarding eligibility requirements or if there is any uncertainty in course advisement.

Compliance Office

The Compliance Office ensures that the Athletics Department, its coaches and staff, and its student-athletes adhere to the letter and the spirit of NCAA, RMAC, and University rules and regulations.

The Compliance Office coordinates, monitors, and verifies compliance with all NCAA requirements and educates the various constituencies of the University and community regarding NCAA and RMAC regulations. The Compliance Office provides educational programs and interpretive support to ensure that all individuals involved with the athletics program understand and adhere to the University's compliance expectations.

Eligibility & Seasons of Play

Prior to participation in any intercollegiate sport, and at the end of each semester, a student-athlete's eligibility to participate is certified by the Compliance Office and the University Certification Officer. Student-athletes may not participate in their sport without certification of eligibility and confirmation that they are enrolled as full-time students at CSU Pueblo. If a student-athlete becomes ineligible, they will not be able to compete in intercollegiate athletics at CSU Pueblo until eligibility requirements are met according to the applicable NCAA and RMAC regulations and institutional policy.

IMPORTANT NOTE: All new and returning students are expected to fully comply with the NCAA rules and regulations. Any questions regarding eligibility should be directed to the Compliance Office.

NCAA Amateurism Legislation

The amateur status of **incoming** student-athletes in NCAA-sponsored sports must be certified by the NCAA Eligibility Center and the Compliance Office. The Compliance Office will monitor the amateurism status of continuing student-athletes. Under NCAA rules (Bylaw 12), participation in specified activities and receipt of specified benefits will cause student-athletes to lose amateur status and jeopardize their eligibility. These include but are not limited to the following:

- Use athletic skill for pay in any form in their sport.

- Accept a promise of pay, even if such pay is to be received following the completion of intercollegiate athletics participation.
- Receive any direct or indirect salary, gratuity, or comparable compensation for participation in athletics.
- Sign a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received.
- Receive, directly or indirectly, a salary, reimbursement of expenses, or any other form of financial assistance from a professional sports organization based on athletic skill or participation except as permitted by NCAA rules and regulations.
- Compete on any professional athletics team, even if no pay or remuneration for expenses was received.
- Enter into an agreement with, or receive benefits from, an agent.
- Receive any payment, including actual and necessary expenses, that is conditional based on the team's place finish or individual performance, or is given on an incentive basis, or receive expenses in excess of the same reasonable amount for permissible expenses given to all individuals or team members involved in the competition.

The above list is not all-inclusive. Student-athletes should not participate in any activity in which they receive payment or the promise of pay—even for expenses.

NCAA legislation permits student-athletes to try out with a professional athletics team provided that the student-athlete does not miss class to do so. However, student-athletes should not become involved with a professional athletics team or make any decision that could potentially jeopardize their NCAA eligibility without first talking with the Compliance Office.

Outside Competition

Student-athletes are not permitted to compete in their sport on an outside team during the academic year or during their playing season.

Participation during an official break during the academic year (e.g. summer) may be approved on a case-by-case basis. Student-athletes must consult with their head coach and submit the *Outside Competition Form* to the Compliance Office **prior** to participation.

NCAA Playing and Practice Season Rules

NCAA Division II has specific limitations on activities teams can be involved in during and outside of each sport's playing season.

Practice and Game Participation

Attendance and participation at practice, contests, team meetings, and off-season workouts during the academic year (excluding summer breaks) are mandatory unless the student-athlete is declared unfit by the team athletic trainer or doctor. Student-athletes who cannot participate in team-related activities due to class conflict, illness, and/or injury must notify, and be excused, by the head coach. In case of an emergency or impending tardiness, the student-athlete is responsible for notifying the head coach.

Playing Season

During the championship segment (when competition is conducted in which results are counted for postseason selection), all athletic activities shall be limited to a maximum of 4 hours per day and 20 hours per week, with 1 day off per seven-day period (except during conference, postseason or NCAA championships.)

During the non-championship segment (the segment in which the NCAA championship does not occur), all athletic activities should be limited to a maximum of 4 hours per day and 15 hours per week, with 2 days off per seven-day period.

Outside of Playing Season

Required athletically related activities outside of the championship and non-championship seasons, and during the academic year are limited to weight training, conditioning, team activities, and individual skill instruction. A maximum of 8 hours per week are permitted, with no more than 2 hours devoted to skill instruction/team activities.

Miscellaneous

- All competition counts as 3 hours regardless of actual length
- Practice may not occur at any time after competition, unless between tournament games or double-headers
- A student-athlete may not participate in any countable athletically related activities outside of

the playing season during any vacation period (academic year or summer)

- No student-athletes shall participate in any voluntary athletically related activities on campus during the defined NCAA Winter Break unless the facility is open to the general student body
- No competition or transportation to competition shall take place during the NCAA-defined Winter Break.

Countable Athletically Related Activities

The following are representative of activities considered "countable" athletically related activities (CARA) for the purpose of practice hour limitations (the list is not all-inclusive):

- Practice
- Competition (counts as three hours regardless of actual length)
- Field, track, pool, or on-court activities
- Setting up offensive and defensive alignments
- Required weight training and conditioning activities
- Required participation in camps/clinics
- Participation outside the regular season in individual skill-related instructional activities with a member of the coaching staff
- Discussion or review of film
- Participation in clinics in which student-athletes and coaches are both present

Non-Countable Athletically Related Activities

The following activities are **not** considered countable athletically related activities (CARA) for the purpose of practice hour limitations:

- Compliance meetings
- Meetings with a coach that are initiated by the student-athlete regarding non-athletic topics
- Drug/alcohol education meetings or Life Skills meetings
- Study Hall, tutoring, or academic meetings
- Student-athlete advisory committee (SAAC) meetings
- Voluntary weight training not conducted by a coach and no attendance is taken
- Voluntary sport-related activities where no attendance taken and no coach present
- Traveling to/from the site competition
- Training room activities
- Recruiting activities (e.g., student host)

- Training table meals
- Attending banquets
- Fund-raising activities or public relations/promotional activities or community service projects (e.g. 50/50 Raffle, SAAC chosen volunteerism, team community service)

Promotional Activities

Student-athletes are permitted to participate in charitable, nonprofit, and/or educational activities under the following conditions:

- The student-athlete does not miss class
- All monies derived from the activity will go directly to the charitable/nonprofit agency
- The activity in which the student-athlete participates does not involve co-sponsorship, advertisement, or promotion by a commercial agency
- The student-athlete may only accept actual and necessary expenses from the institution or charitable/nonprofit agency
- The student-athlete's name, picture, or appearance is not used to promote commercial ventures

To ensure that NCAA requirements are met and that student-athlete eligibility is not jeopardized, Compliance Office approval is required before any student-athlete may participate in a promotional activity.

Unauthorized Promotional Activities

If a student-athlete's name or picture appears on commercial items (e.g., social media posts, T-shirts, posters, etc.) or is used to promote a commercial product without the student-athlete's knowledge or permission, both the student-athlete and CSU Pueblo are required to take steps to stop such an activity in order to retain the student-athlete's eligibility.

Academic Eligibility

All student-athletes are subject to the NCAA initial eligibility requirements and must register with the NCAA Eligibility Center. There are 2 types of freshmen qualifiers, **full** and **partial**. Student-athletes who achieve **full** qualification can practice, compete, and receive athletic scholarships during their first year of enrollment at an NCAA Division II school.

To be classified a **full qualifier** the NCAA initial eligibility requirements include:

1. Completion of 16 core courses in high school
 - 3 years of English
 - 2 years of math (Algebra I or higher)
 - 2 years of natural or physical science (including one year of lab science)
 - 3 additional years of English, math, or natural/physical science
 - 2 years of social science
 - 4 years of additional core courses (from any area above, foreign language, or comparative religion/philosophy)
2. A minimum cumulative grade point average of **2.20** in the successfully completed 16 core courses
3. Graduate from high school

Student-athletes who achieve **partial** qualification may receive athletic scholarships and practice during their first year of enrollment but may **NOT compete** during their first year of enrollment.

To be determined a **partial qualifier**, the NCAA eligibility requirements include:

1. Completion of 16 core courses in high school
 - 3 years of English
 - 2 years of math (Algebra I or higher)
 - 2 years of natural or physical science (including one year of lab science)
 - 3 additional years of English, math, or natural/physical science
 - 2 years of social science
 - 4 years of additional core courses (from any area above, foreign language, or comparative religion/philosophy)
2. A minimum cumulative grade point average of **2.00** in the successfully completed 16 core courses
3. Graduate from high school

If a student-athlete does not meet the full or partial qualifier requirements, they may not practice, compete, or receive athletics scholarships during their first year of enrollment at any NCAA Division II school.

NCAA Continuing Eligibility Requirements

Student-athletes participating in NCAA-sponsored sports are subject to applicable NCAA and conference rules and regulations including, but not limited to:

- Be enrolled for a minimum of 12 credits and in good academic standing.
- Maintain a 2.00 cumulative grade point average (undergraduates)
- Earn (pass) at least 9 progression toward degree (PTD) credit hours in the preceding academic semester
- Earn 18 credit hours during the regular academic year (fall and spring semester)
- Earn 24 credit hours annually (since the preceding fall semester)
- Declare a major by the start of the fifth full-time semester
- Satisfy PTD requirements
 - Beginning with the fifth full-time semester, all hours earned to meet requirements above must be countable hours toward the student-athlete's designated degree. These hours include major requirements, minor requirements (up to six hours during fall and spring semesters), CSU Pueblo general education course work; and elective hours needed to reach the 120 credits required for graduation. Hours that do not help the PTD will **not** be used for eligibility purposes.
- Complete seasons of competition within the first 10 semesters of full-time enrollment

If there are any questions about these requirements, especially about which courses will count toward degree requirements, contact the Compliance Office.

NCAA Transfer Eligibility

If the student-athlete is a transfer from another **four-year** institution in a NCAA-sponsored sport at CSU Pueblo, they can be immediately eligible to compete provided the student satisfies necessary requirements specified in NCAA Division II Bylaw 14.5. To access the NCAA resource, click [here](#).

If the student-athlete is a transfer student from a **two-year** institution, (e.g. junior college or community college) they will not be eligible during the first academic year in residence, unless they meet the academic and residence requirements specified in NCAA Division II Bylaw 14.5.4. To access the NCAA resource, click [here](#).

Summer Term

CSU Pueblo offers a variety of courses over the summer term. Summer term is a great opportunity for students to boost their GPA and to take additional CSU Pueblo courses for a timely completion of their degree. They can take up to 6 hours during the summer to count toward PTD.

If a student-athlete is placed on academic probation at the end of spring semester by falling below a 2.000 cumulative GPA, but wants to be eligible to participate in a fall sport, the only way to become eligible is to take a summer course(s) at CSU Pueblo. **Only CSU Pueblo courses are figured into student-athletes' GPA.**

Courses at Other Institutions

Student-athletes can take courses at other institutions, but only credit hours are transferred to CSU Pueblo. Grades at other institutions do not change the CSU Pueblo GPA, nor do they replace CSU Pueblo grades for repeated courses. Student-athletes also need to be aware of the 30-hour CSU Pueblo Residency Rule and the maximum number of credits that can be transferred from other institutions. The Athletic Department recommends working with the Compliance Office, an academic advisor or the Registrar's Office to ensure transferability of courses before enrolling.

If a student-athlete will be taking summer courses elsewhere that are needed to fulfill NCAA requirements, they **must** meet with the Compliance Office before registering to make sure the credits will count. It is also up to the student-athlete to follow through with transferring the credits back to CSU Pueblo as soon as the term is complete by submitting an official transcript from the other institution to the CSU Pueblo Office of Admissions.

Financial Aid

CSU Pueblo's Student Financial Services oversees all financial aid (athletic and institutional). Financial aid is designed to meet the difference between the cost of attending the University and the amount the student-athlete and their family can afford. The University does this through a merit-based and need-based financial aid program (scholarships and grants), loans, and work-study opportunities. Additionally, the University uses the Free Application for Federal Student Aid (FAFSA) to determine eligibility for federal, state, and institutional aid. Determining need is an annual process. The student-athlete must re-apply every year for financial aid. Please click [here](#) for the CSU Pueblo Student Financial Services for policies, procedures, and deadlines.

Athletic Aid Policies and Procedures for Student-Athletes

CSU Pueblo has established a model that allows most of its sports to offer limited number of athletic scholarships that are governed by NCAA rules. These awards are based upon recommendations made by the specific sport's head coach.

- Student-athletes are also eligible to receive any other federal or state financial assistance for which they qualify. Federal and state funds shall be awarded by Student Financial Services and CANNOT be promised to the student-athlete by the specific sport coach or members of the Athletic Department.
 - No estimates will be sanctioned or honored by the University for Federal, State, or campus-based Financial Aid Funds other than those through the established financial aid process.
 - Such aid is only available after completing all forms mandated by the government and after the award process is completed.
 - The student-athlete is required to complete an application for financial aid and submit the application to Student Financial Services.
- Athletic awards shall be applied to student accounts equally for fall and spring semesters.
- Awards are provided for full-time students (12 or more credit hours) who are satisfactorily progressing toward a degree (PTD) or individuals who meet specific NCAA exceptions. .
- An athletic award shall be applied first to cover the cost of full-time enrollment tuition for fall and spring semesters and may also include remaining qualifying costs, such as room and board.
 - Summer term and other enrollment periods may also be covered as appropriate, when approved.
- At no time shall the combined financial aid award exceed the cost of attendance. All fees and costs not funded by the combined financial aid shall be the responsibility of the student-athlete and must be paid by the beginning of each semester in full or with satisfactory payment arrangements.
- Any financial aid award in excess of total cost of attendance and/or not in conformity with (1) state and federal policies and procedures relating to financial aid or (2) the rules and regulations of the NCAA shall be rebated by a reduction of the award amount and/or athletic aid.

Student-athletes must report all outside scholarships to the Compliance Office.

Reduction or Cancellation of Athletic Aid

If a student-athlete is receiving institutional financial aid based in any degree on athletic ability, that financial aid **MAY** be reduced or canceled during the period of award (e.g. during that year or term) only if the student-athlete:

- Renders themselves ineligible for intercollegiate competition
- Misrepresents any information on an application, letter of intent or financial aid agreement
- Commits a serious misconduct infraction, which warrants a substantial disciplinary penalty (the misconduct determination must be made by the University's regular student disciplinary authority)
- Voluntarily quits or withdraws from the sport for personal reasons.

Institutional financial aid based on any degree on athletic ability **MAY NOT** be reduced, canceled, or increased during the period of the award:

- Based on a student-athlete's ability, performance, or contribution to a team's success
- Because an injury prevents the student-athlete from participating
- For any other athletics reason

University Work-Study Program

The purpose of this program is to promote part-time employment opportunities for students who need help paying for their education. University work-study can be one facet of the overall financially awarded and amount based upon the student's computed need. Various departments on campus including Intercollegiate Athletics, have work-study opportunities. For more information, please contact Student Financial Services, click [here](#) for the contact information.

Renewal/Non-Renewal

Aid based in any degree on athletic ability cannot be awarded for more than one academic year at a time. The decision whether a student-athlete is awarded institutional financial aid is made on a year-by-year basis and may be renewed annually at the sole discretion of the head coach, athletics department, and CSU Pueblo.

If a student-athlete is receiving institutional financial aid based in any degree on athletic ability, the institution must notify the student in writing on or before July 1 whether the aid has been renewed for the upcoming academic year. This written notification comes from Student Financial Services and not from the Athletic Department.

- If a student-athlete has a grievance concerning the non-renewal, gradation (reduction), or cancelation of their student athletic scholarship, they should first report the grievance to the coach, then if not satisfied, they can appeal to Student Financial Services.
- If CSU Pueblo decides not to renew the aid, or is going to reduce the aid, the institution must notify student-athletes in writing that they have the right to an appeal.

Right to Appeal

In accordance with NCAA legislation, CSU Pueblo will notify student-athletes *in writing* within 14 days of an athletic scholarship reduction or non-renewal so that they may appeal via a hearing. The notification of the hearing opportunity shall include a copy of the institution's established policies and procedures for conducting the required hearing, including a deadline by which a student-athlete must request a hearing. CSU Pueblo shall conduct the hearing within 30 days of receiving the student-athlete's request for a hearing and shall not delegate the responsibility for conducting the hearing to the Athletic Department or its faculty athletics committee.

Student-athletes wanting information regarding the established policies and procedures for conducting a hearing should contact the Compliance Office.

Awards and Extra Benefits (NCAA Bylaw 16)

An extra benefit is any special arrangement by a CSU Pueblo employee, booster or anyone who the student-athlete is not legally dependent upon, which provides the student-athlete, or the student-athlete's relative or friend, a benefit not available to other members of the CSU Pueblo student body, or authorized by the NCAA. Receipt by a student-athlete of an award, benefit, or expense allowance not authorized in NCAA legislation renders the student-athlete ineligible.

Student-athletes are permitted to receive expenses from the institution that are directly related to travel and competition while representing the institution, as well as the expenses and funding included in the scholarship agreement. Receipt of any other monetary or tangible benefit or award from persons outside of the Athletic Department is not permitted.

Benefits provided or available to all students generally are not considered "extra benefits" when received by student-athletes. If a student-athlete has any questions regarding the permissibility of a benefit they should always ask the Compliance Office prior to accepting the benefit.

Extra/Impermissible Benefits

A student-athlete may not receive "extra benefits" that are part of a special arrangement by a CSU Pueblo employee or representative of athletics interest.

A student-athlete may not receive "discounts," free or reduced-cost services, use of credit cards or any of the following from a CSU Pueblo employee or representative of athletics interests (e.g. boosters, ThunderGals, Pack Club, etc):

- Loan
- Guarantee bond
- Use of an automobile
- Transportation
- Signing or cosigning a note
- Any other impermissible benefits

Awards

The Athletic Department may select deserving student-athletes to receive athletics awards as recognition of athletic participation, academic performance, and outstanding achievement. Each sport may have team awards that are based on criteria set for the sport. These awards are presented at the discretion of the head coach and Athletic Department.

Complimentary Game Admissions

Enrolled student-athletes in sports that charge for admission are eligible for a maximum of **4** complimentary admission tickets to a home athletics event in their sport through a pass list only.

Complimentary Admissions Procedure

Student-athletes are provided four (4) complimentary admissions per home contest in the sport in which they participate, regardless of whether or not the student-athlete competes in the contest. Hard tickets are not issued, and admission to the contest is provided via pass list only. The listed guests are required to sign the complimentary pass list. Signing more than four people to the allotted pass list, as well as selling or exchanging complimentary passes is expressly prohibited, and will negatively affect eligibility for competition. If any team member submits an invalid pass list (more than four names) the entire pass list will be voided for the entire team. Student-athletes **MUST** request this pass list via ARMs.

CSU Pueblo's Academic Regulations

Student-athletes must be in good academic standing to be eligible to compete in intercollegiate athletics at CSU Pueblo. Please refer to the online University Catalog (found [here](#)) and CSU Pueblo Student-Handbook for additional information and the latest updates.

Academic Honesty

CSU Pueblo operates on the assumption that all academic work is the honest and original product of each student-athlete's own endeavors. The faculty and staff at CSU Pueblo expect such integrity from them. Violations are cause for disciplinary action, including suspension, probation, loss of credit, or expulsion from the University.

Academic Dishonesty

Academic dishonesty includes, but is not limited to, cheating, plagiarism, and furnishing false or misleading information to any faculty or staff member, some examples are as follows:

- Cheating on examinations includes, but is not restricted to, copying from another student's exam paper, using unauthorized notes during an examination, arranging for a substitute to take an examination, or giving or receiving unauthorized information prior to the exam.
- Cheating on written assignments includes plagiarism (copying from other students or sources), collaboration with others, or submitting the same material for more than one class without the permission of the instructors.
- Plagiarism includes borrowing information or ideas, whether directly quoted or paraphrased, from any source beyond firsthand experience and not acknowledging the source. The student-athlete must give credit for the material by identifying the source, and by using one of the generally accepted citation methods.

In cases of academic dishonesty, the instructor will follow protocol as identified by their department. Academic dishonesty is grounds for disciplinary action by both the instructor and the Director of Student Conduct. Any student-athlete found to have engaged in academic dishonesty may receive a failing grade for the work in question, a failing grade for the course, or any other lesser penalty, which the instructor finds appropriate.

To dispute an accusation of academic dishonesty, the student-athlete should first consult with the instructor. If the dispute remains unresolved, they may then state their case to the department chair (or the dean if the department chair is the instructor of the course). A student-athlete may appeal a

grade through the Student Concern or Complaint Resolution Matrix page, the link explaining that process is [here](#).

Academic dishonesty is a behavioral issue as well as an issue of academic performance. As such, it is considered an act of misconduct and is also subject to the University conduct process as defined in the CSU Pueblo Student Code of Conduct. Whether or not disciplinary action has been implemented by the faculty, a report of the infraction should be submitted to the Office of Student Conduct who may initiate additional disciplinary action. The decision by the Office of Student conduct may be appealed through the process outlined in the Student Code of Conduct.

Dropping/Adding Courses

Before a student-athlete decides to add or drop any course, they should first talk to their advisor for course selection, then the Compliance Office to review the consequences of any change on academic progress and eligibility. Student-athletes should never drop below **12** credit hours during the semester. Holds are placed on their registrations to prevent class changes that might affect current eligibility. After consulting with the PACK Center or their faculty advisor, student-athletes will need to be cleared by the Compliance Office before adding or dropping a class. Remember all student-athletes must fill out a drop/add form to avoid being charged for coursework not taken.

No Show/Drop Policy

CSU Pueblo reserves the right to administratively drop students from a class or the University who fail to attend an enrolled course session at least once during the first two weeks of the semester. The University will attempt to contact the student before a drop is enacted via Starfish flag and email. A drop for no-show in class may affect full-time enrollment, housing, funding, and eligibility. All student-athletes must maintain full-time enrollment of 12 credits per semester.

Academic Advising and Registration

The PACK Center coordinates new first-year and transfer student advising and registration. After initial advising and registration, student-athletes meet with their first year learning community faculty, major faculty advisers or PACK Center staff advisers. The PACK Center staff can assist with general college questions, major exploration and decision-making, financial aid, and how to locate and navigate campus resources. Each student-athlete is responsible for the meeting with their advisor/academic success coach, who will aid in determining their course of study and scheduling classes.

Student-athletes must meet with the faculty major advisor and formally declare their major. If student-athletes want to change their major after their fourth semester, they must get approval from the Compliance Office which will review affected NCAA PTD requirements and eligibility.

CSU Pueblo Excused Absence Policy

Student-athletes will attend ALL classes when not traveling and meet ALL academic requirements and responsibilities. According to NCAA bylaws, student-athletes may not miss classes for practice. It is the responsibility of the student-athlete to meet with instructors before the end of the add/drop period—usually the first week of classes—each semester in which team travel occurs, provide faculty with a copy of the departmental travel schedule letters and make arrangements to complete any work missed during those absences.

The University does not have a policy permitting a specific number of absences from class. Each instructor establishes an attendance policy for their classes and must inform students in writing of the policy at the beginning of the term. However, the student's grades shall not be affected negatively solely due to absence from class because of participation in CSU Pueblo sanctioned events. Such sanctioned activities may include, but are not limited to:

- intercollegiate competition
- participation in the forensics (debate) team
- field trips

IMPORTANT NOTE: Class absence due to University-sanctioned participation does not in any way excuse students from completing class readings, assignments, examinations, or projects. CSU Pueblo student-athletes do not receive preferential treatment due to athletic travel.

Student-athletes must remind their faculty of upcoming absences for athletic travel and/or competition at least one week before the class is missed. Missing class without notifying the professor PRIOR to missing class (and in a reasonable timeframe) may result in the inability to make up missed material.

If a student-athlete encounters resistance from a faculty member regarding excused absences for athletics participation or their grade is negatively impacted at any time, the student-athlete is encouraged to reach out to their coach, the FAR and the Compliance Office for assistance.

Expectations of Student-Athletes

CSU Pueblo's Student Code of Conduct and Disciplinary Policy

CSU Pueblo expects all student-athletes to conduct themselves as responsible members of the academic community and to respect the rights of other student-athletes, students, faculty, staff, and members of the community. All members of the University community are responsible for maintaining an environment where behavior is guided by respect, reason, and honesty. The Student Code of Conduct applies to behavior on University property, at University-sponsored activities held on or off campus, and to behavior off campus, a copy of the Student Code of Conduct can be viewed [here](#). When such behavior violates University policies or federal, state, or local laws and negatively impacts the University, the University community, the University's neighborhood, or interferes with the relationship of the University to others, or harms the reputation of the University, that behavior is breaking the Student Code of Conduct.

All student-athletes are expected to abide by applicable federal, state, and local laws. Individuals in violation of any laws are subject to prosecution by appropriate authorities, despite whether the behavior occurs on or off campus. Regardless of whether outside authorities pursue prosecution, the student-athlete may be subject to disciplinary action by the University under the student code of conduct.

All student-athletes are expected to understand and abide by all University policies including the non-discrimination, sexual harassment, and sexual assault policies. A copy of the University policies can be found [here](#).

CSU Pueblo's Discrimination, Harassment and Sexual Misconduct Policy (Title IX)

CSU Pueblo is committed to providing an environment free of sexual harassment and gender discrimination for its students and staff. CSU Pueblo does not discriminate on the basis of sex in the education programs and activities that it operates and is prohibited from such discrimination pursuant to Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681-88) and implementing regulations (34

C.F.R. Part 106). This prohibition extends to admissions and employment.

CSU Pueblo prohibits Sexual Harassment and Gender Discrimination by and against Students and/or Employees. When the University has actual knowledge of Sexual Harassment in an Education Program or Activity of the University against a person in the United States, it will respond promptly in a manner that is not Deliberately Indifferent. Such allegations shall be investigated and properly handled up to and including dismissal from the University and termination of employment. CSU Pueblo will provide an opportunity to informally resolve issues of Sexual Harassment and Gender Discrimination and will provide an opportunity to resolve matters through a formal grievance process. An opportunity to appeal any decision will be afforded to both parties. Any Title IX complaint will be handled by the procedures promulgated with this Policy. This includes a Title IX complaint that also alleges violations of other University policies.

The University urges anyone who experiences or becomes aware of an incident of prohibited conduct to report the incident immediately to the University through the following reporting options:

- Contact the University's Director of Institutional Equity and Title IX office in BCC 107 or by calling 719-549-2210.
- Submit a report online from the Office of Institutional Equity website. A report may be made anonymously. The University will use this information to better understand the scope of sexual and interpersonal violence on campus and to develop and implement prevention efforts. However, if anyone is named, the report will no longer be considered anonymous, and the University will proceed accordingly. The online report can be accessed [here](#).
- Contact Campus Security and Law Enforcement Office at 719-549-2373.

There is no time limit for reporting prohibited conduct to the University, and reporting an incident does not necessarily mean that an investigation will be pursued. To encourage the reporting of prohibited conduct, the University will not seek disciplinary action for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good-faith report or investigation of prohibited conduct. After a report is made, the Title IX Office will consult with the reporting party to determine whether any supportive measures are necessary for their safety or well-being. These supportive measures might include changes in living arrangements, adjustments to class or work schedules, no-contact orders, rescheduling exams, or restricting access to facilities or programs.

CSU Pueblo remains committed to Title IX compliance in athletics and in promoting gender equity and inclusion in all athletic programs. Student-athletes are expected to understand and comply with the University Title IX policy. The complete CSU Pueblo Title IX policy is found [here](#).

Student-athletes should report any violations of this policy to the Director of Institutional Equity & Title IX coordinator, the SWA, or their coach.

Diversity, Equity, and Inclusion (DEI) Statement

Pack Athletics, in alignment with NCAA core values of Diversity & Inclusion, and the departmental vision of holistic student athlete development, is committed to fostering the advancement and respect for diversity, equity, and inclusion for all student-athletes, coaches, and staff. We strive to create a climate that celebrates differences and lets individuality thrive. As part of this commitment, we actively value diversity in our workplace and learning environments as we seek to listen and learn from rich backgrounds that we all bring to our university. The diverse voices of our administration, staff, coaches, and student-athletes represent an invaluable resource to fulfill its mission and strive to be an example of excellence in higher education and athletics. (Adapted from University of Iowa)

CSU Pueblo Athletics is committed to champion diversity and inclusion. To ensure that Pack Athletics is living up to the commitment to champion diversity and inclusion, the Athletics Diversity, Equity, and Inclusion Subcommittee was formed and began initial work in Spring 2024 to create a comprehensive Athletics D&I Strategic Plan. NCAA recommends an Athletics Diversity and Inclusion Designee (ADID) for each institution. The Athletics DEI Subcommittee plans to utilize the following resources during the planning process of the Athletics D&I Strategic Plan:

- CSU Pueblo Office of Diversity, Equity, and Inclusion and the Director of DEI
- CSU Pueblo Diversity, Equity, and Inclusion Committee
- Athletics Diversity, Equity & Inclusion Sub Committee
- Student-Athlete Advisory Committee (SAAC)
- NCAA and NCAA Division II Resources
- NCAA Diversity, Equity, and Inclusion Review Framework
- NCAA Best Practices Achieving Excellence Through Diversity and Inclusion Guide

As a Hispanic Serving Institution (HSI) and Minority Serving Institution (MSI), CSU Pueblo will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimension of diversity. Programming and education will strive to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in

intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics.

CSU Pueblo Resource:

Director of Diversity, Equity, and Inclusion

Erin Carrillo-Stresow, PhD

erin.carrillo-stresow@csupueblo.edu

719-549-2133

CSU Pueblo Athletics Resource:

Coordinator of Student-Athlete Mental Health and Well-Being, ADID

Sean Blair

Sean.blair@csupueblo.edu

719-549-2028

Pregnancy Policy

CSU Pueblo student-athletes that want continue their studies while pregnant or parenting, they may need an adjustment in how, when, or where they complete their academic work. The most common reasonable adjustments are but are not limited to, bathroom breaks, closer parking spaces, permission to eat or drink in class, and a different chair/desk. Student-athletes who want to discuss what options and protections they have while pregnant should contact the Office of Institutional Equity by emailing them at ie@csupueblo.edu or calling 719-549-2210.

Student-Athletes can also contact either the Senior Woman Administrator or their athletic trainer.

The student-athlete will be guided by the staff member to get in touch with appropriate personal in order to help them with accommodations.

Reporting a Students Pregnancy

When a Student informs a University employee of the Student's pregnancy or related condition, that employee must provide that person with the Title IX Coordinator's contact information and inform that person that the Title IX Coordinator can coordinate specific actions to prevent Sex Discrimination on the basis of pregnancy and ensure the Student's equal access to the University's Education Programs or Activities.

For more resources, student-athletes may reference NCAA's [Pregnant and Parenting Student Athletes](#).

Office of Institutional Equity

BCC 107

Phone 719-549-2210

<https://www.csupueblo.edu/institutional-equity/>

Student-Athlete Code of Conduct

Intercollegiate Athletics at CSU Pueblo are an important component of the educational system and process. Participation in intercollegiate athletics at CSU Pueblo is a privilege, not a right. With that privilege comes the responsibility to conduct oneself, both on and off campus, in a positive manner. As such, CSU Pueblo student-athletes are expected to adhere to a high standard of conduct.

The following conduct expectations are given special emphasis within this Athletic Department:

- Student-athletes will attend class regularly and punctually, adhering to the missed class policy outlined in this handbook
- Student-athletes will not gamble on any NCAA-sponsored sport
- Student-athletes will abide by all applicable regulations regarding drug and alcohol use including the legal drinking age of 21, Athletic Department policies, and team rules
- Student-athletes will not use tobacco products during any intercollegiate athletic event (including practice) or on team road trips

City, State, and Federal Laws

Student-athletes are required to adhere to all local, state, and federal laws at all times. If a student-athlete is charged with breaking a law, serious consequences to their participation may result. Furthermore, student-athletes are responsible for and required to inform their head coach of any tickets, arrests, or other encounters with law enforcement. The head coach is required to report to the Vice President for Athletics and Strategic Partnerships and/or their sport supervisor immediately.

The following subsections contain the automatic sanctions based upon the type of legal issue. Additional sanctions may be levied by the Vice President for Athletics and Strategic and Senior

Woman Administrator when deemed appropriate. Factors that may be considered include, but are not limited to:

- Nature of the charge
- Prior behavior
- Self-disclosure of the incident
- Cooperation during the investigation
- Involvement of drugs and/or alcohol
- And, precedent from other similar cases

Felony Charge

Any student-athlete charged with a felony will be suspended **indefinitely** from practice and playing privileges until the charges are dropped, dismissed, or otherwise resolved.

Felony Conviction

Any student-athlete convicted of, or pleading guilty or no-contest to, a felony charge shall be **permanently** dismissed from participation in the CSU Pueblo Athletic Department. A student dismissed for such a conviction shall not retain their athletic scholarship beyond the current semester.

Misdemeanor Charge/Conviction

Any student-athlete who is arrested for, charged, and/or convicted of a misdemeanor will be subject to a review process. The Vice President for Athletics and Strategic Partnerships and Senior Woman Administrator (SWA) will review the charges and all the surrounding circumstances. The student-athlete may serve an automatic 15 – day suspension from all athletically related activities. This suspension can be revoked or reduced upon the discretion of the Vice President for Athletics and Strategic Partnerships.

Gambling

Student-athletes should be aware of the consequences that gambling has had on individual student-athletes and their institutions across the country. Gambling and bribery, even in the simplest form, can be damaging and are strictly forbidden. Additionally, the NCAA rules prohibit student-athletes from participating in sports wagering activities or providing any information to individuals associated with sports wagering concerning intercollegiate, amateur, or professional athletics competition. These

actions also include sports wagering in "March Madness Bracket" competitions, fantasy football and other activities when a student pays money or puts something "at stake" in order to participate.

Social Media

While the Athletic Department does not prohibit student-athlete involvement with social networking communities, it does reserve the right to take action against any student-athlete engaged in behavior that is not appropriate and/or violates University, Athletic Department, or team policies and/or rules, including social media. Student-athletes posting discriminatory, disparaging, harassing, or other types of communications via social media sites deemed inappropriate will be found in violation of University policy and student-athlete code of conduct.

Social media sites such as Facebook, X (Formerly Twitter), Snapchat, Instagram, and others provide individuals with an opportunity to interact with an extraordinarily expansive universe of new people and connect with current friends. Postings on personal profiles, groups, and chat rooms are in the public domain and easily accessible by anyone, including reporters, parents, coaches, fans, employers, graduate school admissions officials and sadly, predators. Once information is posted, it can be retrieved even after it has been deleted.

The Athletic Department recommends that incoming and new CSU Pueblo student-athletes immediately review any postings (from the past and current), to ensure they are consistent with University, Athletic Department and team rules. These old and new posts should not represent the student-athlete in a way they do not want to be portrayed. For the safety and privacy of each student-athlete, they should review posts on social media and promptly remove any personally identifiable information such as telephone numbers, addresses, class schedules and places frequented, as well as any inappropriate photos the student-athlete may have posted previously.

Hazing and Initiation Activities

Student-athletes are strictly prohibited from engaging in any form of hazing or initiation activities. At CSU Pueblo, hazing is defined as any act which is meant to discomfort, harass, ridicule, or embarrass; endangers the mental or physical health or safety of a person; or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in any University team or organization, even if performed with the consent of the victim(s).

Physical hazing includes, but is not limited to, paddling, head shaving, requiring or compelling the forced consumption of any liquid (including alcohol) or solid substance, and all forms of physical activity that are used to harass or are not part of an organized athletic contest and not specifically directed toward constructive work. Members of the team or organization who are aware of hazing and fail to report it to the University are also in violation of this policy.

Language or Gestures

Profane, derogatory, and abusive language or gestures are prohibited. Student-athletes must exercise the necessary self-discipline to avoid the use of improper language or gestures.

Locker Room Use

Locker assignments will be issued at the beginning of the year by the team coach.

Lockers should not be altered or defaced as the student-athlete will be financially responsible.

Student-athletes are prohibited from allowing any non-team members of the Pueblo community or any non-CSU Pueblo students, groups, persons, teams, or others to access and use the CSU Pueblo team locker room and/or team space without prior approval from the appropriate head coach.

Facilities Use

Student-athletes are prohibited from allowing non-CSU Pueblo students, groups, persons, teams, and others from using any CSU Pueblo athletics, recreation or campus facility and/or space. Student-athletes in violation of this policy will be subject to appropriate disciplinary actions. Further, student-athletes are not permitted to use private/closed facilities without permission from the facility's manager and/or without appropriate safety supervision.

Respect

Student-athletes shall demonstrate respect for all members of the CSU Pueblo community and the community at large.

Student-athletes shall cooperate with people of authority (including coaching staff, University faculty and staff employees) and shall refrain from insubordination.

Game Environment

CSU Pueblo places great emphasis on providing a positive game environment for fans, visiting teams and officials.

A positive game environment includes sportsmanship and ensuring that it is comfortable and entertaining. With regard to sportsmanship, the main principle of good sportsmanship is to play fair; follow the rules of the game; respect the judgment of the referees and officials; and treat opponents, coaches and fans with respect.

Student-athletes, coaches, and all others associated with the athletic program should adhere to such fundamental values as respect, fairness, civility, honesty, and responsibility. The biggest take away is to play hard and within the rules, win with class and lose with class.

Team Travel

All CSU Pueblo athletic travel to and from practice and competition sites will be via approved travel methods. Most travel is provided by bus, with some trips by air, minibus, van, or car. On overnight trips, student-athletes will remain in the hotel after the curfew hour that is determined by the head coach.

All student-athletes are required to travel with the "team travel party" to and from the campus and competition site. Student-athletes who need an exception to this policy must submit a completed **Travel Release/Assumption of Risk Form (Available on ARMS)** to their sport supervisor prior to team departure from campus. For student-athletes under the age of 18, a parent or legal guardian must sign the Travel Release/Assumption of Risk Form. The request must be approved by their sport supervisor prior to the student-athlete departing on team approved travel. A Travel Release/Assumption of Risk Form can be obtained from their sport supervisor and their head coach. If student-athletes leave the team travel party for any reason without notifying their head coach and submitting a Travel Release/Assumption of Risk Form, they will be subject to disciplinary action, which may include suspension from the team and/or the University.

Student-athletes choosing to drive personal vehicles to CSU Pueblo practice/competition facilities or fields do so at their own risk.

Dress Code

Appropriate dress is expected of all student-athletes in the classroom and when traveling for competition or visiting another institution. The student-athlete is expected to be neat and well groomed. Student-athletes are expected to abide by team rules regarding required dress standards and/or required to wear team-issued apparel as determined by the head coach.

Uniforms and Equipment

Student-athletes are personally responsible for the care and return of all equipment and/or uniforms issued to them. If equipment and/or uniforms are not returned in good condition (reasonable wear and tear is expected), the student-athlete will be financially responsible:

- If any item becomes damaged or not usable, the item must be returned to the head coach of the associated sport before a replacement will be issued. Any lost item will be replaced at the expense of the student-athlete.
- It is the responsibility of the student-athlete to return all issued equipment and uniforms at the completion of the season. The time and date of the return will be established by the head coach.
- Failure to return all issued items may result in charging the price of the items to the student-athlete's financial account.

Uniforms and equipment will be worn for authorized practices and competition in accordance with University standards as they may be established from time to time.

Team Rules

In addition to University, RMAC, and NCAA rules and regulations, student-athletes are subject to the rules and regulations specified by each head coach for team membership. Team rules supplement the baseline minimum policies for the entire Athletic Department outlined in this handbook. Each team's rules will be different and unique to the program and the sport.

Interpretation of the Student-Athlete Code of Conduct

The Vice President for Athletics and Strategic Partnerships (or designee) has complete and discretionary authority to interpret the Student-Athlete Code of Conduct. This code of conduct may be modified or amended at any time. Student-athletes are responsible for keeping themselves informed of the requirements of the Student-Athlete Code of Conduct.

Disciplinary Action

If a student-athlete is alleged to have violated CSU Pueblo's Student Code of Conduct or other University policies, the Director of Student Conduct and Case Management will notify the Senior Woman Administrator, who will forward the information to the student-athlete's coach(es) and the Vice President for Athletics and Strategic Partnerships. Because student-athletes are expected to adhere to high standards of conduct, the Athletic Department will respond promptly to any reported offenses. In this case, the head coach, director of athletics, Senior Woman Administrator (SWA), and/or sport supervisor make take disciplinary action in addition to sanctions imposed by University judicial officials or boards. Serious and/or repeated violations of either the University or Student-Athlete Code of Conduct will likely result in the loss of athletic privileges. The Student Code of Conduct and Disciplinary Policy and other University policies can be viewed on the CSU Pueblo website under "student life" and found in the Student Handbook found [here](#).

The head coach, the Vice President for Athletics and Strategic Partnerships, the SWA, and the sport supervisor have the authority to impose appropriate disciplinary actions for violations of standards established by the Student-Athlete Code of Conduct and other Athletic Department policies.

If a student-athlete violates team rules, the head coach will meet with the student-athlete and provide education or impose sanctions as appropriate. This will be done in consultation with the Vice President for Athletics and Strategic Partnerships and SWA if the sanctions include missing games or removal from the team.

If a student-athlete is suspected of violating the CSU Pueblo Student-Athlete Code of Conduct, the Vice President for Athletics and Strategic Partnerships (or designee) will oversee an investigation. If the student-athlete is found to be responsible of violating the code, the Vice President for Athletics and Strategic Partnerships (or designee), in consultation with the head coach, will impose sanctions.

Disciplinary actions may include any or all the following:

- Initial warning with the understanding that corrective measures will be taken immediately
- Temporary suspension of athletic privileges
- Permanent dismissal from the team
- Reduction or loss in athletic financial aid
- Other sanctions as deemed appropriate under the circumstances

Grievance Procedures

Disciplinary Appeals Procedure

Any student-athletes who believes that they have a legitimate grievance regarding a specific disciplinary action must make a good faith effort to contact the coach or athletics administrator involved and to resolve the issue informally before initiating the grievance procedure. This appeals procedure concerns only disciplinary decisions and sanctions made by the Vice President for Athletics and Strategic Partnerships (or designee) or head coaches. For other concerns, please see the following section (Grievances Regarding Coach Relationships).

1. The student-athlete must begin the grievance procedure within 30 days of the decision that is being appealed.
2. If it is not possible to resolve the matter with their coach, the student-athlete may submit a written appeal with supporting documentation to the Senior Woman Administrator (SWA). The written appeal and all the supporting documentation must be submitted to the SWA within the 30-day timeframe. After receiving the written appeal, the SWA will attempt to resolve the grievance.
3. The SWA may consult with the parties involved, and may request the disciplinary committee weigh in, at her discretion. If the SWA made the original disciplinary decision, she shall request that the FAR decide the appeal.
4. The final decision will be communicated to the involved parties in writing in a timely manner. Resolution of the grievance shall be completed within 30 days of receipt of the written appeal.

Grievances Regarding Coach Relationships

If a student-athlete has any concerns arising from the relationship with their coach, the first step is to communicate directly with the head coach. If the grievance cannot be resolved between the student-athlete and their head coach, they should talk with the Senior Woman Administrator (SWA). The SWA will seek to mediate a resolution, if appropriate. If a student-athlete wishes to talk with someone outside of the Athletic Department or believe their concerns are not being addressed, they can meet with either the Faculty Athletic Representative (FAR) or the dean of students. Any issues related to Title IX or other discrimination or harassment will also be referred to the campus' Title IX Coordinator.

Team Meetings Related to Eligibility and Rules Compliance

All student-athletes are required to attend an educational meeting at the beginning of the season to review NCAA, RMAC, and institutional rules and regulations which impact eligibility. In addition, student-athletes will receive rules-education materials throughout the year from the coach and/or the Compliance Office, and the student-athlete may be asked to attend rules-education sessions. Student-athletes may also be expected to attend a meeting at the conclusion of the academic year to review rules and regulations that can impact eligibility during the summer.

Team Rules

Individual team rules may vary to reflect the program and coach's philosophy, the nature of the sport, and the practice/competition schedule. Student-athletes must obey decisions and expectations of the head coach and are subject to the rules established by the head coach in the respective sport.

Each head coach will present team rules before the start of each season. To ensure a level of consistency among all teams, it is understood that all student-athletes will adhere to the rules as set forth in this handbook (in addition to other rules implemented for teams).

Exit and End-of-Year Interviews

Annually, student-athletes will be given the opportunity to provide feedback and rate their overall experience at CSU Pueblo through an electronic surveys managed by the administrators. Through these surveys student-athletes can request meetings with the Senior Woman Administrator to share their experiences.

Request to transfer

Notification of Transfer is when a student-athlete notifies CSU Pueblo that they'd like to speak to other institutions and/or coaches regarding the possibility of transfer. Per NCAA requirements, a student-athlete who submits Notification of Transfer will be entered into the NCAA Transfer Portal within seven-consecutive calendar days of the submitted request. The request must be submitted via speaking with the Compliance Officer and the ARMS Software.

Alcohol Policy

Student-athletes are expected to adhere to University policies regarding alcohol possession and use. It is important to be aware that some areas on campus are considered "dry," where alcohol is prohibited regardless of age.

Student-athletes who are not of legal drinking age (21 years old) are expected to abstain from alcohol use. Legal consumption of alcohol is permitted, if the student is responsible and does not endanger themselves or others. Additionally, alcohol use is **strictly prohibited** in the following scenarios, regardless of the student-athlete's age:

- Consumption of alcohol within 24 hours of competition
- Consumption of alcohol in conjunction with any recruiting activity
- Providing alcohol to a prospective student-athlete (recruit)
- Consumption and/or possession of alcohol on any team travel activity (e.g., on a team bus, in a hotel, etc.), from departure to return
- Consumption of alcohol during any time that the student-athlete is representing their team (e.g., community service)

Marijuana Policy

Student-athletes are expected to adhere to University policies regarding marijuana possession and use. It is important to remember that possession, use and the act of selling marijuana is prohibited on any University property. These rules still apply to student-athletes that may have a Medical Marijuana Identification Card.

Student-athletes who are not of legal age (21 years old) are expected to abstain from Marijuana use. Legal consumption of marijuana is permitted, if the student is responsible and does not endanger themselves or others. Additionally, marijuana use is **strictly prohibited** in the following scenarios, regardless of the student-athlete's age:

- Consumption of marijuana within 24 hours of competition
- Consumption of marijuana in conjunction with any recruiting activity
- Providing marijuana to a prospective student-athlete (recruit)
- Consumption and/or possession of marijuana on any team travel activity (e.g., on a team bus, in a hotel, etc.), from departure to return
- Consumption of marijuana during any time that the student-athlete is representing their team (e.g., community service)

Per NCAA Legislation they will no longer be testing for marijuana during their Year Round Drug tests. CSU Pueblo Intercollegiate Athletics department will continue to test based upon reasonable suspicion that is outlined in the Student-Athlete Drug Education and Testing Program. If found that

a student-athlete has tested positive the Senior Woman Administrator and Head Coach will work in collaboration with the Associate Director of Student Conduct and Community Standards to outline what steps should be taken next based upon the CSU Pueblo's Student Code of Conduct and the CSU Pueblo Student-Athlete Handbook.

Student-Athlete Drug Education and Testing Program

The Department of Athletics at Colorado State University Pueblo is concerned with the health, safety, and welfare of the student-athletes who participate in its intercollegiate athletics programs. The University's campus-based and non-campus based constituents, including fellow student-athletes, faculty, administration, governing board, student body and the community at large entrust the University and the Department with the duty and responsibility to take reasonable measures to ensure the health, safety and welfare of its student-athletes. The implementation of an institutional Student-Athlete Drug Education and Testing Program ("Program") is an appropriate means to this end and also:

- helps promote fair competition in intercollegiate athletics by preserving the integrity of the sports in which student-athletes compete from those who choose to seek a competitive advantage;
- affirms and assists in compliance with NCAA rules and regulations regarding the use of banned substances;
- helps promote a year-round drug-free environment in the University's intercollegiate athletics program;
- responds proactively to the increased use of banned substances nationwide and the physiological and psychological damage that such use can cause to student-athletes;
- includes educational programming to support a positive decision-making process for student-athletes;
- helps identify student-athletes who are using banned substances in an effort to assist them, through education and counseling, before they harm themselves or others or become physiologically or psychologically dependent;
- adds a further deterrent to student-athletes' use of such substances; and
- protects the University's integrity while minimizing the potential for negative publicity.

This policy is not to be construed as a contract between the college and the student-athletes at Colorado State University Pueblo. However, signed consent and notification forms shall be considered affirmation of the student-athlete's participation in the program.

Banned Drug Classes

The University's Drug Testing Program reserves the right to test for any item included on the list of NCAA Banned Drug Classes. The list of NCAA Banned Drug Classes is subject to change by the NCAA Executive Committee, and student-athletes are accountable for all banned drug classes on the most current list. The most current list can be found on the NCAA Web site found [here](#).

In conformity with NCAA regulations, the use of an anabolic agent or peptide hormone must be approved by the NCAA before a student-athlete is allowed to participate while taking these medications.

Nutritional supplements are not strictly regulated and may contain substances banned by the NCAA. Information regarding nutritional supplements can be found on the National Center for Drug Free Sport Resource AXIS Web site found [here](#).

NCAA Drug Testing Program

The NCAA conducts a mandatory, year-round drug testing program. The NCAA's program is conducted in addition to the University's program. A positive NCAA drug test result is treated as a positive test result under the University's Program. NCAA sanctions for a positive test for Banned Drug Classes Other than Street Drugs include a mandatory 365-day suspension from all competition. The student-athlete is also charged with the loss of a minimum of one season of competition in all sports. A positive-test for "Street Drugs" will result in a suspension of 50% of all contests or dates of competition. Student-athletes are provided a copy of the NCAA Drug Testing Program and are required to sign the NCAA Drug Testing Consent Form on an annual basis.

Educational Component

To prevent the use and distribution of banned substances, education is a cornerstone of this Program. The Department recognizes its responsibility to provide educational programming that will support positive decision-making processes. To this end, the Department encourages and supports realistic and up-to-date programming which educates student-athletes on the physiological and psychological dangers inherent in the use of banned substances; informs student-athletes about any local, state and federal laws and NCAA and conference regulations concerning the use and possession of banned substances; and reinforces alternative activities supporting a healthy and safe lifestyle.

Educational efforts include:

- An annual presentation to each intercollegiate athletics team in order to review the purposes and implementation of this Program and the sanctions for violating it;
- Posting of banned drug lists in each athletic training room on campus;
- Student athletes can visit this [NCAA website](#) to understand more about the NCAA Drug Testing Program;
- The provision on an annual basis of a copy of this Program and the list of University banned drug classes to all current student-athletes;
- The provision of a copy of this Program and the list of NCAA banned drug classes, or information containing electronic links to such information, to all new incoming student-athletes the summer prior to initial enrollment; and
- The inclusion of the CSU Pueblo Health Services representative(s) and Clinical Psychologists in the Student Life and Development Department, as may be deemed appropriate by the University or the Department, in special workshops, lectures or seminars held on campus for student-athletes and the general student population.

Counseling Component

In an effort to provide assistance, direction and resources for student-athletes, counseling is an important component of this Program. CSU Pueblo utilizes trained specialists who provide confidential, professional, and voluntary assistance and support to students. Student-athletes will be required to access assessment, counseling and/or treatment services as a result of a positive test result. Student-athletes may also access services upon physician referral, University disciplinary referral or self-referral. In the case of mandatory counseling in conjunction with this Program, the student-athlete will be required to sign a consent form allowing the counseling entity to communicate with the Department as necessary regarding the student-athlete's compliance with the parameters of this Program.

Drug Testing Component

While education and counseling are important components of this Program, studies have shown that these components alone are not sufficient deterrents to the use of banned substances. The University believes that random and consistent drug testing is appropriate and necessary to ensure the health, safety, and welfare of its student-athletes and to achieve the objectives of the Program.

General Provisions

- The Department will conduct drug testing in accordance with the accepted procedures identified in this document.
- Random selection for testing will be completed. All student-athletes will be subjected to randomized selection. In-season sports at the time of drug testing will be more represented in the sampling than the out-of-season sports. Each sport will be represented in the random selected pool. Also, any student-athlete that tested positive in previous testing will be re-tested.
- Student-athletes will be required to acknowledge receipt of a copy of this Program and sign Consent for Drug Testing Form on an annual basis.
- As part of this testing, a student-athlete will be asked to submit a urine sample which will be under direct observation by the collection entity's representative of the same gender. Testing of urine samples will be done by an accredited laboratory. The random selection of student-athletes and the collection of urine samples will be conducted by an independent outside entity.
- Testing may be conducted on any student-athlete as defined in this policy.
- Testing may be conducted for any substance as defined in this policy.
- All test results accumulate during the entire time that an individual is a student-athlete at the University. Additionally, a positive test result from the NCAA Drug Testing Program or a similar program of an outside athletics organization will be treated as a positive test result under this Program and will result in sanctions under this Program in addition to any sanctions imposed by the NCAA and/or the outside organization.
- Drug testing will be conducted on a reasonable basis throughout the calendar year and may occur at any time of any day with reasonable notice, except in the case of unannounced drug testing as specifically stipulated in this Program.
- Refusal to provide a sample, failure to appear for a test as scheduled, appearing late for a test or any attempt to circumvent the specimen collection and testing process will be considered a positive test result.
- Student-athletes are expected to provide an adequate (concentrated, alkaline and at or above minimum volume requirement) specimen within 3 hours of reporting to the test site.
- Any student-athlete with a prior positive test result, a prior breach of protocol, a prior failure to appear or who was late for a prior test, whether as a result of institutional or NCAA drug testing or a drug test administered by an outside athletics organization, may be subject to unannounced

drug testing during the entire time the individual is a student- athlete at the University.

Notification Process

- The Director of Sports Medicine or the student-athlete's Head Coach, or their designees, will contact the student-athlete who is to be tested with little to no-notice of potential testing.
- Contact is considered to be made when the Director of Sports Medicine or the student-athlete's Head Coach, or their designees, notify the student-athlete by either speaking directly with the student-athlete in person or via phone. Leaving a message/voicemail and/or sending a text message/e-mail does NOT constitute contact.
- A student-athlete who does not respond to two or more notification attempts may be immediately tested at any subsequent time that contact is established.
- At the time of notification, student-athletes will be informed of the date, time, and place of the testing.

Showing up Late, Refusal to Provide a Sample or Failure to Show

- If a student-athlete is late to testing (once notification/contact has occurred), the Director of Sports Medicine (or designee) will attempt to reach the student-athlete via phone, text, e- mail, etc. to notify him/her that he/she is late for drug testing.
- The student-athlete will be considered a "No Show" if he/she does not report 30 minutes prior to the end of the testing session.
- A student-athlete will be required to remain in testing area until an adequate sample is provided.
- A "No Show" will be considered a positive test result and will be subject to all the sanctions associated with a positive test result.

Selection for Random Drug Testing

- The selection of student-athletes for random drug testing will be completed by the Senior Woman Administrator and the Head Athletic Trainer.
- The Vice President for Athletics and Strategic Partnerships, the Senior Woman Administrator, and the Director of Sports Medicine will consult to determine the schedule and frequency of random drug testing.
The Compliance Officer will provide current squad lists for submission to the independent outside entity in conformity with the established random drug testing schedule.

The third-party administrator will inform the accredited laboratory of the number of student-athletes to be tested over a particular time period. The testing agency will randomly select 20-30 student-athletes for testing for each of the individual testing dates.

- The Director of Sports Medicine will initiate the notification process.

NOTE: Student-athletes with a previous positive test result from this or any other athletically related drug testing program will be added to the list of randomly selected student-athletes.

Drug Testing Based upon Reasonable Suspicion

- If the Vice President for Athletics and Strategic Partnerships, the Senior Woman Administrator, the Director of Sports Medicine, a Head Coach, the Dean of Students, or any staff member who works closely with student-athletes (e.g., assistant athletic trainer, strength/conditioning coach, academic coordinator, assistant coach, compliance director, etc.) has a reasonable suspicion that a student-athlete may be using a substance in violation of this Program, that individual may recommend that the student-athlete be referred for medical evaluation, counseling and/or drug testing. This recommendation should be submitted in writing to the Director of Sports Medicine who will then consult with the appropriate individuals to determine a course of action, if any
- A determination of "reasonable suspicion" may be based on behavior, conduct or performance by the student-athlete which leads the University to conclude that there is the likelihood that the student-athlete is taking or is under the influence of a banned substance(s).
- Indicators which may be used in evaluating a student-athlete's behavior, conduct or performance include, but are not limited to: class attendance; significant GPA changes; attendance at athletics practices and/or conditioning and rehab activities; increased injury rate or illness; changes in physical appearance, academic/athletic motivational level and/or emotional condition; mood changes; and/or involvement with the legal system and/or the University disciplinary system.
- Presenting three or more dilute samples (i.e., sample has a concentration level lower than that required by collection protocol) during a single institutional or NCAA drug test is grounds for reasonable suspicion.
- Reasonable cause may also be based on information received that a student-athlete is using a banned substance.

- The determination that “reasonable suspicion” exists to require a student-athlete to submit to drug testing will be made only after consultation among the Vice President for Athletics and Strategic Partnerships, the Senior Woman Administrator, the Director of Sports Medicine, the Dean of Students, the Head Coach and/or the individual asserting reasonable suspicion. If it is determined that any behavior, conduct or performance of the student-athlete is such that testing for cause is required to protect the health or safety of the student-athlete, the health or safety of others or the integrity of the sport, then the “reasonable suspicion” standard has been met. In this case, the student-athlete may be subject to unannounced drug testing.
- If the request for a reasonable suspicion test comes from a coach, the cost of the test will be charged to the specific sport program.

Drug Testing Based on a Past Positive Result

Any individual with a prior positive drug test result, a prior breach of protocol, a prior failure to appear or who was late for a prior test under this Program or a drug testing program administered by the NCAA or an outside athletics organization may be subject to unannounced drug testing during the entire time that the individual is a student-athlete at the University.

Testing Procedures, Notification of Test Results and Testing Records

A sample will be collected from each student-athlete and will remain under the supervision of the testing entity until delivered or shipped to the accredited laboratory for testing. Identification information for each sample will remain under the supervision of the outside entity until final confirmed results are returned to the University.

Any attempt to adulterate, manipulate or dilute a sample will be considered a positive drug test. The testing entity will provide the results for all drugs of abuse testing to the Vice President for Athletics and Strategic Partnerships and/or a designee. The Vice President for Athletics and Strategic Partnerships, Senior Woman Administrator, Director of Sports Medicine, or the Head Coach will notify the student-athlete of the positive test result. The Vice President for Athletics and Strategic Partnerships or designee may also inform the parents and/or guardians of any student-athlete who has a positive test result.

Each positive test result will be reviewed by a Team Physician or other designated physician who will

determine if there is a legitimate medical reason for the result. The Vice President for Athletics and Strategic Partnerships will request the Director of Sports Medicine to facilitate this review. Exceptions for the banned-drug classes of stimulants, anabolic agents, diuretics, peptide hormones, beta blockers and anti-estrogens may be made by the Team Physician, or other physician so designated by the University, for those student-athletes with a documented medical history demonstrating the need for regular use of such a drug. However, in conformity with NCAA regulations, the use of an anabolic agent or peptide hormone must be approved by the NCAA before the student-athlete is allowed to participate while taking these medications.

Records of test results are considered part of the student-athlete's educational record and are confidential to the degree permitted by law. The records will be maintained by the Head Athletic Trainer and released only under the circumstances allowed by this Program, or otherwise required by a valid subpoena or other applicable law, or as stated on the consent form.

Sanctions for Positive Test Results

The following sanctions will apply as a result of a positive drug test and only after test results are confirmed by a test of Specimen B. Positive drug tests from the NCAA drug testing program and/or other outside athletics organizations will result in sanctions under this Program in addition to any sanctions imposed by the NCAA and/or the outside athletics organization. In addition, the student-athlete may be subject to University discipline and/or legal sanctions as a result of circumstances leading up to, but not specifically as a result of, the drug testing component of this Program.

First Positive Test Result

- The student-athlete will be subject to follow-up drug testing at any time. This testing will be at the student-athlete's expense. If the student-athlete has not paid fee for test within one week after the date of the test their team's budget will be charged for the cost of the test. The student-athlete will also be subject to drug testing during the entire time that the individual is a student-athlete at the University, but following a negative test the cost of the tests will be the responsibility of the University.
- If student-athlete is under the age of 21 and tests positive, the Director of Athletics or designee may inform the student-athlete's parent(s) and/or guardian(s).
- The positive test results will be provided to CSU Pueblo's Director of Student Conduct and Case Management.

- The student-athlete will be required to have an evaluation with the CSU Pueblo Counseling Center at the soonest possible opportunity. Such evaluation will be coordinated by the Head Athletic Trainer and should be scheduled within (14) days of receipt of notification of a positive test result.
- Any recommended treatment must be completed as scheduled and within a reasonable period of time. A written copy of the recommended treatment plan must be on file with the Director of Sports Medicine.
- The Vice President for Athletics and Strategic Partnerships or designee will be notified if treatment is not being completed as scheduled and when all treatment has been completed.
- If the treatment provider determines the student-athlete is non-compliant with the recommended program, the student-athlete will be immediately suspended from the team until compliance is restored and/or treatment is completed.
- Except in the case of extreme financial hardship and upon approval by the Vice President for Athletics and Strategic Partnerships, the student-athlete is responsible for all costs, if any, incurred for services related to such evaluation and/or treatment.
- A student-athlete who tests positive may be immediately withheld from practice and/or competition for health and safety reasons as determined by the team physician. In such case, the student-athlete must test negative before being allowed to return to practice and/or competition.
- A positive test result for any Street Drug and/or Stimulant will result in suspension of 50% of contests or dates of competition. Fractions will be rounded to the next highest number. The suspension will take effect immediately following completion of confirmation of a positive test result. The suspension will apply to regular-season contests, conference championships and post-season competition and must be served consecutively. Scrimmages and/or exhibitions with outside competition and non-championship segment competition may not be included in the suspension. Loss of competition sanctions will carry over into the following year if it is not possible to complete the suspension in the current year. The suspension will apply separately to each sport in which a student-athlete participates. Suspensions cannot be served concurrently while sitting out of contests for any other reason; for example, due to injury, academic eligibility issues, completing a transfer residency requirement, serving a suspension for University disciplinary or conference or NCAA sanctions (excluding an NCAA drug-testing suspension), etc. A suspension under this

sanction may be served concurrently with an NCAA drug-testing suspension.

Second Positive Test Result

- The student-athlete will be subject to additional drug testing the next time that the Department conducts random testing at the student-athlete's expense. The student-athlete will also be subject to drug testing during the entire time that the individual is a student-athlete at the University, but following a negative test the cost of the tests will be the responsibility of the University.
- The Vice President for Athletics and Strategic Partnerships (or designee) will inform the student-athlete's parent(s) and/or guardian(s).
- The student-athlete will be required to have further evaluation and follow-up counseling with the CSU Health Network. The appointment must be made by the student-athlete within one week following confirmation of the student-athlete's positive test result. Any recommended treatment must be completed as scheduled and within a reasonable period of time. A written copy of the recommended treatment plan must be on file with the Director of Sports Medicine.
- The Vice President for Athletics and Strategic Partnerships (or designee) will be notified if treatment is not being completed as scheduled and when all treatment has been completed.
- If the treatment provider determines the student-athlete is non-compliant with the recommended program, the student-athlete will be immediately suspended from the team until compliance is restored and/or treatment is completed.
- Except in the case of extreme financial hardship and upon approval of the Vice President for Athletics and Strategic Partnerships, the student-athlete is responsible for all costs, if any, incurred for services related to such evaluation and/or treatment.
- The student-athlete will be suspended from competition for 365 days in all sports for a second positive test for any drug. The suspension will take effect immediately following completion of confirmation of a positive test result. The suspension will apply to regular season contests, conference championships and post-season competition and must be served consecutively. Loss of competition sanctions will carry over into the following year if it is not possible to complete the suspension in the current year. The suspension will apply separately to each sport in which a student-athlete participates. A suspension under this sanction may be served concurrently with an NCAA drug-testing suspension.

- Any athletically related financial aid received by a student-athlete with no remaining eligibility may be subject to immediate cancellation in conformity with NCAA policies and procedures.
- A student-athlete who tests positive may be immediately withheld from practice for health and safety reasons as determined by the team physician. In such case, the student-athlete must test negative before being allowed to return to practice and/or competition.

Third Positive Test Result and Beyond

The student-athlete will be permanently dismissed from the team and will not be allowed access to any Department services or facilities after a third positive test result. Any athletically related financial aid that the student-athlete is receiving will be subject to immediate cancellation in conformity with NCAA policies and procedures.

The Vice President for Athletics and Strategic Partnerships (or designee) will inform the student-athlete's parent(s) and/or guardian(s). The student-athlete will be encouraged to pursue further evaluation and follow up with the CSU Pueblo's Counseling Services.

Appeals

A student-athlete who tests positive under the terms of this Program will be entitled, upon request, to an appeal. A request for an appeal must be made in writing to the Vice President for Athletics and Strategic Partnerships within 48 hours of notification of confirmation of a positive test result and must include the rationale for the appeal. If the forty-eight hours would end on a weekend, the request must be made by noon on the University's next business day. A student-athlete who is appealing a Second or Third Positive Test Result is not eligible for competition during the appeal process.

Appeals Committee

Appeals will be heard by an Appeals Committee (minimum of three members) or their designee comprised of the Director of Sports Medicine, Senior Woman Administrator, the Dean of Students or the University's NCAA Faculty Athletics Representative and a physician or a medical professional recommended by a physician. The Director of Sport Medicine will facilitate the selection of the medical professional. The Committee will make a recommendation on each appeal to the Vice President for Athletics and Strategic Partnerships. After receiving the recommendations regarding the appeal, the

decision by the Vice President for Athletics and Strategic Partnerships regarding the sanctions to be imposed will be final.

Appeals Proceedings

The Appeals Committee will have three business days after receipt of the written request to determine the date, time, and location of the appeal. Every reasonable effort will be made to schedule the appeal in as timely a manner as possible. Either the student-athlete or the Committee may request an extension from the Director of Athletics upon a showing of good cause.

The student-athlete may have an advocate or other representative present if the student-athlete so desires. However, the student-athlete must present his or her own case. The proceedings will be confidential.

Medical Exceptions

The NCAA and therefore CSU Pueblo recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the NCAA allows exceptions to be made for those student-athletes with documented medical history demonstrating the need for regular use of such a drug. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, anabolic agents, beta blockers, diuretics, peptide hormones, anti-estrogens, and bet-2 agonist. (Marijuana is not eligible for medical exceptions.)

Note for ADHD: To request a medical exception request for a positive test involving stimulant medication to treat ADHD, the NCAA requires the documentation be accompanied by the form, "NCAA Medical Exception Documentation Reporting Form to Support the Diagnosis of Attention Deficit Hyperactivity Disorder(ADHD) and Treatment with Banned Stimulant Medication," located [here](#). A medical exception for the use of anabolic agents and peptide hormones must be submitted into the NCAA and approved before athletics participation. In order for a student- athlete to be granted a medical exception for the use of a medication that contains a banned substance, the student-athlete must:

1. Have declared the use of the substance to the athletic training staff upon their arrival to CSU- Pueblo Athletics and/or immediately upon the prescribing of medications by a physician.
2. Present documentation of the diagnosis of the condition.

3. Provide documentation from the prescribing physician explaining the course of treatment and the current prescription.
4. Assist the athletic training staff in obtaining all other required medical information dependent upon medication prescribed, condition and required information by NCAA.

This information must be located and kept current in the student-athlete's medical folder maintained by the athletic training staff and must be present in the athlete's medical folder at the time of a positive drug test. If required information is not present in student-athlete's folder **prior** to a positive test, CSU Pueblo will not submit a request for medical exception. The student-athlete will be declared ineligible until the exception is granted. If the exception is not granted, the student-athlete may then request an appeal

Safe Harbor

Any student-athlete may self-refer for voluntary evaluation and treatment for the use of banned substances. Such self-referral will be known as the Safe Harbor Component ("Safe Harbor"). *(A request for Safe Harbor can be made only once by the student-athlete.)*

- A student-athlete is not eligible for Safe Harbor after he/she has been informed of an impending drug test or after having received a positive test result under this Program or under a drug testing program administered by the NCAA or any other outside athletics organization. A student-athlete will not be permitted to enter Safe Harbor within 30 days of the start of conference or NCAA post-season competition or a bowl game.
- The Department will work with the University Counseling Center and/or student-athletes personal counseling center to implement a Safe Harbor treatment plan for the student-athlete, which may include confidential drug testing. If the student-athlete tests positive for a banned substance upon entering Safe Harbor, that positive test will not result in any sanctions under this Program unless the student-athlete tests positive in a subsequent test or the student- athlete fails to comply with the treatment plan.
- The student-athlete will be permitted to remain in Safe Harbor for a reasonable period of time, not to exceed 30 days, as determined by the treatment plan.
- If a student-athlete tests positive for any banned substance after entering Safe Harbor or fails to comply with the Safe Harbor treatment plan, the student-athlete will be removed from Safe Harbor. An initial Safe Harbor positive test will be treated as a first positive, and a subsequent positive test as a second positive, etc., and the student-athlete will be subject to the sanctions contained in this Program.
- While in compliance with the Safe Harbor treatment plan, a student-athlete will not be

included in the list of student-athletes eligible for random drug testing by the University. However, student-athletes in Safe Harbor may be selected for drug testing by the NCAA.

- The Vice President for Athletics and Strategic Partnerships, the Senior Woman Administrator, the Head Athletic Trainer, the Head Coach and the Team Physician may be informed of the student-athlete's participation in Safe Harbor. Other University staff (e.g., assistant athletic trainer, assistant coach, academic coordinator, compliance director, etc.) may be informed at the discretion of the Vice President for Athletics and Strategic Partnerships or designee to the extent necessary for the implementation of this Program or the welfare of the student-athlete.

CSU Pueblo Sports Medicine Department

Expectations, Policies and Daily Operations

Sports Medicine Department Mission Statement

CSU Pueblo's Sports Medicine department strives to provide accessible medical care to student-athletes through an evidence-based, multidisciplinary approach in the areas of injury prevention, injury evaluation, rehabilitative intervention, education, and mental and emotional support.

Sports Medicine Department Vision Statement

The CSU Pueblo Sports Medicine Staff aspires to set the precedent of student-athlete healthcare within the RMAC by using multidisciplinary and an evidence-based approach.

About the CSU Pueblo Sports Medicine Department

CSU Pueblo Sports Medicine Department is made up of four (4) full-time athletic trainers, all of which are Board Certified and Registered Athletic Trainers in the state of Colorado. The athletic trainers are joined by board certified physicians specializing in Family Medicine and Orthopedic Medicine. CSU Pueblo has 3 athletic training facilities located in Massari Arena, Art & Lorraine Gonzales Soccer and Lacrosse Complex, and the CSU Pueblo ThunderBowl. Athletic Training Room hours vary depending on team schedules and availability and are posted outside each facility each semester.

Pre-Participation Requirements for Student-Athletes

All active student-athletes are required to complete pre-participation requirements electronically via ARMS annually. Each student-athlete receives a personal login for ARMS to complete the following:

Requirements for Returning Student-Athletes

- Re-entry/validating primary insurance
- Medical History Update Form
- Verification of data imputed from previous years
- Primary and Secondary Excess Insurance Letter
- Drug Testing Consent Form
- Injury & Illness Disclosure Form
- Concussion Disclosure Agreement
- Assumption of Risk Agreement
- HIPAA Agreement
- NCAA Injury Surveillance Program

Requirements for New Student-Athletes (Freshmen & Transfers)

- Proof of Valid Primary Insurance
- Valid Physical (On CSU Pueblo Form)
- Demographic and personal information
- Sickle Cell Test Results
- Medical History Questionnaire
- Primary and Secondary Excess Insurance Letter
- Drug Testing Consent Form
- Injury & Illness Disclosure Form
- Concussion Disclosure Agreement
- Assumption of Risk Agreement
- HIPAA Agreement
- NCAA Injury Surveillance Program
- Sickle Cell Acknowledgement Form
- ImPact Consent Form

***ARMS Required documentation is subject to change**

A Note Regarding Sickle Cell Requirements

All new student-athletes to CSU Pueblo are required to provide the Sports Medicine staff with proof of results of a sickle cell test as part of the pre-participation requirements. New student-athletes will not have the option to waiver out of providing results to the Sports Medicine Staff. All individuals who try-out for one of CSU Pueblo's varsity teams are required to provide results to the sickle cell test.

Medical Insurance

Primary Insurance Requirements for Student-Athletes

General Information

At CSU Pueblo, all student-athletes are *required* to be covered by a primary insurance policy, either in their own name or under a parent/guardian, for the duration of the entire school year. If the insurance policy holder named on the card does not share the same last name as the student-athlete, we require proof of coverage via the insurance company.

All student-athletes are required to provide the athletic training staff with a front and back photo of their insurance card once a semester, via ARMS. Failure to do so will result in the student-athlete's immediate removal from athletic participation until the necessary information can be provided to the athletic training staff.

The following primary insurance options are **not** accepted at CSU Pueblo:

- **Out of state Medicaid** – Any Medicaid plans outside of Colorado do not provide sufficient coverage for student-athletes and therefore will not be an acceptable form of primary insurance for a student-athlete. When applicable, student-athletes can apply for Colorado Medicaid for coverage.
- **“Community” Insurance Policies** – Insurance policies via religious affiliations or other affiliations do not provide proper medical coverage, therefore are not an acceptable form of primary insurance. The policies are typically called “MediShare” or some variety of this name.
- **Any primary insurance policy that does not coverage athletic participation** – In some cases, some cheaper insurance plans do not cover athletic participation. Please contact your insurance company to ensure that you are covered under the current policy.
- **Unapproved International Policies** (*international student-athletes only*) – All international policies are required to seek pre-approval before purchasing. Please see the [section below](#).

Primary Insurance Policies – HMO

HMO (health maintenance organization) insurance policies are acceptable, however it is the responsibility of the student-athletes and/or parent(s)/guardian(s) to contact their primary insurance company to determine the proper procedures required under the policy when seeking medical interventions (i.e. physician appointments, X-rays, MRIs, etc). For example, an HMO primary policy may require pre-authorization for a student-athlete to receive medical care in Pueblo, CO before being covered by the primary insurance policy. Please note that if a CSU Pueblo team physician directs an injured athlete to receive a specific medical intervention (i.e. physician appointments, X-rays, MRIs, etc.) and the HMO insurance policy requires pre-authorization, this could delay the athlete's ability to return to athletic activity.

- **Kaiser Permanente-California** If a student-athlete is insured by an out of region Kaiser Permanente, they will be required to fill out a form to obtain their Southern Colorado provider number, which they can do via the CSU Pueblo Sports Medicine Insurance Coordinator.

Primary Insurance Policy for International Student-Athletes

All international student-athletes are also required to be fully covered under a primary insurance policy. A primary policy for international student-athletes is offered by the Athletics Department and is the preferred policy for all international student-athletes; the cost of this policy can be discussed with our athletic training staff. The international policy is a full medical policy that covers athletic injury and general medical needs as well.

As a reminder, an international insurance policy must cover athletic injury.

Any student-athlete with invalid international insurance will not be cleared for participation until they provide proof of an approved primary insurance policy. To expedite the process, CSU Pueblo athletic training staff strongly encourages all international students to purchase international insurance through the Athletic Department's policy. Lastly, all insurance information needs to be uploaded to ARMS once a valid policy is approved and purchased.

CSU Pueblo's Secondary Excess Insurance Policy

CSU Pueblo carries a secondary excess insurance policy for all participating student-athletes to potentially assist with financial burden following a major athletic injury and/or accident. The secondary policy applies ONLY if the following criteria have been met:

- The student-athlete **MUST** be covered under a primary insurance policy, either in their name or in their parent/guardian's name.

- The primary insurance policy **MUST** include intercollegiate athletics (i.e. must cover the student athlete while participating in athletics).
- The primary insurance policy **MUST** cover the entire school year, not just the competition season, in addition to any other time frames that are sport-specific.
- If the primary policy is an HMO, then rules and regulations for the primary policy **MUST** be followed.

Should a student-athlete fail to meet these criteria, then the student-athlete forfeits the right to utilize the secondary excess insurance policy provided by the University.

What a Secondary Excess Insurance Policy Does:

The CSU Pueblo athletics department provides a secondary excess insurance policy on all student-athletes who may suffer an athletic-related injury, such as during scheduled games, supervised practice sessions, weights, conditioning and authorized group or team travel to and from such events.

In order for secondary excess insurance to be utilized, the following criteria must be met:

- Injury must be a direct result of athletic participation (i.e. supervised practice sessions, conditioning and authorized group or team travel to and from such events)
- Injury must be reported to athletic training staff and medical expense for said injury must begin within **90 days** of incident (i.e. physician's visit, imaging, etc.)

The secondary excess policy has a **\$5,000** [disappearing] deductible, which can be met through payments under the student-athlete's primary insurance policy and/or out-of-pocket expenses. The secondary excess policy will begin to take effect once the \$5,000 deductible has been met by the student-athlete up to \$90,000 of medical expenses. In extreme cases where medical bills exceed \$90,000, the NCAA has a catastrophic insurance policy for all of its member institutions to assist in special circumstances.

What the Secondary Excess Insurance Policy Does Not Do:

The Secondary excess insurance policy does **NOT** cover the following:

- Student-athletes that do not have primary health insurance – failure to have primary health insurance voids all ability to utilize the secondary excess insurance policy, and will result in immediate removal from CSU Pueblo athletics.
- Injuries due to intoxication or impairment from substances.
- Injuries due to criminal activity, fighting, etc.
- Sickness.
- Self-inflicted injuries and/or self-inflicted hospitalization.

- Employment-related injuries.
- Athletic injuries that were not reported within the 90 day window for care.
- Pre-existing conditions from previous institutions, club sports, etc. Injury must be a result of participating as a CSU Pueblo student-athlete.

Secondary Excess Insurance Claim Procedure

When an injury as a direct result of athletic participation has occurred, a CSU Pueblo sports medicine staff member and Insurance Coordinator will complete an "Athletic Accident Claim Form" for the specific injury.

Once an insurance claim begun for a particular injury, it is the student-athlete's responsibility to provide the Jennifer Rodrigues, Sports Medicine Department Insurance Coordinator with all of the following information:

- All of the student-athlete's primary insurance policy explanation of benefits (EOB's) regarding the medical expenses as they pertain to a particular injury
- Itemized bills for all medical care received as they pertain to the injury
- Proof of payment of all medical bills, co-payments, etc., even after the \$5,000 deductible has been met

****Important Information Regarding this Process****

All medical bills must be submitted to athlete's primary insurance first, regardless of if the excess insurance policy's deductible has been met. Most importantly, the student-athlete is responsible for paying all bills as they are received. Any unpaid medical bills by the student-athlete may be turned over to a collection agency. Once the secondary excess insurance can verify that the \$5,000 deductible has been met, the secondary excess insurance policy will begin reimbursement on all bills exceeding the \$5,000 deductible cost.

IMPORTANT NOTE: Reimbursement/Payment for physical therapy visits outside of CSU Pueblo must receive prior authorization from the Head Athletic Trainer and Insurance Coordinator. Any physical therapy bills that did not receive prior authorization from these individuals will **not** be submitted to secondary excess insurance.

Should you have any questions or concerns about these procedures regarding insurance, please direct all questions to Jacob Heckman (jacob.heckman@csupueblo.edu).

Athletic Training Rooms Rules and Expectations

****Sports Medicine Staff Members Reserve the Right to Refuse Treatment of anyone who is non-compliant to the following expectations****

- Respect all Sports Medicine Staff, Athletic Training students and student-athletes at all times.
- Use appropriate language and content at all times in the Athletic Training Rooms.
- Student-athletes and coaching staff are not allowed inside the athletic training room without the supervision of an ATC.
 - *NO coaching staff or Athletics Administrators are permitted to give student-athletes access to the athletic training room outside ATR operating hours.*
- All student-athletes must practice good personal hygiene; the Sports Medicine staff reserve the right to refuse treatment to anyone who is not clean.
- All injuries/illnesses must be reported to the Sports Medicine staff; failure to do so will result in revoking of medical clearance, when applicable.
- No skipping academic obligations for rehabilitation/treatments (excluding emergencies).
- **Student-athletes are not allowed to ask for specific treatments;** they will be evaluated and assess to determine appropriate treatments by a Certified Athletic Trainer or athletic training student.
- All student-athletes must dress appropriately at all times in the athletic training rooms; shirt, pants/shorts and shoes
- **NO** food and no open containers of fluids are allowed in the Athletic Training Rooms
- **NO** shoes on treatment tables and **NO** cleats in the Athletic Training Rooms
- **NO** bags, backpacks, equipment in the ATR; leave it in your locker room or in the hallway
- **NO** banned substance usage in the Athletic Training Room; violators will be removed and reported to coaching staff and athletics administrators.
- Supplies/rehab equipment will **not** be removed from the Athletic Training Rooms or medical kit(s) without permission from sports medicine staff member. All equipment must be put away properly after being used by a student-athlete.
- Sports Medicine Staff offices and storage rooms are off limits to all student-athletes.
- Appropriate electronics usage in the athletic training room at all times.

Management Protocols and Emergency Action Plan

CSU Pueblo Sports Medicine Staff works tirelessly to create and update management protocols for medical situations and update their Emergency Action Plan annually. Once these protocols have been properly vetted and have gone through the approval process, these protocols will be made accessible to the public via the gothunderwolves.com website and reviewed annually to ensure information is evidence-based and accurate. These protocols include but may not be limited to the following:

- CSU Pueblo Venue EAPs
- Lightning Policy
- Cervical Spine & Medical Emergency Protocol
- Heat Illness Protocol
- Cold Weather Injury Protocol
- Asthma Management Protocol
- Sickle Cell Episode Management Protocol
- Student-Athlete Pregnancy
- Student-Athlete Mental Health Awareness and Emergency Management
- Concussion Management Protocol

Student Information and Campus Resources

Academic Computing Resources

CSU Pueblo's academic computing resources currently include computer classrooms, presentation classrooms and equipment, and various labs for special-purposes, such as a 3-D printer, digital graphic design and Linux. The main IT support desk in the Library and Academic Resources (LARC) or can be reached by calling 719-549-2002.

Academic Support Services

Individual assistance with time management, test-taking and study skills is available at the PACK Center.

Additionally, TRiO-Student Support Services at CSU Pueblo's purpose is to increase the retention and graduation rates of low-income, first generation students, and students with disabilities. This support is accomplished by providing scaffolding services such as: academic action planning, tutoring, and monitoring of student academic process. Participants are eligible to utilize academic success seminars, mentoring, university success courses, supplemental instruction for targeted courses, academic, financial, and graduate school advising.

TRiO-Student Support Services is a federally funded project established at CSU Pueblo for the purpose of assisting students to achieve their post-secondary academic ambitions. Because TRiO is a federally funded project, there is a set of eligibility criteria found [here](#).

Career Center

The CSU Pueblo Career Center's goal is to provide opportunities for each CSU Pueblo student and graduate to develop a clear career objective, to obtain relevant work experience, and to learn the skills necessary to conduct a successful self-directed job search.

The Career Center offers many services including: Individual Career Coaching appointments, Personality and Career Assessments (Strong Interest Inventory), Resume/Cover Letter/Employment Letter development, Career and Major Exploration tools, Job and Internship Search Strategies and postings, Internship Orientation, Interviewing skill development and practice and annual Career Fairs.

The Career Center has many local and national employer partnerships and networking opportunities. Keep an eye on the Career Center calendar for opportunities found [here](#).

Tutoring Centers

There are several specific tutoring centers, depending on the field of study needing some assistance. Below are the various centers, a link to their CSU Pueblo homepage, and what they cover. There will be a central appointment calendar so students can request virtual or face-to-face tutoring found [here](#).

[Engineering, CET, and CM Tutoring](#): Tutoring for engineering and some math courses.

[General Education Tutoring](#): Providing tutoring for all lower-division general education courses within the humanities, social sciences and foreign languages (Spanish, French, Italian, German or ASL)

[CHASS Learning Center](#): Tutoring for students taking Music, Music Theory, Psychology, Sociology, Anthropology, History, Aural Skills, Women's Studies, Geography, Creative Writing, Media, Criminology, Leadership, Honors, and Social Work courses. Some of our CHASS tutors are also Writing Center tutors.

[Hasan School of Business \(HSB\) Learning Center](#): Appointment based tutoring assistance in business coursework.

[Math Learning Center](#): Drop-in or appointment based tutoring for all lower level math courses, statistics, quantitative analysis, some upper level math and physics courses.

[Science Learning Center](#): Tutoring available for biology, chemistry and physics courses.

[TRiO-Student Support Services](#): Additional support for undergraduate, first-generation, low-income, disabled or exhibiting academic need students. (Must apply to the program)

[Writing Room](#): Walk-in, appointment or online assistance with paper writing, from conception, through outline to revision.

Counseling Services

The mission of the CSU Pueblo Student Counseling Center is to provide a professional and confidential setting that meets the psychological, emotional, and developmental needs of students as they pursue their academic goals. The staff at the Student Counseling Center will help the student address personal issues that interfere with learning and personal development. To see a full range of their services and appointment procedures, click [here](#).

Disability Resource and Support Center

The mission of the Disability Resource & Support Center (DRSC) at CSU Pueblo is to ensure provision of reasonable academic accommodations and support, designed to enhance academic effectiveness and promote independence in students with documented disabilities, more information found [here](#).

Identification Card

All students are required to have and carry a CSU Pueblo ID card. Student IDs are used for housing meal plans, athletic facility and event entrance, recreation admission, library (LARC) services, ThunderBucks purchases, laundry services in the residence halls and identification for CSU Pueblo security personnel, more information found [here](#).

Residential Life

CSU Pueblo views living on campus as an integral part of the educational experience. Residential experiences provide opportunities for student-athletes to develop socially and emotionally as well as academically. Residents also share in the development of a community and its governance. All first- and second-year students under 21 years of age and not living with their parent/legal guardian within 50 miles of campus are required to live on campus.

Applications and reservations are made through the office of residence life and housing. Residents expect a living environment that promotes courtesy, honesty, respect for privacy, study time and consider of one's values and needs. A complete description of residential policies and procedures can be found on the Campus Housing Website. For more information about residential life, click [here](#).

RealResponse

CSU Pueblo's athletic department has partnered with RealResponse. To communicate anonymously with your administrators, Text the Word SHARE to 66595. RealResponse is also used for End of the Season Surveys to help the administrators better understand what they can do to make the student-athlete experience better for all student-athletes.

Student Health Services

CSU Pueblo's Student Health Services provides acute and non-emergent illnesses, preventative medical services, wound evaluation and treatment, STD screening and treatment, physical exams, women's and men's health, minor dermatologic procedures and immunizations and screenings. To see the price list or make an appointment, click [here](#) for more contact information for Student Health Services.

Student-Athlete Mental Performance and Well-Being

CSU Pueblo's offers student-athletes the opportunity to work with our Coordinator of Student-Athlete Mental Performance and Well-Being to help them with balancing life, academics and athletics. Student-athletes can schedule appointments and create plans to help them achieve their goals. Contact information can be found [here](#).

SAAC and Student-Athlete Involvement

There are several ways for student-athletes to become involved at CSU Pueblo. One opportunity is the Student-Athlete Advisory Committee (SAAC). The SAAC is made up of student-athletes from all NCAA sport athletic teams at CSU Pueblo. The committee is assembled to provide insight on the student-athlete experience; discuss volunteer opportunities; and offer input on the rules, regulations and policies that affect student-athletes' lives on the CSU Pueblo campus.

The committee meets monthly to discuss campus, departmental, and other issues of concern to student-athletes. The committee consists of two appointed student-athletes from each team, and the president of the SAAC is a student-athlete voted in by their peers. Non-freshmen, student-athletes with a GPA over 3.000 who are interested in participating in SAAC should contact their coach or the Athletic Department SAAC Advisor.

SAAC's Mission and Goals

Mission

The mission of the NCAA SAAC is to “enhance total student-athlete experience by promoting opportunity, protecting student-athlete welfare and fostering a positive student-athlete image.”

CSU Pueblo's SAAC mission is to unite student-athletes, athletic administration, and the community of CSU Pueblo by promoting student-athlete welfare issues, and actively participating in campus education programs including special community events. CSU Pueblo is committed to creating a positive environment in all aspects of athletics including good sportsmanship, support of fellow athletes and collaboration with campus leadership. SAAC encourages community involvement through service projects and engagement with other student organizations and campus-wide initiatives. The SAAC encourages unity, common purpose, and camaraderie between all student-athletes, allowing them to maximize their intercollegiate athletic experience from an athletic, social, and professional standpoint.

Goals

The goals of CSU Pueblo's SAAC:

- To promote and enhance unity communication among student-athletes, University, and Athletic Department administration.
- To design and implement programs that encourage academic achievement, health promotion, social responsibility, and awareness throughout the campus community.
- To inspire student-athlete participation in various programs and events developed with the Athletic Department and deployed throughout the campus and Pueblo community.
- To provide student-athletes a voice in the NCAA through advisory committees at the campus, RMAC conference, and national level.

Other Ways for Student-Athletes to Get Involved

- Attend home sporting events of fellow ThunderWolf teams and sit in the student section.
 - NOTE: CSU Pueblo students receive FREE admission to all home athletic events with their CSU Pueblo student ID card.
- Attend other announced campus-related activities and/or events.
- Support activities organized by Associated Student Government (ASG) of CSU Pueblo.
- Be outgoing and friendly with other students and faculty and encourage them to attend athletic events.
- Wear team Pack Gear with pride!

Recruiting and Student Hosts

Student-athletes are not permitted to recruit prospective student-athletes. All recruiting activities should be left to each sport's coaching staff. An exception to this rule is that occasionally a student-athlete may be asked to participate as a student-host during a prospective student-athlete's visit.

The selection of student-athlete hosts for an official visit is the responsibility of the head coach for each sport. If during a visit, a host is in doubt of what they should do, they should contact the coach immediately. If a coach is unable to answer the question, the coach should contact the Compliance Office.

The student host will sign a **Student Host Form** with their coach prior to the official visit. The host is encouraged to contact the Compliance Office with questions or concerns regarding the following rules set forth on the Student Host Form prior to signing. All student-hosts must be enrolled students at CSU Pueblo.

- If a first-year student serves as a host, they must have been certified through the NCAA Eligibility Center as a qualifier or partial qualifier.
- If other team members take part in the visit, only the actual host may be provided a free meal as part of the visit.
- A maximum of \$30 each day may be provided to cover all actual costs of entertaining the prospective student-athlete and relatives or legal guardians. The student-host may be provided an additional \$15 per day for each additional prospective student-athlete hosted. All money should always be handled by the host. No cash may be given to prospective student-athletes at any time.
- A prospective student-athlete cannot be provided tangible items of any kind (e.g., souvenirs, clothing) at any time by a student-host or any Athletic Department staff member. Prospects may be given items as part of an admissions visit or other admissions event, if the items are given to all prospective students and the recruit is part of that group.
- Receipts are required for all cash expenses incurred during the official visit. The student-host must return all receipts and unused money to the head coach immediately following the conclusion of the visit.

Student-hosts must conduct themselves in a manner that represents themselves, their team, and the University in a positive way. While hosting a recruit, the student-athlete cannot participate in any activities that violate CSU Pueblo's Student Code of Conduct and Disciplinary Policy, the Student-Athlete Code of Conduct, or the laws of the state or community.

Name, Image and Likeness

CSU Pueblo Athletics Department allows for current student-athletes to engage in Name, Image and Likeness (NIL) opportunities. We encourage our student-athletes to create their own personal brand and find brands and companies that align with those personal values. The Athletics Department also will work with our student-athletes to educate them about the rules and regulations of NIL. CSU Pueblo Athletics has partnered with two different marketplaces to offer our students opportunities. Please keep in mind the following:

- Student-athletes in the state of Colorado may earn compensation for use of their name, image, or likeness (NIL) without affecting their athletics eligibility or grant-in-aid. Student-athletes earning NIL compensation must do so in accordance with the Colorado law (Senate Bill 20-123).
- State law requires that NIL compensation must be commensurate with market value and cannot be provided in exchange for athletics performance or attendance at CSU Pueblo.
- All NIL contracts and deals (including paid, unpaid, or in-kind) must be reported to CSU Pueblo's compliance office through the ARMS Software system. You will notify the compliance office via e-mail that you need to report your contract/deal and the form will be sent to you. This disclosure is required under state law and must be done within seventy-two hours of signing the contract or prior to your next scheduled competition.
- Student-athletes are not permitted to miss class, department, or team related activities for opportunities related to NIL compensation.
- NIL compensation may only be provided by a third party, unaffiliated with CSU Pueblo. Employees of CSU Pueblo and its direct support organizations (including coaches and athletics staff members) cannot compensate, assist, or arrange for compensation to be directed to a current or prospective student-athlete.
- Student-athletes may only use an agent or attorney for the purposes of securing NIL compensation. Student-athletes cannot secure agents or attorneys for the purpose of future representation in professional sports without risking their athletics eligibility. Any agent used for NIL purposes must be licensed in the state of Colorado, and any attorney used for NIL purposes must be a member in good standing of The Colorado Bar.
- Any student-athlete under the age of 18 must have a NIL contract approved by the probate division of the circuit court or any other division of the circuit court that has guardianship jurisdiction.

- Student-athletes may not enter into a contract for compensation of NIL if the contract or company:
 - a. Conflicts with a CSU Pueblo contract;
 - b. Is inconsistent with CSU Pueblo mission and values;
 - c. Is unlawful or obscene; and/or
 - d. Is related to sport wagering or a substance on the NCAA banned substance list
- In accordance with state law, the length of a contract for NIL compensation or representation may not extend beyond the student-athlete's participation in intercollegiate athletics.
- The use of CSU Pueblo trademarks, logos and facilities are not permitted without permission from the Vice President for Athletics and Strategic Partnerships.
- All international student-athletes are required to follow all government rules and regulations related to employment.
- Eligibility for Pell Grant and all other forms of need-based financial aid could be impacted by receipt of NIL compensation. Questions should be directed to the CSU Pueblo student financial services.
- Please be aware that your NIL activities may have personal tax implications. These obligations are dependent upon individual circumstances and may require consultation with a tax professional.

Resources for NIL

- <https://www.ncaa.org/news/2021/6/30/ncaa-adopts-interim-name-image-and-likeness-policy.aspx>
- <https://www.ncaa.org/sports/2021/2/8/about-taking-action.aspx>
- <https://leg.colorado.gov/bills/sb20-123>

ICON Source

Colorado State University Pueblo Athletics has announced the launch of ICON Suite, an innovative name, image and likeness tool from ICON Source, the leading digital marketplace connecting brands and athletes for endorsements and partnerships, for all ThunderWolves' student-athletes and community members. ICON Suite will continue to position CSU Pueblo student-athletes at the forefront of NIL opportunities, providing a seamless, compliant system for connecting brands, alumni, and other interested parties with student-athletes for NIL deals.

ICON Source is a digital marketplace that brings agents, athletes, and brands together. The Denver-based company is the only platform that provides brands of all sizes direct communication with agents or the athletes themselves, eliminating unnecessary intermediate steps to engage with potential

professional or collegiate partners. Its proprietary AI technology pairs athletes and brands based on social audience demographics. For additional information and to create a free account, visit [ICON Source](#), to find more information.

The ICON Suite local exchange application software will greatly enhance the NIL experience for those involved in the CSU Pueblo ecosystem. The software will be able to connect local companies with student-athletes through a custom marketplace, simultaneously simplifying the NIL administrative processes for Pack athletics administrators tied to deal disclosure and compliance. Interested businesses and supporters will be able to readily identify and engage with potential student-athlete partners through this compliant marketplace software.

ICON Suite is a full-service system that makes it easy for athletes to disclose NIL deals through the student login and allows compliance officers to access contracts and review analytics across demographic breakdowns and other key metrics in the compliance section. Icon Source also has an established history of facilitating deals for professional and college athletes, handling all the administrative aspects of name, image, and likeness deal-making including contracts, tax documentation, and payment services to ensure successful connections for both brands and athletes.

Influxer

CSU Pueblo student-athletes are able to take advantage of using the Influxer NIL marketplace to promote sales of their own gear. Student-athletes can sign up by visiting the [INFLUXER](#) Website. The student-athlete just needs to opt-in by completing the short questionnaire and contract. Within 24-48 hours their website will be launched. Once that has been created student-athletes can share that link through social media to promote their website.

Public Relations and Community Engagement

Community Engagement

NCAA Division II is committed to developing students and communities by actively engaging in shared experiences and therefore has targeted community engagement as one of its strategic priorities. The objective of community engagement is to build relationships by bringing the community to campus to experience Division II and its events. CSU Pueblo embraces the concept of community engagement. During a student-athlete's career at CSU Pueblo, their team and the Athletic Department will conduct community service, community-engagement efforts and special events to enhance the student-athlete service-learning experience. Each student-athlete will be required to

participate and represent the University in a limited number of these events/projects during their time as a student-athlete.

Press and Media

Occasionally, student-athletes are asked to give media interviews. Provided these requests are reasonable and do not conflict with class schedules or team related activities, student-athletes are asked to make themselves available and project a positive image of themselves, their team and CSU Pueblo.

Student-athletes must get clearance from the Sports Information and Media Relations Office and/or their head coach prior to granting any interviews or responding to media questions.

The following guidelines and tips are here for assistance:

- Be professional
- Be positive with comments
- Never say discouraging remarks about opponents
- Always be courteous with media members
- Think before speaking
- Relax
- If the line of questioning is inappropriate or troubling, please offer an answer of "no comment" and move onto the next question.
- Always thank the press or media at the end of an interview

Photography Action Shots

While competing as a student-athlete at CSU Pueblo, the student-athlete may have their photo taken during competition by institutional photographers. The CSU Pueblo Athletic Department reserves the right to co-ownership of those photos with the photographer and the use of photos for departmental, NCAA, and RMAC promotional and resale purposes.

Website

The CSU Pueblo Athletic Department official website is a great source of information on the department, teams, players, conferences, schedules, standings, headlines and more. There is also an online storefront where anyone can purchase ThunderWolf merchandise from the bookstore by clicking [here](#), or, watch free web streaming of contests, and see live statistics for a number of home

athletic events by clicking [here](#). Please share the address with family, friends, and fans!

GoThunderwolves.com

Other Online Resources

[Colorado State University Pueblo Athletics](#)

[Colorado State University Pueblo](#)

[Rocky Mountain Athletic Conference](#)

[NCAA](#)