

Gustavus Student-Athlete Handbook



2023 – 2024

Dear Gustavus Student-Athletes,

Welcome to the Golden Gustie Athletic Family!

The Gustavus Adolphus Department of Athletics is grateful for the opportunity to help all of you reach your full potential as students, athletes, and people by empowering you to strive for excellence in the classroom, on the athletic field, and in our communities. We work to make your athletic experience at Gustavus Adolphus College both rewarding and enriching. In doing so, we ask that you commit to upholding the mission and core values of the College and our department.

Gustavus Adolphus College is committed to the liberal arts philosophy and encourages you to be active in club and intramural sports, music, fine arts, student government and leadership organizations, among other extra and co-curricular activities in addition to your involvement in our varsity athletic programs. Being a Division III student-athlete at Gustavus carries with it many responsibilities. Student-athletes are one of the largest and most visible groups in our college community. Consequently, your decisions and actions have a profound impact on your teams, our department, and the campus. You are, therefore, placed in a position that requires exemplary behavior, in and out of the competitive arena. As a Gustavus student-athlete you are responsible for understanding and complying with all bylaws and regulations of the NCAA and MIAC, as well as the rules and regulations of the Gustavus Adolphus College, our department of athletics and your individual sport programs.

We provide this handbook as a useful resource to guide you in your decision making, and to give you helpful information to assist you in having a fulfilling and positive student-athlete experience at Gustavus. We prioritize and value open and honest communication surrounding the material in this handbook and your actions related to it, and our coaches and administrators commit to supporting you throughout your time in our programs, and beyond.

We are thrilled to have you as a member of the Golden Gustie Athletic Family. It is truly a special community. We wish you all the best this academic year, and hope you and your teams enjoy great success on and off the field of play.

Sincerely,

Tom Brown

Director of Athletics

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I. Mission & Values

Gustavus Department of Athletics

Mission

To provide equitable and competitive intercollegiate athletic experiences, and club, intramural and recreational opportunities in an environment that supports the academic excellence, well being, and holistic education of all student-athletes.

Values

- **Integrity.** Being honest and fair. Acting on the core values and beliefs of our department and College.
- **Excellence.** Achieving to one's highest standards in the classroom, community and athletic arena through full effort and commitment.
- **Respect.** Caring for and valuing one's self, co-workers, teammates, opponents, officials, supporters, and sport.
- **Teamwork.** Committing to the group and making personal sacrifices in order to achieve collective goals.

Outcomes

Promoting and facilitating decision-making and action reflective of the Athletic Department's five core values will lead to the following outcomes:

- Creating and maintain a positive and supportive environment that promotes balance, well being, lifelong fitness, and academic, athletic, and personal growth for all educators, staff members, and participants.
- Providing a top quality, first-class intercollegiate athletic experience for all Gustavus student-athletes on and off the field of play.
- Developing students' character in and through participating in intercollegiate athletics, and club, intramural, and recreational sport experiences.
- Inspiring immersion, passion, and pride in Gustavus sport programs, our athletic department, our values, and the greater Gustavus community.

Minnesota Intercollegiate Athletic Conference (M.I.A.C.)

Gustavus is also a member of the Minnesota Intercollegiate Athletic Conference (MIAC). Schools part of the MIAC include: Augsburg College, Bethel University, Carleton College, Concordia College, Gustavus Adolphus College, Hamline University, Macalester College, College of Saint Benedict, College of St. Scholastica, St. Catherine University, Saint John's University, Saint Mary's University, and St. Olaf College

Mission

The Minnesota Intercollegiate Athletic Conference strives to guide, govern, and support fair and equitable athletic competition, promote student-athlete well-being among its members, and celebrate combined excellence and achievement in both athletics and academics while facilitating a welcoming environment at all campuses and contests that challenges, empowers, and develops leaders.

Values

The MIAC's five core values stand alongside the NCAA Division III athletics philosophy, reflect the Conference's mission, bylaws, and legislative processes, and define how each member institution's intercollegiate athletic program enhances and enriches the overall student-athlete experience.

- **Athletics.** Maintain exceptional, competitive, broad-based athletic programs that allow student-athletes, coaches, and administrators to pursue their passion at a high level.
- **Academics.** Commit to exemplary academic standards emphasizing student-athletes' pursuit of knowledge and undergraduate degrees while promoting academic excellence.
- **Well-Being.** Support the physical and emotional health and safety of student-athletes while working to ensure a holistic and well-rounded collegiate experience.
- **Integrity.** Govern with the highest degree of fairness while maintaining a commitment to outstanding conduct by fostering an atmosphere of enthusiastic and positive support for all participants, officials, and spectators through the tenets of respect and civility.
- **Inclusivity.** Enhance and celebrate diversity, equity, and inclusion by cultivating welcoming environments in which all members of the conference community feel safe, seen, and supported.

MIAC Statement of Sportsmanship

The MIAC is committed to promoting a respectful, positive and fair environment at all contests and events while upholding values of sportsmanship, integrity and civility. All members are expected to conduct themselves in an ethical manner when engaged in competition or Conference activities. The MIAC desires student-athletes, coaches, administrators, staff members, coordinators and assignors, officials and spectators to maintain the highest levels of sportsmanship and adhere to NCAA and MIAC values.

Expectations of Membership & Associated Individuals

Student-athletes participation in intercollegiate athletics competition is a privilege and MIAC student-athletes are responsible for conducting themselves in a respectful and appropriate manner

that reflects the values of the MIAC. Student-athletes are expected to maintain integrity and display sportsmanlike behavior in their interactions on and off the field with opposing players and other student-athletes, coaches, administrators, officials and spectators.

Electronic Media Expectations

MIAC administrators, coaches, student-athletes and officials should adhere to the sportsmanship policy in all forms of electronic media including written and web content, social media use, blogs, videos, and web streaming. Vulgar language or inappropriate remarks about other MIAC institutions, student-athletes, administrators, coaches or officials will not be tolerated.

NCAA Division III

Division III Philosophy Statement

Colleges and universities in Division III place the highest priority on the overall quality of the educational experience and on the successful completion of all students' academic programs. They seek to establish and maintain an environment in which a student-athlete's athletics activities are conducted as an integral part of the student-athlete's educational experience, and an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

To achieve this end, Division III institutions:

- Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;
- Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (e.g., students, alumni, institutional personnel) than on the general public and its entertainment needs;
- Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;
- Primarily focus on intercollegiate athletics as a four-year, undergraduate experience;
- Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;
- Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs;
- Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;
- Assure that athletics participants are not treated differently from other members of the student body;
- Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience;
- Assure that athletics programs support the institution's educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution's athletics

program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission;

- Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;
- Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes;
- Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;
- Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;
- Provide equitable athletics opportunities for student-athletes and give equal emphasis to men's and women's sports;
- Support ethnic and gender diversity for all constituents;
- Give primary emphasis to regional in-season competition and conference championships; and
- Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.
- The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.

Division III Priorities

- **Proportion.** Division III athletics provides a well-rounded collegiate experience that involves a balance of rigorous academics, competitive athletics and the opportunity to pursue a multitude of other co-curricular and extracurricular opportunities.
- **Comprehensive learning.** Division III practice and playing seasons and regional competition minimize conflicts between athletics and academics, keeping student-athletes on a path to graduation.
- **Love of the game.** Division III offers an intense and competitive athletics environment for student-athletes who choose to compete because they're passionate about their sport, without the pressure of an athletics scholarship.
- **Focus on participants.** Division III athletics departments place special importance on the impact of athletics on the participants rather than on the spectators. The student-athlete's experience is of paramount concern.

- **Citizenship.** Division III affords student-athletes the opportunity to discover valuable lessons in teamwork, discipline, perseverance and leadership, which in turn makes them better students and responsible citizens.
- **Broad opportunities.** Division III athletics departments are dedicated to offering broad-based programs with a high number and wide range of athletics participation opportunities.
- **Regional focus.** Division III places primary emphasis on regional in-season and conference competition, while also holding 28 national championships annually.
- **Campus consistency.** Division III features student-athletes who are subject to the same admission and academic standards, housing policies and support services as the general student body. The integration of athletics with the larger institution enables student-athletes to experience all aspects of campus life.

II. Student-Athlete Code of Conduct

Student-athletes are one of the most visible groups in the College community. Consequently, what you do and the way in which you do it is often subject to scrutiny. You are, therefore, placed in a position that requires exemplary behavior, in and out of the competitive arena.

Student-athletes should acknowledge that their actions, whether individual or as a group, invite judgment of athletes as a whole. It should be understood that their behavior may impact the image of the athletics department as well as the attitudes that are formulated by the campus community concerning athletes and teams. It is expected, therefore, that athletes' behavior reflect positively on the athletics department in general and their sport in particular.

Therefore, it is the expectation of the athletics department that the student-athletes will serve as ambassadors for Gustavus Adolphus College and the Gustavus Athletics Department by living out the College's core values of excellence community, justice, service, and faith, the Athletic Department's values of respect, teamwork, excellence, and integrity, and follow all team, department, MIAC, and NCAA rules and guidelines.

It is the position of the athletics department that participation by student-athletes on intercollegiate is an earned privilege and not a right. Furthermore, the intercollegiate athletics department expects to be publicly represented by student-athletes of good character who, above all else, respect the law and the rights of others.

Student-athletes at Gustavus can expect competent, qualified coaches who act in a professional manner, a safe environment in which to perform, to be treated with respect by the entire athletics staff and to have open lines of communication with the coaching staff.

III. Policies & Disciplinary Practices

Hazing

Minnesota Statute Definitions. (a) “Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person in order for the student to be initiated into or affiliated with a student organization. (b) “Student organization” means a group, club, or organization having students as its primary members or participants.

Introduction

From a legal perspective, hazing is a crime. From an individual student’s perspective, hazing damages the self-esteem of those being hazed. From an organizational perspective, hazing degrades the values of the organization. From a campus community perspective, hazing creates an environment of disrespect that contradicts the College’s values of excellence, community, justice, service, and faith in our community. For all these reasons, the College takes a strong position against any and all forms of hazing.

Hazing is typically understood to be activity in which high-status group members require or suggest that members engage to join or continue affiliation with the group. Individuals, organizations and groups affected by this policy are expected to take primary responsibility for implementing the policy and for periodically reviewing their activities with respect to compliance with it. Officers and members of the organization may be held individually responsible for violation.

College Policy

Student clubs and organizations at Gustavus Adolphus College provide the campus community with activities, programs, and resources that enhance the quality of student life. Students who participate in co-curricular activities are more likely to succeed at both personal and professional goals, develop leadership skills, form lasting friendships with peers and learn more about a chosen career field. This growth is only possible when organizations promote Gustavus’ core values of Excellence, Community, Justice, Service, and Faith. Groups and individuals live these values by:

- Supporting members’ physical, mental, and emotional wellbeing.
- Contributing to members’ academic goals and successes.
- Promoting civility and respectful treatment of one another.
- Protecting members from manipulation, exploitation, or degradation of any nature.
- Fostering relationships build on trust, acceptance, honesty, and mutual respect.

Gustavus Adolphus College does not tolerate hazing in any form by any individual, group, or organization. Hazing is defined as any action taken or situation created, intentionally or unintentionally, whether on or off campus premises, to produce mental or physical discomfort, fatigue, humiliation, intimidation, embarrassment, harassment or ridicule or that disrupts community life or academic commitments regardless of the intent or end result. Such actions may be perpetrated by an individual, group, or organization against an individual or individuals.

This list of examples is not exhaustive because many things can be hazing or non-hazing activities depending upon the context and many other factors.

- Break laws or college policies
- Compromise personal morals or values
- Endure physical abuse or harm
- Endure psychological abuse or harm, such as deception of members which is designed to convince a member that s/he will not be accepted to the organization or that s/he will be hurt during the activity
- Submit to abuse of power or power differential
- Undergo branding, tattooing, or any mutilation of the skin
- Have substances thrown at, poured on, or otherwise applied to the body
- Consume alcohol, drugs, food or beverages
- Undergo exposure to the environment without appropriate dress
- Exercise that serves no purpose (e.g. calisthenics)
- Undergo physical detention, kidnapping, being held against one's will, or abandonment
- Perform or participate in dangerous, degrading, or embarrassing public stunts, dares, displays, games, or activities
- Undergo prevention or deprivation of sleep, normal amounts of food or water, or adequate study time
- Perform an excessive number of tasks such that they encroach upon time needed for sleeping, studying, and attending to personal matters
- Participate in activities that interfere with scheduled class meetings, study sessions, or school-sponsored extracurricular activities
- Wear uncomfortable or inappropriate apparel or otherwise alter appearance which is conspicuous and/or atypical
- Experience public degradation
- Experience verbal harassment (such as degrading nicknames, derogatory references, yelling or screaming)
- Create or use explicit songs or perform sexist or racist acts
- Assume a submissive role
- Perform acts of personal servitude (such as cleaning, buying gifts, or making meals)
- Make excessive purchases (such as gifts, food, and clothing)
- Implementing ambiguous rules that serve no purpose, including but not limited to:
- Keep silent or refrain from visiting non-group members
 - Not permitting members to talk for extended amounts of time
 - Carrying items for any period of time
 - Having members line up to report facts, count off, or perform other unnecessary acts
- Learn trivia about members and about the group; ask members to learn chapter history or information if such a request interferes with academic study

Hazing can take place with or without the consent of the hazed. The consent of those hazed will not be accepted as a justification for hazing activities. Apathy or acquiescence in the presence of hazing are not neutral acts.

Consequences

Gustavus Adolphus College takes violations against the college hazing policy very seriously. Individuals, groups, and organizations are held accountable for acts of hazing. Furthermore, the College will treat the hazing action of even one member of a group as constituting hazing by the

group. Those found responsible for hazing may be subject to severe sanctions including suspension or expulsion of the individual, group, or organization from the College.

Additionally, anyone who knew or who reasonably should have known of the hazing and did not make an attempt to prevent it may be adjudicated through the College's conduct system. Every member of the campus community is required to report any incidents of hazing or suspicions of hazing that come to their attention.

Reporting

Campus community members are expected to report any practice or action believed to constitute hazing immediately. Reports may be made 24 hours a day to the Dean of Students (507-933-7526) or Campus Safety (507-933-8888). The College will not tolerate harassment of or retaliation towards individuals who have reported hazing incidents and will investigate any allegations of hazing that are reported.

Link to Gustavus Hazing Policy:

<https://gustavus.edu/deanofstudents/policies/gustieguide/general.php#hazing>

Sexual Harassment and Sexual Misconduct

Members of Gustavus Adolphus College community ("Gustavus" or the "College"), guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The College will not tolerate any violation of this policy. This Policy outlines the College's expectations to ensure a campus free from Sexual Misconduct, the steps for recourse for those individuals who have been subject to Sexual Misconduct, and the procedures for determining whether a violation of College Policy has occurred.

This Policy applies to the following forms of sex discrimination, which are referred to collectively as "Sexual Misconduct": Title IX Sexual Harassment, Non-Title IX Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Sexual Exploitation.

Non-Discrimination

In accordance with applicable federal and state laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination in Employment Act, and the Americans with Disabilities Act and ADA Amendments, Gustavus does not discriminate on the basis of sex, race, color, national origin, religion, age, disability, gender identity, sexual orientation, marital status, familial status, pregnancy, citizenship, creed, genetic information, veteran status, status with regard to public assistance, or any other legally protected status in its education programs and activities, employment policies and practices, or any other areas of the College.

Within the limits of its facilities, the College shall be open to all applicants who are qualified according to its admission requirements. The College shall make clear to all applicants the characteristics and expectations of students that it considers relevant to its program. Financial aid

administered by the College shall be disbursed on the basis of financial need and academic promise and/or academic ability.

Violations of this policy that fall within the scope of sexual harassment and misconduct will be adjudicated using the college sexual misconduct processes.

Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, which provides that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” The College is required by Title IX and its regulations not to engage in sex discrimination in its education program or activity, including admissions and employment. Sex discrimination is conduct based upon an individual’s sex that excludes an individual from participation in, denies the individual the benefits of, or treats the individual differently in, an education program or activity. Sexual Harassment is a form of sex discrimination.

Gustavus strictly prohibits sexual discrimination and Sexual Misconduct in any form. The College will promptly and equitably respond to all reports of sexual discrimination and Sexual Misconduct. Questions or concerns about the application of Title IX, sex discrimination, Sexual Harassment, or other forms of Sexual Misconduct may be directed to the College’s Title IX Coordinator:

Julianne Watterson, Title IX Coordinator

Gustavus Adolphus College

507-933-6360

jwatter2@gustavus.edu

Link to Extensive Gustavus Sexual Harassment and Sexual Misconduct Policy:

[\(https://gustavus.edu/titleix/policy/\)](https://gustavus.edu/titleix/policy/)

Alcohol and Other Drugs

Gustavus Adolphus College is concerned for the well-being of all members of its academic community and for the quality of their relationships. One area of that concern involves the use of alcohol and other drugs.

The College does not condone the use of alcohol when prohibited by law. On the contrary, it seeks to foster an atmosphere in which abstinence from alcohol is accepted, respected, and supported. The College also expects individuals and groups of legal age to make responsible choices with regard to alcohol use. Careful consideration must be given if alcoholic beverages are to be available at College-sponsored off-campus activities or at events where underage individuals are present. While the alcohol and drug policy makes provisions for the consumption of alcohol in conjunction with some special events, participants of all ages should be able to participate in all planned activities. Activities with alcohol may segregate those not of legal age from those who are, and this could be counterproductive to the development of community.

The College takes the position that chemical abuse is neither socially nor morally acceptable. It also recognizes the reality of chemical dependency and is aware of its presence in the academic

community. We are obliged to help those who could be harmed or inconvenienced as a result of the irresponsible behavior of others. As a part of encouraging responsible lifestyles, Gustavus will strive to provide education about alcohol and other drug use, to encourage responsible choices, and to intervene in situations where it has knowledge of misuse and abuse of chemicals. The College will encourage and provide reasonable help for members of the community who seek treatment for chemical dependency.

The College expresses the following objectives with regard to alcohol and other drugs:

- To support and encourage those who choose to abstain from the use of alcohol and other drugs.
- To undertake to educate members of the College community regarding the effects of use, misuse, and abuse of alcohol and other drugs.
- To formulate and maintain guidelines for appropriate response to the misuse and abuse of alcohol and other drugs.
- To expect individuals who use alcohol to make responsible choices and respect the rights, needs, and lifestyles of other members of the community.
- To sensitize Collegiate Fellows, Residential Life professional staff, Peer Assistants, faculty, staff, and students to the implications of chemical use, and especially to the needs of those who misuse or abuse alcohol or other drugs.
- To provide direct assistance and/or referral for those with substance-abuse problems.

Each member of the community is encouraged to support the objectives of this policy. The Dean of Students shall have the primary responsibility for monitoring it for the student body, with primary enforcement provided by Campus Safety and the Residential Life staff. The Dean of Students shall continue to study, develop, and evaluate the program of education for the campus community dealing with the implications of alcohol and drug use.

Statement of Rules

Any violation of the following rules shall be considered an offense subject to disciplinary action by the appropriate authorities. The College reserves the right to request assistance from law enforcement officials where State or local laws are being violated.

- Minnesota law and College policy prohibit the possession or consumption of alcoholic beverages by persons under the age of 21. Providing alcohol to a minor, or assisting a minor in any way in obtaining alcohol, is specifically included as inappropriate behavior and is also a violation of State law.
- Possession, use, sale, distribution, and/or solicitation of illegal substances is prohibited.
- Possession of drug paraphernalia is prohibited.
- State and local laws prohibit the purchase and resale of alcoholic beverages without a license. College policy prohibits the sale of alcoholic beverages on campus.
- Promotion on campus (including, but not limited to, circulars, posters, and campus publications) of consumption of large amounts of alcohol, or of events where drinking is the primary focus, is prohibited.
- Alcohol advertisements are prohibited in student media publications and broadcasts.
- Consuming or possessing alcohol in an open container in any public campus location is not permitted. See “Policies for Alcohol and Other Drugs in the Residence Hall” for a list of

public and private spaces for the purposes of this policy. The Gustavus Alcohol and Drug Policy allows the serving of alcoholic beverages on campus only under the following conditions:

- Designated Areas shall be determined and reviewed by the appropriate Vice President or Dean subject to approval by the President.
 - The sponsor(s) must submit an application form detailing the event and indicating receipt of the statement “Responsibilities of a Sponsor of a Social Event at which Alcoholic Beverages Are Served.”
 - The request for use of a Designated Area must be submitted to the appropriate Vice President or Dean at least seven (7) days prior to the event.
 - The event must be confined to the Designated Area.
 - The event must be confined to the times listed on the application, and the type and amount of alcoholic beverage limited to what is specified beforehand. Nonalcoholic beverages must be continuously available in a similar manner as the specified alcoholic beverage for underage guests and those wishing to abstain.
 - Serving of alcoholic beverages must be in conjunction with a reasonable amount of food.
 - Those sponsoring the event are responsible for ensuring that only those of legal age consume alcohol, and that consumption takes place in the Designated Area only.
 - The sponsors will be responsible for returning the area to its prior condition.
 - For application forms or more information about the Designated Area policy, contact Dining Services or the Dean of Students Office.
- Driving under the influence is prohibited.
 - Transportation of alcoholic beverages to and from designated areas and/or private rooms must be in closed and opaque containers, not to include parts of clothing.
 - No college funds may be expended for the purchase of alcohol without prior approval.
 - Gustavus Adolphus College follows federal drug laws. On a federal level, all marijuana remains illegal. The federal government classifies marijuana as a Schedule I drug with a high potential for abuse and little to no medical benefit. The use, sale, and possession of cannabis over 0.3% THC in the United States, despite laws in many states permitting it under various circumstances, is illegal under federal law and therefore on campus.
 - Controlled Substances: Possession, use, sale, distribution, and/or solicitation of restricted or illegal substances is prohibited. The use, possession, sale, distribution, and/or solicitation—or assistance in any way to anyone so involved—of any illegal and/or dangerous drugs, narcotics, or acids is strictly prohibited on the campus and in the residence halls. Prohibited substances will be confiscated and disposed of by College staff members or local law enforcement officials and the offender may be subject to disciplinary action by both the College and civil authorities.
 - Gustavus Adolphus College prohibits the use of tobacco and the use of all smoking/inhaled products and devices within all College grounds, College owned or leased properties, and in College owned, leased, or rented vehicles even when used outside campus grounds. The sale and distribution of these items is also prohibited.
Smoking/inhaled products and devices include but are not limited to cigarettes, cigars, pipes, hookah, smokeless tobacco, and electronic delivery systems.

Medical Amnesty Policy

The College is concerned about both the physical and emotional wellbeing of all students. The College also recognizes that there may be alcohol or other drug-related medical or safety emergencies in which the potential for disciplinary action could act as a deterrent to students who want to seek assistance for themselves or others. The Medical Amnesty Policy is designed to enable dangerously intoxicated or impaired Gustavus students to receive the professional medical treatment they need.

When one or more students aid an intoxicated or impaired Gustavus student by contacting Campus Safety, Residential Life or other appropriate College staff for assistance and reference the policy, neither the impaired individual nor the student(s) reporting the emergency will be subject to formal disciplinary action for the consumption or possession of alcohol or other drugs. The policy is thus invoked by taking action to notify College staff regarding a student in need of assistance. In rare circumstances, such as cases where other, more serious, violations occur, students may be subject to the student conduct process for those additional violations. Examples of this include, but are not limited to, physical abuse, verbal or physical harassment, disorderly conduct or major property damage.

Impaired individuals who are eligible for medical amnesty will not receive a conduct record for the incident. In lieu of disciplinary action, the student will be required to meet with a staff member in the GustieWELL office to discuss the incident and participate in a session of chemical education. If a student does not complete these requirements, they will be subject to the formal disciplinary process.

Alcohol Violations

(Typical minimum sanctions—more severe sanctions may apply.)

Level 0 or Concerning Behaviors (first time offenses only, citation): Promotion of events where alcohol is the primary focus; display of alcohol related materials in windows or areas outside of residence hall rooms; possession of open containers in public/non-designated areas by persons 21 years of age or older. Possession or presence of any alcohol containers in “underage” rooms; possession of alcohol by underage persons.

Consumption of alcohol by underage persons including a blood alcohol measure up to .049 as determined by Campus Safety or any law enforcement agency; permitting others (students or guests) to use assigned rooms to violate the alcohol policy. **Note that these behaviors are only sanctioned at a Level 0 when they are the first time offense for a student. If a student has previous alcohol violations, then they will be sanctioned at a Level 1.*

Level 1 or Significant Behaviors: Consumption of alcohol by underage persons including a blood alcohol measure between .050 and .149 as determined by Campus Safety or any law enforcement agency; possession/existence of fraudulent identification

Level II or Serious Behaviors: Staggering; public intoxication, vomiting but coherent and conscious; a blood alcohol measure between .15 and .199 as determined by Campus Safety or any law enforcement agency; students possessing and consuming from kegs or other bulk or common source containers.

Level III or Dangerous Behaviors: Vomiting and incoherence; unconsciousness; needing or receiving medical attention (including treatment by EMTs and/or transportation to hospital or “detox”); loss of bodily functions; memory loss; BAC .20 or higher by any student (regardless of age) as determined by Campus Safety or any law enforcement agency; supplying or assisting minors in any way in obtaining alcohol; illegal sale of alcohol; driving under the influence.

Note: Sanctions resulting from alcohol violations are cumulative over the course of a student’s enrollment. Students hosting non-Gustavus guests are responsible for ensuring their guests’ compliance with all College policies.

See the Gustie Guide for typical minimum sanctions issued by the college. Meeting with your specific coach is required and additional sanctions will apply at your coach’s discretion.

Link to Gustavus Alcohol and Drug Policy:

<https://gustavus.edu/deanofstudents/policies/gustieguide/alcohol-drug.php>

Social Media

The Gustavus Department of Athletics recognizes and supports rights to freedom of speech, expression, and association, including the use of social media networks. Social media networking provides useful opportunities to expand connectivity and develop your personal brand as well as that of Gustavus, the department of athletics, and individual sport programs. With that being said, each student-athlete must remember that playing and competing for Gustavus Adolphus College is a privilege, not a right. As a student-athlete, you represent Gustavus and you are expected to portray yourself, your team, and Gustavus in a positive manner. Student-athletes should keep in mind the following guidelines if they choose to utilize social media:

Guidelines

- Everything you post is public information; any text or photo placed online is completely out of your control the moment it is placed online, even if you limit access to your site. Information (including pictures, videos, comments, and posters) may be accessible even after you remove it.
- Limit information about your whereabouts or plans to minimize the potential of being stalked, assaulted, or the victim of other criminal activity.
- What you post may affect your future. Many employers and graduate school admissions officers review social networking sites as part of their overall evaluation of an applicant. Carefully consider how you want people to perceive you before you give them the chance to misinterpret your information (including pictures, videos, comments, and posters).
- Similar to comments made in person, the Department of Athletics will not tolerate disrespectful comments and behavior online, such as:
 - Unsportsmanlike conduct including trash talk or disrespectful comments aimed at opponents and/or officials.
 - Derogatory or defamatory language.
 - Comments that create a serious danger to the safety of another person or that constitute a credible threat of serious physical or emotional injury to another person.

- Comments or photos that describe or depict unlawful assault, abuse, hazing, harassment, or discrimination; selling, possessing, or using controlled substances; or any other illegal or prohibited conduct, including violating the Gustavus Student-Athlete Code of Conduct.
- Report any problems or concerns to your coaches or Athletic Department personnel.

Communication Protocol for Student-Athlete Concerns

When issues and concerns arise there is a proper procedure for addressing the coaches. Unless there is an emergency the following policy needs to be followed:

First Step

- The student-athlete requests a meeting to speak with the coach

Second Step (if issue is not resolved after the first step)

- The student-athlete requests a meeting with the coach and athletic director

Please remember that the coaches make decisions based on what they feel is best for the team. Parents/guardians should not contact any of the coaches or athletic director with problems or questions regarding playing time. Coaches are not required to discuss playing time or strategies with parents/guardians. However, we encourage parents/guardians to contact the child's head coach if they are seriously concerned about the health and/or wellbeing of their child.

The Gustavus Student Conduct System

Gustavus Adolphus College has a judicial system in place for all students outlined in the Gustavus Guide. The rights, responsibilities and judicial procedures of all Gustavus students are referred to in the Gustavus Guide. It should be noted that the athletics department supports and abides by the Gustavus Guide. In addition, by accepting membership on a Gustavus athletics team, each student-athlete agrees to abide by the standards and accept the jurisdiction of the athletics department. The Gustavus athletics department reserves the right to prohibit representation on an athletic team, or take some alternate and/or additional action, if a student-athlete is in violation of the Student-Athlete Code of Conduct or Gustavus Student Conduct System.

The athletic department may impose one or more of the following sanctions:

- Temporary suspension from the team (time and/or contest)
- Dismissal from the team
- Additional sanctions determined by the head coach and/or athletic director

Ultimate authority for the Student conduct system is vested in the Board of Trustees, which delegates that authority to College administrators and committees as set forth in this document, or in other appropriate policies, rules, or regulations adopted by the Board.

- When the conduct of Students, Groups, or Organizations fails to meet acceptable Gustavus standards, the Student Conduct System is the forum identified for response. Any College official, Instructor, student, or staff member may file a complaint of misconduct.
- The College reserves the right to invoke the College Student Conduct System for student behavior occurring off-campus.
- On-campus behavior that may be a violation of civil law may also be referred to local authorities.
- It is necessary to endeavor to protect the campus community when there are reasonable grounds to believe that a Student may pose a substantial danger to self or others. Normally, such “substantial danger” will be manifested by a pending criminal charge, usually relating to a crime of violence, burglary, substantial theft or fraud, the sale of illegal drugs, or the possession of substantial quantities of illegal drugs or serious self-imperiling behavior.
 - While a criminal charge does not mean that the Student is guilty of an offense, such a charge does mean that civil authorities have determined that there is at least probable cause to believe that an offense was committed, and that the Student committed it. Under these circumstances, it may be necessary and appropriate to conduct a College Student Conduct Conference.
 - If a Student is charged with or convicted of a violation of law while off of the campus, the College may have to deny certification when the conduct violates established standards for professional accreditation of the Student.
- In cases of emergency, where the wellbeing of Students or the Institution may be endangered, or in cases where the Respondent demonstrates a pattern of disruptive behavior, the Dean of Students may take appropriate interim measures including but not limited to alteration of privileges, temporary removal of the Respondent from College housing, and/or temporary suspension of the Respondent pending campus conduct

proceedings. Such a temporary suspension shall become effective immediately without prior notice; however, a Student suspended on a temporary basis shall be given an opportunity to appear personally before the Dean of Students within five (5) Business Days from the effective date of the temporary suspension in order to discuss the following issues only:

- The reliability of the information concerning the Student's conduct.
- Whether the conduct and surrounding circumstances reasonably indicate that the continued presence of the Student on the College campus poses a substantial threat to self and/or others or the stability and continuance of normal College functions.
- The College may involve and have present at any conduct proceedings legal counsel for the College. The Student Conduct Coordinator is responsible for student conduct shall notify the Complainant and the Respondent within three (3) Business Days of issuing the complaint if the College intends to have an attorney present.
- Student Conduct Procedures are to be carried out expeditiously and all parties are to assist in this effort. Requests for delays in these procedures may be made for compelling reasons. Requests must be made in writing to the Dean of Students at least two (2) Business Days prior to the scheduled hearing/appeal and must specify the reason(s) for the delay. The Dean of Students shall determine the appropriateness of the request.
- Provisions in these procedures do not preclude Students from pursuing legal action.
- A summary of Student Conduct System results—protecting the identity of the parties—may be released periodically for publication.

Student Conduct Procedures

Reports of alleged violations of the Statement of Student Responsibilities may be filed with the Dean of Students. The Dean of Students will seek to respond to the alleged violations through referral to one of three conduct procedures: an Administrative Conference, a Student Conduct Board, or with a citation for certain offenses listed below. The outcome of an Administrative Conference or a Student Conduct Board Process may be appealed according to the procedures outlined below. A citation may be appealed by requesting a Conference as outlined in the Citations section.

- Complaints are written allegations of violations of the Statement of Student Responsibilities. Any College official, student, or staff member may file a complaint of misconduct.
- Complaints shall be filed with the Dean of Students Office. After receiving a formal complaint, the Dean of Students, or their designee, will assess the available information and determine whether or not there appears to be reasonable grounds for a conduct Proceeding. As part of this assessment, the Dean may seek additional information by consulting with the Complainant, the Respondent, or others.
- The Dean of Students may then dismiss the complaint or refer the complaint to either an Administrative Conference or a Conduct Board. A copy of the complaint, notice of proceeding (if any), and the proposed time and place for such proceeding, will then be sent to the Respondent.
- If the Respondent fails to appear for a proceeding after proper notice has been given, the proceeding shall be conducted in his or her absence. Nonetheless, the Complainant shall be required to present a case in accordance with customary evidentiary standards, as stated below. Cases heard in the absence of the Respondent can be appealed according to procedures outlined in the Appeals section below.

- If the Complainant fails to appear for a Proceeding after proper notice has been given, the Proceeding shall be conducted in the Complainant's absence. Cases heard in the absence of the Complainant can be appealed according to procedures outlined in the Appeals section below.
- Conduct Board proceedings will be recorded, but mechanical failures are not the basis for a claim for denial of due process.
- Proceedings will normally be private (closed) proceedings. However, the Respondent as well as the Complainant may make a written request via the Dean of Students for an open Proceeding. The Dean of Students may grant such a request at their discretion and in compliance with regulations concerning confidentiality.
- Upon notification to the Dean of Students prior to the Proceeding, the Respondent as well as the Complainant may be assisted during the Proceeding by one advisor, whose role is defined above in "Definitions" under the heading Student Rights, Responsibilities, and Conduct Procedures. The College reserves the right to move forward in the process in the absence of a preferred advisor if they are unavailable for an extended period of time. In this case, a proxy (chosen by the student) may be used.
- In matters involving complaints of sexual misconduct, see the Sexual Harassment and Sexual Misconduct Policy for all relevant procedures.
- The presiding Appropriate Student Conduct Authority shall exercise control over the meeting to avoid needless consumption of time and to achieve orderly completion of the Proceeding. Any person who disrupts the Proceeding may be excluded by the presiding Appropriate Student Conduct Authority.
- Each person providing testimony at a Proceeding shall be asked to affirm that his or her testimony is truthful.
- Written statements may be submitted in lieu of testimony provided in person when individuals to provide such testimony are unable to attend a Proceeding and so demonstrate to the satisfaction of the Dean of Students prior to the Proceeding.
- Prospective witnesses, other than the Respondent and the Complainant, shall be excluded from the Proceeding by the presiding officer during the testimony of other witnesses.
- The Respondent is presumed not responsible unless the information presented during the Proceeding to the Appropriate Student Conduct Authority demonstrates responsibility for the alleged acts by a preponderance of the evidence. The Appropriate Student Conduct Authority shall consider the validity of the complaint and, if responsibility for the complaint is determined, shall assign sanctions in accordance with these procedures.
- Both the Respondent and the Complainant shall be notified within a reasonable time of the outcome of the Proceeding. Both parties shall also be informed of the Appeals procedure.
- All Appeals from the Student Conduct Board or an Administrative Conference will be to the College Appeals Officer(s) pursuant to the provisions in the Appeals section, below. In most cases, sanctions are held in abeyance pending Appeal. Sanctions will be imposed unless appealed or removed by appellate decision. In cases where Suspension or Expulsion are sanctioned, an immediate restriction will be placed on the Respondent such that the student may only be on campus for class during the Appeals process. Specific restrictions will be communicated with each Respondent.

Rights of Complainants and Respondents

During a proceeding, the following rights attach for the Respondent:

- To be informed of the complaint allegations within a reasonable time of the event.
- To request a copy of Student Rights, Responsibilities, and Conduct Procedures.
- To have a reasonable time to prepare for consideration of the complaint at the Proceeding.
- To request that their case be reviewed separately where the case involves more than one accused.
- To request and receive reasonable accommodations for a registered disability.
- To have one adviser and one support person present at the Proceeding.
- To present witnesses and information pertinent to the Proceeding.
- To view and respond to all information offered in support of the complaint.
- To ask questions regarding information pertinent to the Proceeding.
- To submit a written statement rather than appear at the Proceeding without risk of sanctions assigned solely for failure to appear.
- To appeal decisions pursuant to the provisions in the Appeals section.
- To be immune from repeated consideration of the same complaint except on Appeal, when remanded for a new Proceeding, or for new information.

During a proceeding, the following rights attach for the Complainant:

- To request a copy of Student Rights, Responsibilities, and Conduct Procedures.
- To have a reasonable time to prepare for consideration of the complaint at the Proceeding.
- To file separate complaints for multiple Respondents.
- To request and receive reasonable accommodations for a registered disability.
- To have one adviser and one support person present at the Proceeding.
- To present witnesses and information pertinent to the Proceeding.
- To hear and respond to all information offered in opposition to the complaint.
- To ask questions regarding information pertinent to the Proceeding.
- To appeal decisions pursuant to the provisions in the Appeals section, below.

Administrative Conference

Administrators designated by the Dean of Students may conduct Administrative Conferences with students who have been charged with violating the Statement of Student Responsibilities. During the Administrative Conference, the accused student has the opportunity to address and present evidence regarding the alleged violation(s). The administrator will render a decision on the finding of responsibility as well as appropriate sanctions.

Student Conduct Board

The Student Conduct Board is composed of a faculty member drawn from a pool of faculty appointed administratively, an administrator chosen from a pool appointed by the Dean of Students, and a student drawn from the pool of trained Students selected by the Dean of Students. The administrator chosen by the Dean of Students convenes and chairs the Student Conduct Board.

In the event one of the members is not present, the Student Conduct Board may rule on the validity of a complaint, with the chair and any one of the other Board members in attendance with the consent of the Complainant and the Respondent.

If for any reason the Student Conduct Board cannot be convened or assembled either virtually or in person, the Dean of Students shall consider the matter, rule upon the validity of the complaint, and assign sanctions where appropriate.

Sanctions

- When complaints are heard and responsibility is determined by an Administrative Conference or a Student Conduct Board, sanctions such as the ones listed below may be assigned to an accused Student, Group, or Organization. Sanctions are assigned at the discretion of the appropriate student conduct authority considering such factors as conduct history, motivation for behavior and likelihood of re-offense.
 - Admonition: An oral or written statement to a Student, Group, or Organization that they are responsible for misconduct, warning that a repeat of the misconduct may result in more severe sanctions.
 - Restitution: Compensation for harm, injury, or loss. This may take the form of reimbursement for damage to or misappropriation of property, appropriate service, formal apologies, or other compensation .
 - Fine: Monetary assessment up to five hundred dollars (\$500) per infraction for individuals and one thousand dollars (\$1,000) per infraction for Groups and Organizations.
 - Required Work Hours: The activity is required for a specified number of hours during a designated time period under appropriate supervision. Efforts will be made to assign Students to tasks where the disciplinary nature of the assignment need not be revealed.
 - Participation in Educational Activities: Required participation in one or more educational programs/activities intended to expand the Student's/Organization's/Group's understanding of self, others, or important issues related to the misconduct. The activity will extend for a predetermined number of hours over a specified time frame, subject to verification of successful completion of assigned tasks.
 - Written assignments: An essay, reflection paper, apology letter, or other document for which clear instructions and expectations will be laid out by the Appropriate Student Conduct Authority.
 - Required meeting(s): One or more meetings with someone on or off campus for the purposes of reflecting on behavior, better understanding policy, and/or creating a plan for success.
 - Required assessment: A Student's behavior may be of great concern to the College and expert opinion is requested to determine a best course of action for the student. This could be a psychological assessment, a chemical dependency assessment, a psychosexual assessment, or others. Assessments must be paid for by the student. They often result in recommendations from the assessor which the student must follow.
 - Relocation: Reassignment of a Student, Group, or Organization from a particular on campus space to another. The right of a Student to living space of her/his choice will be forfeited for a specified period of time.

- Eviction: Termination of the right of a Student, Group or Organization to space on campus. Upon eviction, the College will terminate its contract with the Student for residence hall space and reimburse, according to College policy on room refunds, the appropriate portion of monies, which the Student has paid to the College for living space for the balance of the academic year.
- Restrictions:
 - of Entry: Removal of the privilege of entering or visiting some or all areas of the campus.
 - of Participation: Limitations on participation in specific co-curricular activities, use of certain facilities or services, or other social restrictions.
 - of Contact: Prohibition of unnecessary and avoidable contact.
- Disciplinary Censure*: The nature of the specific violation or existence of prior violations merits concern by the College. Censure serves as an extended period of warning; students sanctioned with Disciplinary Censure should understand that in most cases, future violation will result in Disciplinary Probation.
- Disciplinary Probation*: This is the most serious form of behavior-related sanction that can be imposed short of suspension. The individual is considered to be “not in good standing with the Institution” for a determined period of time. Students on Disciplinary Probation will be prohibited from registering for or participating in off-campus study, credit-bearing internships, career explorations, and off-campus independent studies. They may be prohibited from representing the College in any activity, performance, or presentation (e.g., athletic teams, fine arts groups, student organizations, etc.). The College reserves the right to remove a student on disciplinary probation from a course or program if it deems such action to be in the best interest of the student, the College, or the program/ course.
- Suspension*: Termination of Student status for a definite period of time. The conditions of readmission shall be stated in the order of suspension.
- Expulsion*: Permanent termination of Student status. The fact of expulsion shall become part of the Student’s permanent academic record at the College and remain so.
- **Notifications: Parents/guardians are notified when a dependent student of any age is assigned Disciplinary Censure, Probation, Suspension, or Expulsion. Coaches of student athletes are informed when one of their athletes has had any violation of Gustavus alcohol/drug policy. A student’s academic advisor is notified when a student is assigned Disciplinary Probation, Suspension, or Expulsion.*
- Any Organization found responsible for acts of misconduct or illegal acts—on or off campus—and/or any person held responsible for such acts, may have sanctions assigned, including withdrawal of Institutional privileges.
- Nothing in this document shall preclude the Appropriate Student Conduct Authority from considering a Student’s or Organization’s previous behavior relevant to the current complaint when prescribing sanctions.
- When a Student is found responsible for misconduct, written notice of the relevant sanction(s) assigned shall be provided to the Respondent and the Complainant.

Citations

College officials may issue Citations for the acts listed below. Citations, including the sanction(s), may be issued to Students who are responsible for the act and to those who have knowledge/witness of the violation. The Student may choose to comply with the sanction(s), or s/he may request an Administrative Conference within five (5) Business Days of the receipt of the Citation. If the student does not request a Conference, there is no right to appeal the outcome. If a Conference is held, the Student carries the burden of demonstrating that the Citation should not have been issued. Issuance of a Citation does not preclude other action via the complaint procedure.

Like a formal complaint, a Citation becomes part of a student's disciplinary record. Other breaches of Traffic Policies listed

Appeals

- Purpose
 - Appeals are granted at the discretion of the Conduct Coordinator to determine if error has occurred in prior consideration of the matter. Either Complainants or Respondents may appeal the outcome of a Proceeding. Grounds for appeal must be clearly stated in the application and are limited to:
 - denial or irregularities of due process that had a material impact on the fairness of the complaint resolution process;
 - the introduction of previously unavailable relevant information that could significantly alter the original outcome
- Procedure
 - Appeals must be filed with the Conduct Coordinator within five (5) business days of receipt of the original written decision. (Receipt is defined as the day following the date of the decision letter.) Appeals are submitted through an online appeal application. Any sanctions imposed by the original student conduct authority in the matter are deferred pending the ruling of the appropriate appellate authority unless otherwise stated.
 - The Appeal application (available online) must specify the grounds of Appeal (i.e., what error occurred). Those grounds are limited to those listed above in section A1.
 - The grounds for Appeal must state with specificity the facts upon which such claims of error are made. The individual must demonstrate to the Conduct Coordinator in the written appeal application that reasonable grounds for the Appeal exist.
- Upon receipt of the appeal, the Conduct Coordinator shall review the claim and, if determined worthy of consideration, will forward the Appeal form with attachment(s) to the other party and/or original student conduct authority within three (3) Business Days. Those parties shall then have three (3) Business Days to provide a written response for consideration by the appropriate appellate authority.
- Appellate authorities shall begin consideration of Appeals as soon as possible after their submission. Administrative Conference and Board Appeals are considered by the College Appeals Chair and the College Appeals Board respectively on the basis of record and are closed proceedings.

- New information not previously available may result in a remand of the matter to the original authority. The appellate authority may uphold the original decision, change the original ruling, or refer the matter to the authority of original jurisdiction with instruction.
- Appellate authorities may, at their discretion, seek clarification from any parties involved in the matter under appeal.
- Appeals are limited to review by one appellate authority.
 - Jurisdiction
 - The College Appeals system considers Appeals from Administrative Conferences and Student Conduct Board Proceedings under this policy. Sexual Misconduct Board decisions which are appealed are considered by the College Sexual Misconduct Appeals Board according to the provisions in that policy. College Appeals system decisions are final.
 - If for any reason the College Appeals Board cannot be convened either virtually or in person, the Dean of Students (or their designee) shall consider the Appeal, rule upon its validity, and assign sanctions where appropriate.

Composition of College Appeals Board

The College Appeals Board shall be composed of the Dean of Students (or designee), a faculty member drawn from a pool of faculty or appointed administratively, and a student drawn from the pool of trained students selected by the Dean of Students. The Dean of Students (or designee) convenes and chairs the College Appeals Board.

Link to Gustavus Student Conduct System:

<https://gustavus.edu/deanofstudents/policies/gustieguide/studentrights.php#studentconduct>

IV. Eligibility & Compliance

Academic Eligibility

The NCAA, MIAC, and Gustavus Adolphus College have eligibility rules that must be followed. Coaches and student-athletes need to be familiar with these rules, paying special attention to transfer students and academic eligibility.

Academic Eligibility Guidelines require student-athletes to be enrolled full-time students making normal progress, which means a student must be passing a minimum of 3 credits/semester at GAC. Additionally, the student-athlete must complete his/her four seasons of participation during the first ten full-time semesters in which a student is enrolled. A student-athlete may take less than 3 credits if the student-athlete is in their last term and less than 3 credits are required to graduate. This status must be verified in writing, prior to the beginning of the semester by the college Registrar. The verification must state the specific courses will satisfy the degree requirements for graduation at the completion of the semester.

MIAC & Gustavus Adolphus College Academic Standing Policy:

To be eligible for competition, a student-athlete must be making normal progress towards a recognized degree and must satisfy the institutional eligibility requirements set forth by Gustavus. Student-athletes must be enrolled full-time (3 credits/semester), in good academic standing, and making satisfactory progress toward a degree.

Minimum standards of normal progress include:

- Accumulation of 6 credits in the previous two semesters of attendance immediately before the semester of participation.
- For the second semester of the first year, accumulation of 3 credits in the first semester of attendance.
- Upon the graduation of high school, a student-athlete shall not engage in more than four seasons of intercollegiate competition in any one sport. A Division III student-athlete shall complete his or her four seasons of participation during the first 10 semesters in which the student is enrolled as a full-time student at a collegiate institution.
- A student automatically becomes ineligible as soon as their credit load drops below 3 credits.
- Student-athletes must pass 6 credits per academic year to remain eligible.
- A restricted student may not practice or compete until the restriction is removed.

Transfer Eligibility

A student-athlete considering a transfer to or from Gustavus Adolphus College would need to note specific rules that pertain to his/her situation and their eligibility in athletics. If you have further questions regarding the transfer process please contact your head coach and/or the athletic director.

Self-release

If you are a student at a Division III school and you want to transfer to another Division III school, you may issue your own permission-to-contact self-release to allow another Division III school to contact you about transferring.

Link to the NCAA Division III Self-Release Form:

(<https://www.ncaa.org/sports/2013/11/19/division-iii-compliance-forms.aspx>)

Link to NCAA Student-Athlete Transfer Terms:

(<https://www.ncaa.org/sports/2015/2/13/transfer-terms.aspx>)

NCAA Banned Substances

As an NCAA student-athlete, it is your responsibility to know about NCAA banned substances.

2023-24 NCAA Banned Drugs

It is your responsibility to check with the appropriate or designated athletics staff before using any substance.

The NCAA bans the following classes of drugs:

- Stimulants.
- Anabolic agents.
- Beta blockers (banned for rifle only).
- Diuretics and masking agents.
- Narcotics.
- Cannabinoids.
- Peptide hormones, growth factors, related substances and mimetics.
- Hormone and metabolic modulators.
- Beta-2 agonists.

Note: Any substance chemically related to these classes is also banned. The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedures Subject to Restrictions

- Blood and gene doping.
- Local anesthetics (permitted under some conditions).

- Manipulation of urine samples.
- Tampering of urine samples.
- Beta-2 agonists (permitted only by inhalation with prescription).

NCAA Nutritional/Dietary Supplements Warning

Before consuming any nutritional/dietary supplement product, review the product with the appropriate or designated athletics department staff.

- Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
- Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
- Many nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
- All nutritional/dietary supplements are taken at the student-athlete's own risk.

Note: There is NO complete list of banned substances. Do not rely on this list to rule out any supplement ingredient. Check with your athletics department staff prior to using a supplement.

Link to more information regarding banned substances and to see the entire list of banned substances: (<https://www.ncaa.org/sports/2015/6/10/ncaa-banned-substances.aspx>)

Gambling

Sports Wagering Activities

Sports wagering includes placing, accepting or soliciting a wager (on a staff member's or student-athlete's own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize. A wager is any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.

The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition:

- Staff members of an institution's athletics department;
- Nonathletic department staff members who have responsibilities within or over the athletics department (e.g., chancellor or president, faculty athletics representative, individual to whom athletics reports);
- Staff members of a conference office; and
- Student-athletes

Scope of Application

The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the Association conducts championship competition, in bowl subdivision football and in emerging sports for women. The aforementioned provisions are not applicable to traditional wagers between institutions (e.g., traditional rivalry) or in conjunction with particular contests (e.g., bowl games). Items wagered must be representative of the involved institutions or the states in which they are located.

Disciplinary Action

Prospective student-athletes and enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Committee on Student-Athlete Reinstatement for restoration of eligibility. Institutional staff members found in violation of the provisions of this regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another member institution.

Link to the NCAA Division III Rules Manual for further information on the Gambling Bylaw:
<https://web3.ncaa.org/lstdbi/reports/getReport/90011>)

Amateurism, Outside Competition, and Eligibility

The NCAA has many rules dealing with student-athletes' eligibility, and particular actions that may jeopardize your amateur status. The information below is an overview and is not intended to be exhaustive. Consult your coach and the assistant athletic director for compliance if you seek further information.

Amateurism

Only an amateur student-athlete is eligible for intercollegiate athletics participation in a particular sport.

Awards, Benefits, and Expenses

Receipt by a student-athlete of non-permissible awards, extra benefits, or excessive or improper expenses not authorized by NCAA legislation violates the Association's amateurism principle and renders the student-athlete ineligible for athletics participation in the sport for which the improper award, benefit or expense was received.

Unethical Conduct

A prospective or enrolled student-athlete who is found to have engaged in unethical conduct shall be ineligible for intercollegiate competition in all sports.

Financial Aid

A student-athlete who receives financial assistance other than that authorized by the Association shall not be eligible for intercollegiate athletics competition

Permissible Actions Following Initial Full-Time Collegiate Enrollment

After initial full-time collegiate enrollment, an individual may engage in the following activities without jeopardizing their amateur status:

- Actual and Necessary Expenses from Outside Amateur Team or Organization
- Prize Money -- Individual Sports -- Outside the Playing Season During the Institution's Official Summer Vacation Period
 - May accept prize money based on their place finish or performance in an open athletics event (an event that is not invitation only), provided the competition occurs outside the institution's declared playing season during the institution's official summer vacation period. Such prize money shall not exceed actual and necessary expenses and may be provided only by the sponsor of the open event.
- Expenses from Nonprofessional Sponsor of Event
- Actual and Necessary Expenses for Parents or Legal Guardians.
 - For parents or legal guardians of the individual participating in the athletics competition from a nonprofessional organization sponsoring the competition, provided such expenses are made available to the parents or legal guardians of all participants in the competition.
- Prize for Institutional Promotion
- Participation in Institutional, Charitable or Educational Promotions or Fundraising Activities Involving the Athletics Ability of Student-Athletes
- Benefits for Elite-Level Participation
- Permissible Insurance against Disabling Injury or Illness
- Camp Employment
 - May receive compensation for working at an institutional or noninstitutional sports camp and/or clinic.
- Fee-for-Lessons

Nonpermissible Actions Following Initial Full-Time Collegiate Enrollment

- Use of Athletics Skill for Pay
- Accepts a promise of pay even if such pay is to be received after completion of intercollegiate athletics participation
- Signs a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received
- Receipt of Any Funds from a Professional Team
 - Receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based on athletics skill or participation.
- Competes on a Professional Team
- Enters Into a Professional Draft More Than Once
- Agreement with an Agent
- Receipt of Cash Award for Participation
 - Receives cash, or the equivalent thereof (e.g., trust fund), as an award for participation in competition at any time, even if such an award is permitted under the rules governing an amateur, noncollegiate event in which the individual is participating. An award or a cash prize that an individual could not receive under

NCAA legislation may not be forwarded in the individual's name to a different individual or agency.

- Expenses or Awards Not Permitted by Amateurism Rules Governing Events
 - Receives reimbursement for expenses incurred or receives awards that are prohibited by the rules governing an amateur, noncollegiate event in which the individual participates.
- Expenses Above Actual and Necessary from Outside Amateur Sports Team or Organization
- Expenses from Nonpermissible Entities
- Payment Based on Place Finish -- Team Sports
- Payment Based on Place Finish -- Individual Sports -- During the Playing Season or During the Academic Year
- Payment Based on Place Finish -- Individual Sports -- Outside the Playing Season During the Institution's Official Summer Vacation Period
 - Receives any payment other than actual and necessary expenses from the sponsor of an open athletics event (an event that is not invitation only). The calculation of actual and necessary expenses shall not include the expenses or fees of anyone other than the student-athlete.
- Other Activities
 - Receives any expenses, awards or benefits not listed as permissible in Bylaw 12.1.6.1

Permissible Out of Season Outside Competition All Sports:

- High School Alumni Game
- Olympic Games
- Official Pan American Games Tryouts and Competition
- U.S. National Teams
- Official World Championships, World University Games, World University Championships, World Youth Championships and World Cup Tryouts and Competition
- Multisport Events
- Triathlons

Tryout With Professional Team

Following initial full-time collegiate enrollment, an individual may try out with a professional athletics team in a sport or permit a professional athletics team to conduct medical examinations at any time outside the institution's playing and practice season. The individual may receive actual and necessary expenses related to the tryout as long as the tryout does not exceed 48 hours. Outside Competition Prohibited. During a tryout, an individual may not take part in any outside competition (games or scrimmages) as a representative of a professional team.

Camps and Clinics

A student-athlete may be employed by their institution, by another institution or by a private organization to work in a camp or clinic as a counselor, unless otherwise restricted by NCAA Legislation.

Link to the NCAA Division III Rules Manual for further Information on Amateurism:

<https://web3.ncaa.org/lstdbi/reports/getReport/90011>)

V. Procedures

Travel

During the time a team is away from campus all college rules and policies apply since it is a college-sponsored activity. Unless there is justification for doing otherwise (with prior approval of the athletic director), the following policies will be adhered to:

Transportation

Student-athletes will accompany the team to and from athletic events unless it is verified with the coach that they will be with parents or other responsible adults, and the appropriate waiver forms are completed and filed with the athletic department. Meeting at the site during vacation periods, etc., may be exceptions to this policy, depending on the circumstances.

Overnights

When overnight lodging is involved, student-athletes are not permitted to leave the hotel unless they are with a member of the coaching staff or have received permission from the coaching staff to do so.

Dress Code

All Gustavus athletes and members of the travel party are expected to dress in a manner that represents the university in a positive way. Coaches may have specific dress requirements for their team members.

Conduct

All members of the team are expected to conduct themselves in an appropriate manner during travel and at the site of the contest.

Head coaches will identify their rules and expectations for road trips to team members at the beginning of the sports season. If there are questions on situations that may be specific to a particular team, they should be discussed with the athletic director.

Alcohol and Other Drugs

No alcohol, tobacco (including smokeless tobacco), or illegal drugs are permitted by student-athletes throughout the duration of any athletic trip.

Athletic Training

Certified Athletic Trainer's Role and Function Gustavus employs full-time athletic trainers who are certified by the BOC and registered by the MN Board of Medical Practice. Major functions include the prevention, recognition, and evaluation of injuries, and the management, treatment, rehabilitation, organization, and administration, education, and counseling of the athlete. Your cooperation with the certified athletic trainers is essential in accomplishing these goals so that you are able to compete to the best of your ability.

Gustavus Adolphus College Concussion Management Guidelines

- Gustavus Adolphus College will require student-athletes to sign a statement in which student-athletes accept the responsibility for reporting their injuries and illnesses to the sports medicine staff, including signs and symptoms of concussions. Student-athletes will be presented with materials on concussion and the signs and symptoms of this injury/illness.
- The Gustavus Adolphus College Athletic Training Department will keep on file a list of staff that have completed annually the concussion education and acknowledge that the Gustavus Adolphus College Athletic Training and Health Care Staff shall be empowered to determine management and return to play decisions for any ill or injured student-athlete as they deem appropriate. Conflicts or concerns can be directed to Troy D. Banse, MA, ATC, Head Athletic Trainer, and/or Gary B. Fetzner MD, Team Physician and Medical Director.
- Gustavus Adolphus College will have on file a written team physician-directed concussion management plan that will be followed by all health care staff at Gustavus Adolphus College.
- Gustavus Adolphus College will obtain a baseline assessment of every student-athlete. The same baseline tool will be used in conjunction with the assessment by the team physician or designee to return student-athlete to play safely. This baseline will consist of SWAY medical suite baseline testing annually.
- When a student-athlete shows signs or symptoms consistent with a concussion, the athlete will be removed from play by a member of the Coaching Staff, Athletic Training Staff, or opposing teams Athletic Training Staff. The student-athlete will be referred for evaluation by either: Gustavus Adolphus College Athletic Training Staff, MD, or Emergency Department. Visiting team student-athletes will be managed in the same manner as Gustavus Adolphus College student-athletes.
- A student-athlete that has been diagnosed with a concussion will be withheld from competition and practice and not return to activity for the remainder of that day. Student-athletes that sustain a concussion outside of their sport will be managed in the same manner as those sustained during sport activity.
- Student-athletes will be monitored for deterioration of symptoms. Student-athletes will be given home instructions upon discharge with roommate, guardian, or someone who can follow instructions.
- Student-athletes will be monitored for recurrence of symptoms at rest and exertion, (mental and physical). The student-athletes professors' and Academic Support office will be notified of their injury by permission for release of information from the student athlete and a letter from the team physician. All student athletes will follow the return to learning plan that the Academic Support office has created for them.
- The student-athlete will be evaluated, for return to play, by the team physician as outlined within the concussion management plan.
- The final release for return to play will be granted by the team physician.

- In the case of complex concussion symptoms, the student athlete will be referred to either TRIA concussion clinic or a concussion clinic that accepts their personal health insurance.

Athletic Training Requirements for Competition

Medical Physical

- All first-year athletes or athletes who are joining a team for the first time are required by the NCAA upon entrance into the institution's intercollegiate athletics program to have completed a Medical Physical no more than 6 months prior to the start of the season. All transfers that were previously a part of an intercollegiate team are not required to have a new physical, but those transfer students that were not a part of an intercollegiate team are required to have a new physical no more than 6 months prior to the start of their season.

Medical History

- ALL ATHLETES are required by the NCAA to complete a medical history questionnaire EVERY YEAR no more than 6 months prior to the start of their season.

Care, Prevention, and Treatment of Athletic Injuries

- Athletes should go directly to the certified athletic trainer for the care of athletic and non-athletic related injuries and illnesses.
- Injuries and illnesses must be reported to the head coach and certified athletic trainer on the day of occurrence or as soon as possible afterward.
- An athlete may not return to practice, competition, or any other physical activity following an injury until she has been released to do so by the Gustavus certified athletic trainer and a physician of the certified athletic trainers' choice if necessary.
- Failure to comply with medical policies may result in inadequate treatment, prolonging time out of competition, unnecessary costs to the athlete, and any disciplinary actions necessary that will be established by the coaching staff and athletic training staff prior to the start of the season.
- Physicians have absolute authority in determining the health status of an athlete who wishes to participate in the Gustavus athletic program.
- Athletes are not allowed to go "doctor shopping" to get clearance for participation. Any clearance by a physician not referred by the certified athletic training staff may be considered void. Your certified athletic trainer and team physician have the final decision in your clearance for participation.
- Any type of file or record is a legal document and it must be kept up to date and remain on file for the duration of the athlete's participation period at Gustavus. All files are considered confidential.
- If an injury occurs during the off-season, please see your certified athletic trainer right away. The athletic trainers will develop a rehabilitation program that will meet your needs.

Treatment Procedures

Please allow the athletic trainers time for a new evaluation, and do not wait until right before practice. Contact the athletic trainer for scheduled treatments, and be on time for those sessions.

Referrals

The athletic trainers are able to refer Gustavus athletes to see a physician or physical therapist. If there is a non-injury related problem, the certified athletic trainers can refer an athlete to the Gustavus Health Service, a nearby clinic, or hospital for treatment. Please talk to your athletic trainer

when you do need an appointment. If you decide you want to see a sports medicine professional that is not referred to you by your Gustavus athletic trainer, you need to bring any information regarding your injury or illness that you received from the nonaffiliated medical professional back to your athletic trainer.

Training Room Policies

- Report an injury or illness to your certified athletic trainers and coaches in a timely manner.
- Report to the athletic training room early enough to be treated and taped before practice. Trainers will be available at least one hour prior to practices, competitions, and meetings. Do not treat or tape yourself.
- You are responsible for being on time to your scheduled appointment with a physician. If you cannot make your appointment, call the doctor's office first, and then call the athletic training room.
- Please check in at the check in station when you enter the athletic training room.
- All equipment borrowed out of the athletic training room must be returned to the athletic training room at the end of the season, or when you are done using it. If not the student athlete will be charged for replacement of equipment.

Insurance

All students involved in a Gustavus intercollegiate sports program must have primary coverage by their own personal provider. Evidence of such coverage must be in place before each season begins. If a student is hurt catastrophically (death or permanent disability) during a game or practice, a "Claimant's Proof of Loss" is complete. (See the athletic trainer). The NCAA provides catastrophic coverage for any medical expenses exceeding \$90,000.

Link to Gustavus Athletic Training Forms: (<https://gustavus.edu/athletics/athletictraining>)

Post Season Feedback Form

Every athlete will be asked to complete a post season feedback form for his or her coaching staff to provide feedback on their experience. These forms are returned directly to the athletic administration and themes from these forms will be reviewed with the coach.

VI. Student-Athlete Services (SAS)

SAS Mission & Values

Mission

Student Athlete Services provides guidance, resources, and support for student-athletes, coaches, and administrators to assist the athletic department and individual sports programs in fulfilling their mission and the core values of the College.

Student-Athlete Services enhances our student-athletes' growth and development in the following areas through their participation in intercollegiate athletics at Gustavus:

- Academics
- Leadership
- Wellbeing
- Problem Solving
- Critical Thinking
- Ethical Reasoning and Sportsmanship
- Communication
- Intercultural Understanding

Link to Gustavus SAS: (<https://gustavus.edu/athletics/studentathleteservices>)

SAAC Student-Athlete Organization

SAAC Mission

The Gustavus Adolphus College Student Athlete Advisory Committee (SAAC) strives to enhance the total student-athlete experience by promoting opportunity, protecting student-athlete welfare, and fostering a positive student-athlete image.

SAAC members:

- Facilitate communication between student-athletes, varsity teams, and the athletic department.
- Promote athletic events and campus awareness of athletes.
- Organize and partake in community service activities to network and serve the Gustavus and surrounding communities.
- Solicit student-athlete response to Gustavus, MIAC, and NCAA legislation

Organization:

SAAC is made up of two student-athletes from each of the 23 sports represented at Gustavus Adolphus College. Members meet twice per month on Thursday nights in Lund Center at 9pm.

SAAC focuses their events and activities on three different areas: team building, community service, and student-athlete welfare. SAAC participants choose to work on various committees based on their individual interests and the needs of the committee.

Link to Gustavus SAAC: (<https://gustavus.edu/athletics/studentathleteservices/SAAC.php>)

SAVE Student-Athlete Organization

SAVE Mission

Student Athlete Volunteer Educators (SAVE) is a group of Gustie athletes who are devoted to educating their fellow athletes on healthy lifestyle choices. SAVE members:

- Create, design, and implement programs that encourage academic achievement, healthy promotion, social responsibility and general life skills among student-athletes.
- Act as a resource and help athletes make connections with other departments and organizations on campus.
- Raise awareness of healthy lifestyles amongst the Gustavus athletic community through a variety of media campaigns
- Coordinate the First Year Mentoring Experience (FAME) by being a resource for team mentors and providing social opportunities for all first year athletes. This program assists first year student-athletes during the adjustment process of being a college athlete.
- Serve as a liaison between the athletic department and campus departments to promote wellbeing events.

Organization and Responsibilities

SAVE is made up of 13-15 sophomore, junior, and senior student-athletes from a variety of sports.

Responsibilities of SAVE members include:

- Educate student athletes about healthy lifestyles through presentations and speakers and model this behavior to others
- Attend once a week meetings (program and/or training meetings)
- Actively communicate with the advisor and other peer group members
- Assist in the evaluation of program efforts, goals and outcomes and offer input into future directions for the program
- Assist in mentoring first year student-athletes through the FAME program.
- Meetings are held once per week on Thursday nights at 8pm in Lund Center.

Link to Gustavus SAVE: (<https://gustavus.edu/athletics/studentathleteservices/SAVE.php>)

Resources

Strength and Conditioning

Mission

It is the mission of the Gustavus Strength and Conditioning Program to provide a positive and encouraging environment to help student-athletes and the student body reach their athletic potential. We will strive to increase athletic performance and decrease the likelihood of injuries by utilizing scientifically sound training methods and techniques.

Philosophy

Our training philosophy emphasizes ground-based, functional movements in all three planes of motion and focuses on multi-joint exercises. This is so that the training most closely replicates the activities performed in sports.

Staff

Troy Banse MA, ATC, NASM-PES
Office Lund 120
Phone 507-933-6463

Link to Gustavus S & C: (<https://gustavus.edu/athletics/conditioning>)

Mental Wellbeing

The Gustavus community is committed to and cares about all students. Strained relationships, increased anxiety, alcohol or drug problems, feeling down, difficulty concentrating, and/or lack of motivation may affect a student's academic and/or athletic performance or reduce a student's ability to participate in daily activities. If you or someone you know expresses such mental health concerns or experiences a stressful event that can create barriers to learning, Gustavus services are available to assist you.

Links to a broad range of confidential health services on campus: (<https://gustavus.edu/counseling>) and (<https://gustavus.edu/deanofstudents/services>)

Nutrition and Exercise

Developing good nutrition and exercise habits are part of the college learning experience. At Gustavus you will have many great resources to help you build these habits, for free! Health Service has a registered dietitian, [Jen Donkin](#), to help you with any dietary questions you may have. Located in the Lund Center, the Human Performance Lab is a free resource for all Gustavus faculty, staff, and students. This lab is staffed by senior [Health Fitness Majors](#) and offers free physiological assessments and exercise programming advice. Contact [Stephanie Otto](#) to learn more!

Exercise and Nutrition

- [Gustavus Fitness Assessment](#)
- [Choose My Plate](#)
- [National Dairy Council](#) nutrition information about dairy products
- [Academy of Nutrition and Dietetics](#)
- [Harvard School of Public Health](#)
- [Fruits and Veggies: More Matters](#)
- [The Vegetarian Resource Group](#)
- [Healthy Weight Network](#)
- [My Fitness Pal](#)
- [Action for a Healthy Community](#)

Disordered Eating

- [Gustavus Counseling Center](#) Individual or group counseling, consultation, programs and workshops, or referrals.
- [National Eating Disorders Association](#) Dedicated to expanding the public knowledge of eating disorders.

Food Allergies and Intolerances

- [American Celiac Sprue Association](#)
- [Celiac Disease and Gluten Free Diet](#)
- [National Foundation for Celiac Awareness](#)
- [The Food Allergy & Anaphylaxis Network](#)

Link to more information about Gustavus Health and Nutrition:
<https://gustavus.edu/healthservice/exercise.php>

Gustavus Counseling Center

We work with Gustavus students to enhance their personal development and academic achievement. At times, students experience personal, relational, social, or academic difficulties which they cannot fully resolve on their own, and find it helpful to talk to a professional counselor about their concerns. We provide a variety of confidential services to help students with such difficulties. To schedule an appointment, stop in our office in Johnson Student Union (JSU) 204. You can also call us at 507-933-7027 or email us at CounselingCenter@gustavus.edu.

Current Counseling Center Offerings:

- **Counseling** and **consultation** services for individuals or conjoint meetings.
- [Workshops](#) for issues such as depression, anxiety, and interpersonal concerns. We also have [support groups](#) for LGBTQ+ students, students with neurodivergence or challenges with executive functioning, and students who are experiencing grief.
- [Let's Talk](#), brief walk-in consultation with a therapist. Offered daily from 1:30 - 2:30 pm, location for 2023 - 2024 year is being determined.
- [Mosaic Dialog](#) is a new program where speakers from a variety of cultural backgrounds discuss the intersections of mental health and identity.
- [Emergency Appointments](#)
- [Meditation Chair](#)
- Library of books and seasonal affective disorder light therapy lamps, free for students to borrow.
- Online resources for [pandemic stress](#), [BIPOC students](#), [LGBTQ+ students](#), [international students](#), [students studying abroad](#), [antiracism](#), [activist self-care](#), [meditation tools](#), [crisis services](#), and more. Browse the "Resources" tab in the menu on the left margin for more topics.

Link to Gustavus Counseling Center: (<https://gustavus.edu/counseling>)

Health Service

The Health Service is a full service clinic with certified medical providers, acute injury and illness management, preventive health appointments, travel health appointments, laboratory services, immunizations, a dietitian, and some pre-packaged pharmacy items. Services will be billed to the student's health insurance. Collaboration with providers at the Daniel's Clinic, the St. Peter Clinic and River's Edge Hospital is an integral part of our practice.

Link to Gustavus Health Service: (<https://gustavus.edu/healthservice>)

Academic Support Center (ASC)

The Academic Support Center provides services to help Gustavus students make the most of their academic experience. We help students to build on their strengths through individualized academic planning and advising, academic skill development, and academic accommodations for students with disabilities whose health conditions impact their academic experience.

The Academic Support Center also supports the College's faculty-based academic advising program, working with faculty to ensure that all students receive personalized care and support from a knowledgeable faculty advisor.

The Academic Support Center offers numerous resources including but not limited to, these services:

- [Academic Advising](#)
- [Accessibility Resources](#)
- [Multi-lingual Learner Tutor](#)

To schedule an individual meeting or set up an outreach program, simply stop in the ASC in Anderson Hall Room 107 or call **ext. 7227** and make an appointment to meet with one of our staff members.

Link to Gustavus Academic Support Center: (<https://gustavus.edu/asc/>)

Community Engagement Center

Community Engagement is dedicated to excellence in service and leadership by enhancing students' understanding of issues of public concern, and supporting their academic, personal, and civic development through meaningful engagement for the purpose of fostering a life-long commitment to democratic citizenship and service to the common good.

Link to Gustavus Community Engagement Center: (<https://gustavus.edu/communityengagement>)

Campus Safety

The Department of Campus Safety is located in Norelius Hall, in the basement of 'A' wing (side entrance, closest to the track). You can reach the Department of Campus Safety 24-hours a day at 507-933-8888.

The Department's student-run Safe Rides program runs 6pm-1:30am nightly and can be reached at 507-933-7000 during those hours. Link to Gustavus Campus Safety: (<https://gustavus.edu/safety>)