

Chapter 1: All About ISU Athletics

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Mission Statement

The mission of the Indiana State University Department of Intercollegiate Athletics is to provide opportunities for continuing growth and challenging expectations for achievement at all levels of team and individual participation. We promote and model the highest standards of scholarship, public service, sportsmanship, and teamwork. We seek to recruit, train, educate and graduate productive citizens.

Indiana State University Athletics Value Statements

Academic Strength - We seek to attract promising student-athletes and provide the resources, programs, and personnel necessary to facilitate the intellectual, social, and personal growth of all student-athletes.

Competition - We strive to build a stronger academic and athletic community through enhanced performance, teamwork, and individual student-athlete development, adherence to rules, discipline, and hard work.

Integrity – We adhere to the letter and spirit of all rules and regulations of the university and athletic bodies to which we belong.

Diversity – We serve a diverse body of student-athletes from varied backgrounds and ethnicity, intellectual interests and academic readiness by our commitment to both student-athlete access and student-athlete success.

Equity - We seek to provide a variety of athletics programs that afford ample opportunities for participation reflecting the overall gender composition of the Indiana State University student population.

Safety - We encourage and support strategies that promote the life-long health and welfare of our student-athletes, with an obligation for sound coaching principles and commitment to student-athlete training and conditioning.

Fiscal Responsibility – We manage our budgets in a fiscally responsible manner while seeking to provide resources to assure that all athletic programs are given equitable opportunities in competitive venues.

Diversity Statement

The Department of Intercollegiate Athletics at Indiana State University has a long and proud history of supporting diversity. The diversity within the department provides a valuable learning opportunity for our student-athletes as they learn to appreciate and accept cultures and races with which they previously have had no experience. The athletics department steadfastly supports the University's discrimination policy. If a student-athlete thinks he/she has been the victim of discrimination, he/she is encouraged to contact the Director of Athletics who will assist them in reporting his/her grievance to the appropriate office.

University's Discrimination Policy

Indiana State University is committed to creating and maintaining a positive learning and working environment and will not tolerate prohibited discrimination. Indiana State University maintains and promotes a policy of nondiscrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, or veteran's status. This carries out our obligations under Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Act of 1972; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act; applicable state statutes, and the Equal Opportunity & Affirmative Action Policy Statement of the Board of Trustees of Indiana State University.

History and Tradition

Indiana State University has a rich heritage that has grown and developed as higher education has progressed in the state of Indiana. The original Act creating Indiana State Normal School was passed by the special session of the 1865 General Assembly. Indiana State officially opened its doors on January 6, 1870, with 21 students in attendance. ISU offers numerous undergraduate and graduate programs to its students. These students come from 52 states and territories, as well as 56 countries. The school has undergone significant changes throughout the years as its status has grown into one of the finest institutions in the Midwest.

Collegiate athletic teams were first fielded at Indiana State in the 1890's, with baseball being the first outdoor sport. ISU then joined the regional Midwestern Conference. Indiana State entered the Missouri Valley Conference in 1976 and the newly formed Gateway Collegiate Athletic Conference for women in 1982. The Gateway Conference formed a football division in 1986, and ISU became a member. In July of 1992, the Gateway and Missouri Valley Conferences merged for all sports except football, which remains in the Missouri Valley Football Conference. Indiana State University has gained national prominence in the field of athletics, placing its teams and individual performers at the highest level of national competition.

Department of Intercollegiate Athletics

The Department of Athletics acts to ensure smooth and efficient operation of each of its fourteen (14) athletic teams. ISU sponsors six sports for men and eight sports for women. Men's sports include: baseball, basketball, cross country, football, indoor track, and outdoor track. Women's sports include: basketball, cross country, golf, indoor track, outdoor track, soccer, softball, and volleyball. Students with questions or interest about additional sports should contact the office of the Director of Athletics. Indiana State University's Intercollegiate Athletic Program competes at the NCAA Division I level (FCS level in Football).

The Sycamore Mascot & Nickname. In 1921 a contest was held to pick a name for the athletic teams. Until this time the term "Fighting Teachers" was frequently used in press accounts of athletic contests. In January 1922, it was announced that the name "Sycamores" had won a popular vote of the student body. Indiana State University has used this rather unique name since this date. The nickname, "Sycamores," was chosen to represent the abundance of Sycamore trees in the area. Athletic teams have been known in the past as "The Fighting Trees." For a period of time in the 1950's and 1960's, a "tree" mascot was developed. A committee created the Chief Quabachi concept in 1969 as a mascot for the school. The Indian Chief was used as a mascot until 1989. In 1995, the Indiana State University Department of Athletics announced plans to search for a new mascot which would accompany the traditional "Sycamores" nickname. On December 6, 1995, Sycamore Sam—a unique blue and white animal—made the debut at a Sycamore men's basketball game versus Loyola University.



Blue and White. The school colors of Indiana State University, Yale (Royal) Blue and White, replaced Salmon Pink and White in 1899. The colors are also applied to the Blue and White Parade held during Homecoming each fall. The official printer color number is PMS #293.

Homecoming. The term "Homecoming" was first used in print announcements for the Alumni Varsity Basketball Game on December 9, 1916. By the year 1919 this event became known as Blue and White Day and featured dances and entertainment for alumni of the Normal School. In 1921 the events were organized around a football game scheduled earlier in the autumn. The Blue and White Parade began in 1923 and is now known as the largest student-organized homecoming parade in the nation.

Logos. The logo for Sycamore Athletics was designed by ISU track student-athlete, Mary Lou Fazio, in 1989. The official University Sycamore Leaf was designed by Dan Davis in 1985. His concept for the design was formulated through a class project at a time when the University was looking for a new visual image.



Songs of Sycamore Spirit



The Alma Mater

The Alma Mater was written by Charles M. Curry, Professor of English and Literature. It was originally entitled, “Indiana’s Normal” and first printed in a June 1912, issue of the Normal Advance. It was originally written as follows:

*Out upon the swelling breezes,
Let our voices ring,
As to thee, our Alma Mater,
Heartfelt praises song,
Indiana’s dear State Normal,
Friends and comrades true,
Though the years to come may part us,
Hail, all hail to you.*

This is the version that is sung today:
*Out upon the swelling breezes,
Let your voices ring,
As to thee,
Our alma mater,
Heartfelt praise
We sing through the years come may part us
Friends and comrades true ISU*

The Fight Song

“On You Fighting Sycamores,” the University’s fight song, was written and arranged by Joseph A. Gremelspacher, Professor of Music, as a pep song. It was first performed at a Homecoming event pep rally on October 20, 1939.

*March on, march on, you fighting
Sycamores, Sycamores
March on, you Statesmen tried and true
March on, march on to glorious victory
Raise that flag of royal blue
March on, march on you fighting
Sycamores, Sycamores
Shout out that victory song
Onward, ever onward to our goal
As we march on and on*



Conference Affiliations

Missouri Valley Conference (MVC)

Belmont University	Nashville, Tennessee
Bradley University	Peoria, Illinois
Drake University	Des Moines, Iowa
University of Evansville	Evansville, Indiana
University of Illinois Chicago	Chicago, Illinois
Illinois State University	Normal, Illinois
Indiana State University	Terre Haute, Indiana
Missouri State University	Springfield, Missouri
Murray State University	Murray, Kentucky
University of Northern Iowa	Cedar Falls, Iowa
Southern Illinois University	Carbondale, Illinois
Valparaiso University	Valparaiso, Indiana



Purposes:

- To provide intercollegiate athletics a proper role in education;
- To organize, control, and supervise intercollegiate athletics among the institutions of this Conference;
- To establish standards and promote scholarship and ideals in sportsmanship in the Universities of the Conference;
- To formulate principles and disseminate information regarding the proper place of athletics in schools and colleges.

Missouri Valley Football Conference

Illinois State University	Normal, Illinois
Indiana State University	Terre Haute, Indiana
Missouri State University	Springfield, Missouri
Murray State University	Murray, Kentucky
University of North Dakota	Grand Forks, North Dakota
North Dakota State University	Fargo, North Dakota
University of Northern Iowa	Cedar Falls, Iowa
University of South Dakota	Vermillion, South Dakota
South Dakota State University	Brookings, South Dakota
Southern Illinois University	Carbondale, Illinois
Youngstown State University	Youngstown, Ohio



Purposes:

- To establish an organization to provide, manage, promote, and control intercollegiate athletics within the Conference.
- To promote high standards both in athletic competition and academic scholarship.
- To establish an atmosphere of mutual trust and confidence among members and to promote good sportsmanship among individuals and institutions.
- To be an organization exclusively for educational and charitable purposes.

National Collegiate Athletic Association

The NCAA is the national governing body of intercollegiate athletics. The Missouri Valley Conference governs the varsity sports programs of the member institutions. Conference rules are often more stringent than NCAA rules and they take precedence. Indiana State University maintains policies and procedures concerning the conduct and academic program for all students. These policies may be more stringent than both Conference and NCAA rules and regulations. ISU requires that student-athletes adhere to specific regulations, academic standards, and all NCAA regulations.

Chapter 2: Academics & Champs/ Life Skills

In this Chapter

Academic Integrity

Academic Eligibility Requirements

Athletic Registration Holds

Course Policies and Procedures

Classroom Conduct

SAAC

Academic Integrity

Academic integrity is the pursuit of scholarly activity free from fraud and deception and is an educational objective of this institution. Academic dishonesty includes, but is not limited to, cheating, plagiarizing, fabricating of information or citations, facilitating acts of academic dishonesty by others, having unauthorized possession of examinations, submitting work of another person or work previously used without informing the instructor, or tampering with the academic work of other students.

The Athletic Academic Support Program for student-athletes is a program within the Student Academic Services Center and located in the Academic Enrichment Center. Student-athletes may consult with Academic Support staff, meet with mentors or tutors, and attend supervised study tables. The Academic Support Program also instructs the student-athlete sections of University 101 and facilitates NCAA/Champs Life Skills programming.

PROGRAM GOALS

- To enhance the academic performance of student-athletes
- To help you make normal progress toward graduation
- To assist freshmen student-athletes in making a successful transition to college life
- To assist you in managing the demands of participating in intercollegiate athletics
- To provide you with the means to assume full responsibility for your own education
- To help you bridge the gap from college life to professional life through the Life Skills Program

Academic Eligibility Requirements

Student-athletes must meet all NCAA, Missouri Valley Conference, and institutional regulations in order to remain eligible to participate in intercollegiate athletics. Continuing eligibility is certified for each student-athlete at the conclusion of each academic term. The only exception to this is if a student-athlete is in their final semester and does not need 12 hours to fulfill their degree requirements.

NCAA Requirements

Full-Time Status. Student-athletes must be enrolled in a minimum full-time program of studies leading toward a baccalaureate degree, defined as 12 credit hours per semester. Student-athletes that have already received a baccalaureate degree must be enrolled in either 12 credit hours leading toward a second baccalaureate degree or 9 credit hours leading toward a graduate degree. The only exception to this is if a student-athlete is in their final semester and does not need 12 hours to fulfill their degree requirements.

Any student-athlete who drops below full-time enrollment (12 credit hours) for any reason will immediately be declared ineligible for further practice and competition until such time as he/she is registered in 12 credits again. He/she also will not be eligible for competition between semesters. In addition, he/she will not be allowed to check out equipment, use the strength room or use the training room. Additionally, athletic financial aid may be suspended or cancelled.

6 Hour Requirement. Student-athletes must pass at least six hours each semester in order to be eligible to compete during the following semester. After a student-athlete's fifth (5th) full time semester, those 6 hours must be "degree" credit.

9 Hour Requirement (Football Only): Each fall semester, football student-athletes must pass 9 hours of degree credit and earn the NCAA's APR eligibility point. Failure results in suspension from the first four games of the next football season at ISU or any other NCAA institution. Deficiency can be rectified by passing 27 hours prior to the beginning of the following fall semester.

18/24 Hour Requirement. Each academic year student-athletes are required to pass 18 hours between the two full-time semesters in order to be eligible the following academic year. Freshmen are required to complete 24 hours between the fall of their freshman year and the fall of their sophomore year. 18 of those 24 hours must be earned during the freshman year and no more than 6 hours earned during the summer immediately following their freshman year.

Progress Towards Degree. Student-athletes must meet various NCAA progress towards degree requirements at the conclusion of each academic semester and year. For further details, contact the ISU Compliance Office or the Student Athlete Academic Services staff.

Athletic Registration Holds

The ISU Registrar's Office and the Director of Athletic Studies places an "athletic hold" on every student-athlete's account so that student-athletes cannot add or drop classes during the semester nor can they change majors without the written approval of the Director of Athletic Studies. Additionally, student-athletes cannot finalize their registration for an upcoming semester without the written approval of the Director of Athletic Studies (or designee).

All student-athletes regardless of year in school, academic standing or hours will need to consult with their academic advisor to obtain an advising PIN prior to making scheduling changes. Additionally, students are responsible to acquire any required authorizations for specific course(s) from the instructor, department, or academic dean.

Course Policies and Procedures

A student-athlete who drops a course during the fall or spring semesters without the prior approval of the **Athletic Studies Director** may not be eligible for athletic grants-in-aid for summer school or for a fifth year after the expiration of eligibility. Failure to obtain approval could also result in your immediate loss of eligibility and consideration for athletically related financial aid for the following semester. Procedures for dropping a course are:

1. See the Director of Athletic Studies or Assistant Director of Athletic Studies to obtain approval and to have athletic hold released.
2. See your academic advisor in your major area for his/her signature.
3. Obtain the signature of your instructor(s), or, if within the drop deadline, obtain your PIN.
4. A fee will be charged for this, which neither the Athletics Department, nor an athletic scholarship will pay.
5. Notify the Athletic Studies Director immediately after the drop/add process has been completed.
6. If on book scholarship, turn in the books for that class to the Department of Athletics soon as possible.

To avoid conflicts with practice and athletic-related obligations, all student athletes, including Spirit Squad members, must register in classes that are scheduled outside of those obligations. If no options exist for a student athlete to register for a required class that avoid such conflicts, the matter shall be brought to the attention of the head coach in a timely fashion.

Students who drop a class or withdraw from school after the 100% refund period are responsible for paying the difference between the costs of classes and the amount of the refund. Student-athletes on tuition and fees scholarship are not eligible to receive any type of refund of this kind.

NOTE: With very few exceptions, at no time may a student-athlete be enrolled in less than twelve (12) hours. Contact the Academic Coordinator or the Compliance Office immediately if this occurs. Always add a class before you drop one.

Grades for Dropped/Withdrawn Classes

You will receive a grade in any class you drop after the 14th calendar day of the semester through the end of the 10th week of the semester. The grade will be a DP if you are passing at the time of the drop or a DF if you are failing at the time of the drop. The course and grade will be included on your transcript but will not be included in your GPA calculation. The instructor of the course determines the grade you will receive.

You CANNOT drop a class after the 10th week of the semester. There will be no Petition for Exception to this policy. If you want to drop a class after the 10th week, you will be required to drop all classes (withdraw) from the term. Undergraduate and graduate students should contact the Office of Registration and Records, Parsons Hall, Room 009 to withdraw. Again, no withdrawal will be processed without written approval from the Director of Athletic Studies office.

Please refer to the Indiana State Registrar's Office website for information on withdrawing from classes and policies on grades that will be assigned based upon date of withdrawal. Also, consult with the Athletic Studies Director.

Grade Definitions

DP - Dropped Passing

DF - Dropped Failing

WP - Withdrew Passing WF - Withdrew Failing

Incomplete Grades

An incomplete grade (IN) may be given only at the end of a semester or term to those students whose work is passing but who have left unfinished a small amount of work – for instance, a final examination, a paper, or a term project which may be completed without

further class attendance.

When a grade of incomplete (IN) is assigned, the professor will specify, via Web grading, the work necessary to complete the course and receive a grade, the deadline date for completion, and the grade to be assigned if the work is not completed by the specified date. The date for completion will normally be within four weeks of the beginning of the next semester, but will not be longer than one calendar year. The sole exception is for graduate research courses, which will have no maximum deadline.

In the event that the instructor from whom students receive an IN is not on campus, the disposition of students' eventual grade resides with the appropriate department chairperson.

Students may not graduate with an incomplete on their record when the incomplete was assigned for any semester or term after spring 2007.

Classroom Conduct

Student-athletes are expected to adhere to the following:

- Attend classes and complete all academic assignments in a timely manner and turned in on time.
- Be on time for every class. Be in your seat when class begins and have your notebook open so that you can take notes.
- Communicate to instructors in a timely manner when an academic/athletic conflict exists.
- Consult with Athletic Studies Staff and attend mentoring and tutoring sessions as directed.
- Do not leave early from class without prior approval from your instructor.
- Do not wear hats in classroom buildings or offices.
- Get to know your instructors and their expectations for the classes.
- It is recommended that you **NOT** wear practice or competition clothing or equipment issued by the Department of Athletics when going to class, unless the class is held immediately prior to practice, and then only with your coach's approval.
- Leave the classroom with a clear idea of what you have to do before the next class meeting; then be sure you do the work before the next class.
- Participate appropriately in class discussions.
- Follow all team rules pertaining to this subject.

Sycamore Student-Athlete Advisory Committee (SAAC)

The mission of the NCAA Division I Student-Athlete Advisory Committee is to enhance the total student-athlete experience by protecting student-athlete well-being, fostering a positive student-athlete image and inclusive student-athlete environment, and promoting student-athlete engagement at the national, conference and local levels.

A student-athlete advisory committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The SAAC also offers input on the rules, regulations and policies that affect student-athletes' lives on NCAA member institution campuses.

For more information on SAAC, its membership, role, duties and scope, please contact the ISU Senior Woman Administrator in the athletic department.

Chapter 3: Athletics Compliance

In this Chapter

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Agents and Professional Sports

A student-athlete or prospective student-athlete (any individual who currently participates in or who may be eligible in the future to participate in intercollegiate athletics) may not agree verbally or in writing to be represented by an agent in the present or in the future for the purpose of marketing the student-athlete's athletics ability or reputation. If the student-athlete enters into such an agreement, the student-athlete is ineligible for intercollegiate competition. The term "agent" includes actual agents, runners (individuals who befriend student-athletes and frequently distribute impermissible benefits), attorneys, and financial advisors.

Also, a student-athlete may not accept transportation or other benefits from an agent. This prohibition applies to the student-athlete and his or her relatives or friends.

It is not a violation of NCAA rules if a student-athlete merely talks to an agent (as long as an agreement for representation is not reached) or socializes with an agent. For example, a student-athlete could go to dinner with an agent and no NCAA violations would result if the student-athlete provided his/her own transportation and paid for his/her meal.

NCAA Rules Concerning Agents

Agency Contract. An individual shall be ineligible for participation in an intercollegiate sport if he or she ever has agreed (orally or in writing) to be represented by an agent for the purpose of marketing his or her athletics ability or reputation in that sport. Further, an agency contract not specifically limited in writing to a particular sport or sports shall be deemed applicable to all sports and the individual shall be ineligible to participate in any sport.

Prospective Agreement. An individual shall be ineligible for further intercollegiate athletics competition if he or she enters into a verbal or written agreement with an agent for representation in future professional sports negotiations that are to take place after the individual has completed his or her eligibility in that sport.

Benefits from Agents. An individual shall be ineligible if he/she (or his/her relatives or friends) accepts transportation or other benefits from:

- Any person who represents any individual in the marketing of his or her athletics ability. The receipt of such benefits constitutes compensation based on athletics skill and is an extra benefit not available to the student body in general; or
- An agent, even if the agent has indicated that he or she has no interest in representing the student-athlete in the marketing of his or her athletics ability or reputation and does not represent individuals in the student-athlete's sport.

Nonbinding Agreement. An individual who signs a contract or commitment that does not become binding until the professional organization's representative, or agent also signs that agreement is ineligible, even if the contract remains unsigned by the other parties until after the student-athlete's eligibility is exhausted.

You **MUST** inform the compliance office of any type of communication you have with or receive from an agent, advisor, or financial advisor or of any prior relationships with any such individual or entity prior to your enrollment at ISU. Agents must register with the compliance office and with the Indiana Attorney General's Office before they are allowed to communicate with student-athletes.

Amateurism

The NCAA's Principle of Amateurism dictates that only amateur student-athletes are eligible for intercollegiate athletics participation in a particular sport. By contrast, any person that receives any kind of payment for athletics participation, except as specifically permitted by the NCAA, is a professional athlete and is not eligible for intercollegiate competition.

You Are No Longer an Amateur and Are Ineligible in a Sport if You Ever:

- Use your athletic skill for pay;
- Compete/agree to compete for a professional athletics team;
- Allow your name, picture, or image to be sold (e.g., you cannot provide autographed items to a memorabilia dealer);
- Receive pay for endorsing a commercial product/service; or

- Allow a coach, agent, your parents, or anyone to market your athletic ability to a professional team.

Amateurism Certification

- First year student-athletes must receive final amateurism certification as well as academic certification by the NCAA Eligibility Center to be eligible for competition and athletics grant-in-aid.
- All transfer student-athletes enrolling at an NCAA Division I institution for the first time must register with the NCAA Eligibility Center and have their amateur status certified.
- Practice is limited to 45 days for student-athletes awaiting final academic and/or amateurism certification by the NCAA. Student-athletes will not be allowed to compete or travel with the team on until their amateurism status has been certified by the NCAA.

Athletic Grant-in-Aid (Athletic Scholarship)

A Grant-In-Aid (GIA) is an athletic scholarship offered by the head coach. Student-athletes may receive either a full or partial athletic grant-in-aid. A full GIA includes the following: tuition, fees, room, board, and a book allowance. A partial grant-in-aid may be one or any combination of these. It is determined by the head coach as to which student-athlete receives what type of athletic grant-in-aid. A student-athlete's individual maximum financial aid limit is the cost of attendance and may not exceed the value of a full grant-in-aid, as defined by the NCAA rules and regulations. GIAs are generally written for no longer than, or less than, one academic year. They may be renewed annually at the coach's discretion on or before July 1. Academic year GIAs do not pay for summer school or any other interim academic session or for any other classes taken at other schools than Indiana State.

A student-athlete may receive athletic-related financial aid that adds up to a full grant-in-aid through:

- Institutional financial aid based on athletics ability
- Outside financial aid for which athletics participation is a major criterion, and
- Educational expenses awarded by the U.S.O.C. or a U.S. NGB (or international equivalent).

A student-athlete may receive other financial aid unrelated to athletics ability, up to the cost of attendance, or the value of a full grant-in-aid, plus a Federal Pell Grant, whichever is greater. All athletically related financial aid received is applied to the student-athletes' account after all other monies have been applied (i.e. academic).

NOTE: The IRS Code states that any athletic grant-in-aid or other scholarships that pay for room and board expenses must be declared each year as "other income" for tax purposes. Contact the Director of Compliance to get specific information about the value of scholarships for room and board.

Nonresident Alien Tax Withholding. Pursuant to Section 1441 (b) Internal Revenue Code, all universities and colleges are required to withhold 14 percent of the taxable amount of a nonresident alien's room and board allowance. If questions about payments for legitimate expenses should arise, student-athletes should discuss them with the Director of Compliance.

Grant-in-Aid Increases, Reductions, and Cancellations

A Grant-in-Aid **MAY BE REDUCED OR CANCELLED** during the period of the award, for any of the stated reasons, terms and conditions set forth in the GIA document itself.

Financial aid **MAY NOT** be reduced or cancelled during the period of award:

- On the basis of a student-athlete's ability, performance, or contribution to the team's success; or
- Because of an injury that prevents the recipient from participating in athletics or any other athletics reason.

It is at the coach's discretion whether or not a GIA is increased or reduced. You must be notified in writing no later than July 1 regarding the renewal or non-renewal of your athletic scholarship. If an athletic scholarship is reduced, canceled or not renewed, the financial aid office of Indiana State University will provide the scholarship recipient written notice of said action that will contain all rights and procedures available to the recipient to appeal such a decision.

Financial aid **MAY** be increased during the term of the award for any reason, including athletic ability or performance. However, a student-athlete's total financial aid package may not exceed the value of cost of attendance as calculated by NCAA rules and published by Indiana State University.

Athletic Grant-in-Aids Do Not Cover the Following Charges:

1. Educational supplies other than required books or an academic planner
2. Fees for adding and dropping classes
3. Health Center fees, other than those for injuries suffered during the season
4. Parking fines
5. Parking sticker or pass fees
6. Penalties and costs for withdrawing from school or dropping classes after the 100% refund period
7. Residence hall damage fees
8. Residence hall deposits or application fees

Summer School Grant-in-Aid

The NCAA permits summer school grant-in-aid. They can only be awarded to those who received athletics aid during the previous academic year or who will be receiving athletic aid in the upcoming academic year. This aid is not guaranteed. A committee comprised of staff from Academic Services, Compliance and the Athletic Director will consider the application for approval. A written application for summer aid must be submitted during the first week of April each year to receive consideration. If you have any questions, visit your Athletics Academic Advisor or the Compliance Office.

Fifth Year Grant-in-Aid (Eligibility Exhausted) or Medically Unable to Participate

Student-athletes who have exhausted their athletic eligibility but need to complete more classes to graduate, must make request to the head of coach of their sport as early as possible in their senior year or as soon as they realize fifth year aid will be needed. There is no guarantee that your coach will have funds available to cover the costs of your fifth year. Normally, fifth year aid is limited to tuition and fees only. The granting of fifth year aid is at the sole discretion of your sport's head coach.

All student-athletes receiving fifth year or those that are medically unable to participate or that quit the team, but are allowed to keep their athletic scholarship through the end of the academic year, will be required to work 20 hours per week in some capacity within the Athletic Department or Athletic Academic Services Department.

NCAA Degree Completion

Degree completion assistance is also available through the NCAA Degree Completion Program for student-athletes who have exhausted availability of institutional aid. Student-athletes interested in this opportunity should contact their head coach or the academic coordinator.

NCAA Special Assistance Fund

The NCAA has established a Special Assistance Fund for qualified student-athletes who need help meeting expenses not covered by other sources of financial aid. This funding is used specifically for student-athlete insurance and medical expenses.

Qualifications. Any student-athlete who receives a Pell Grant and who is eligible to compete qualifies for this fund. You do NOT have to be on athletic-related financial aid to qualify. International and domestic student-athletes not receiving Pell Grants are eligible for the fund IF they are on athletic aid and can demonstrate unmet financial need, based on the federal formula. This need must be certified in writing by the institution. If you think that you might qualify under these guidelines, please see the Director of Compliance. Student-athletes who are currently ineligible for participation DO NOT qualify.

Appeal Procedure

If your **award for athletic-related financial aid** is not renewed or if it is reduced or cancelled during the term of the award, you may appeal the decision by first talking with your coach. If this does not resolve the matter, you may request a hearing with the University Financial Aid Committee, as outlined in your non-renewal/reduction/cancellation notice. If you have other questions concerning your financial aid package, contact the Office of Student Financial Aid in Tirey Hall, room 150.

Athletic Grant-in-Aid (Scholarship)

Tuition and Fees

An athletic GIA only pays for 12 to 18 credit hours per semester of tuition. Only under special circumstances will more than 18 hours be paid for by an athletic GIA. Such decisions are made solely by the head coach and with the approval of the athletic director. The only fees by the GIA are mandatory fees paid by all students on campus, such as recreation fees, technology fees, student service fees, and transportation fees.

Cost of Attendance Stipends

Offered only in men's and women's basketball per directives from the Missouri Valley Conference.

Room and Board

On Campus Residents. The amount of a room and board distributed is determined by the Head Coach. The total amount of a room and board athletic grant-in-aid cannot exceed the cost of a single room for one year. Each sport has a pre-determined scholarship budget that may or may not include room and board funds. Each sport may or may not provide single room funds. A full room and board scholarship covers a double occupancy room and the advantage meal plan. (See the Campus Credits Policy.) **All freshmen must live on campus. Married, local, and international student-athletes are exempt from this requirement. The Director of Compliance and the student-athlete's head coach retain the rights of decision in special cases.**

Off Campus Residents. Off campus stipends are dispersed per the head coach's request, which is written in the grant-in-aid distributed to the student-athlete. Off campus stipends are issued by the athletic business office once a month for eight months during the academic year. Student-athletes must present their student ID in order to pick it up. Student-athletes also have the option of having their off-campus stipends directly deposited into a financial institution of their choice. The maximum amount a student-athlete may receive if they live with their parents is set by NCAA regulations and the published rate on the Indiana State University Website.

Meal Plan Policy

The dining service program consists of two segments: Campus Credits and Commons Cash. These two segments work together to provide a flexible meal plan. It is expected that the majority of student-athlete meals are at Sycamore Dining Hall.

In order to promote healthy eating, credit usage on the weekends is restricted.

Campus Credits. Campus credits are placed onto the student-athlete's ID card, which is distributed at orientation at the beginning of the student's first year in attendance at ISU. These credits are used for admission into the residence hall dining rooms according to the admission prices for each meal (breakfast = 7 credits, lunch = 9 credits, and dinner = 12 credits - other premium meals such as steak dinners may be more or less). ***Credits are deducted each time your student ID is run through the computer terminals.*** Your athletic-grant-in-aid will allow ***one pass through*** per meal zone (breakfast, lunch, and dinner). All residence hall dining rooms provide at least one "all you can eat" entree. ***Any "doubles", or more, will be personally charged against you at the end of the semester. Campus Credits may not be converted to Commons Cash except at the end of the semester if the need arises.*** Any requests for additional credits must be submitted to the Director of Compliance 48 hours in advance!

Commons Cash. Commons Cash has a dollar value just like cash. This Cash may only be spent in the Commons. Commons Cash can be used at any location at any time.

Textbook Policy

The amount of a textbook award is determined by the Head Coach and the Department of Athletics. Each sport has a pre-determined scholarship budget that may or may not include full book awards. The ISU Department of Athletics textbook purchase policy is based on a maximum dollar allowance **per year**. The allowance is made contingent upon the following factors:

- Only course related books/course materials are covered under this allowance.
- The fee does not cover supplies other than books or an academic planner.
- Books for classes being dropped must be returned to the Compliance Office in the Department of Athletics **immediately** after a course is dropped.
- Books must be returned to the Department of Athletics at the end of each term, or the student-athlete's account will be charged.

****FAILURE TO COMPLY WITH THE AFOREMENTIONED RULES MAY JEOPARDIZE YOUR ABILITY TO RECEIVE FUTURE BOOK SCHOLARSHIPS. FAILURE TO RETURN BOOKS THAT WERE PURCHASED BY THE ATHLETIC SCHOLARSHIP WILL BE CHARGED TO THE STUDENT'S ACCOUNT**

Boosters (“Friends of the Program”)

Boosters (which the NCAA calls “representatives of athletics interests”) are individuals that:

- Participate in or have been members of the Varsity Club, I Club or other athletic support group.
- Are current or former staff and employees of Indiana State University.
- Have made financial contributions to the Athletics Department or to the Varsity Club.
- Aid or have assisted in the recruitment of prospects.
- Provide or have helped arrange employment for enrolled student-athletes.
- Participated as or is a current student-athlete at Indiana State University.
- Have been involved in promoting ISU Athletics in any other way.

Once an individual has been identified as a booster, that individual is a booster for life. The NCAA holds Indiana State University responsible for the conduct of all “representatives of athletics interests.”

Even if someone does not meet the definition of a booster, it does not mean that you can accept extra benefits from them. Receiving benefits from boosters or any person fitting any of the following descriptions would render you ineligible.

You cannot receive benefits if the relationship:

- between you or your parents and the individual providing the benefits started because of your participation in athletics or your reputation as an athlete;
- began after you became a prospect;
- began after you earned a reputation for being an athlete; or
- the pattern of giving increased after you earned a reputation for being an athlete.

Many of the people who are around your team are boosters (e.g. people who hang around the locker room area before or after games, regularly attend practices, travels with the team). Boosters think they are helping you, but anyone who offers to help you or your family and friends by providing impermissible benefits is going to impact you and ISU by jeopardizing your eligibility.

As an Indiana State student-athlete, you will meet boosters, or supporters of Indiana State’s Department of Athletics. As a current student-athlete (unlike when you were being recruited), you can talk to boosters; however, there are rules that govern the interaction between student-athletes and boosters. Breaking those rules may jeopardize your eligibility!

Community Service and Promotional Activities

The Department of Athletics encourages student-athlete participation in community service and promotional activities which benefit worthy causes. Community service is an element of life which fosters positive growth and development and as an avenue for the student-athlete to ‘giveback’ to a supportive community. Per NCAA Bylaw 12, the Department of Athletics is required to submit written approval for all student-athletes participating in any charitable or nonprofit activities considered incidental to participation in intercollegiate athletics.

According to NCAA Legislation, Indiana State student-athletes can participate in charitable/nonprofit activities only under the following conditions:

1. The student-athlete does not miss class;
2. The student-athlete receives written approval from the Director of Athletics (or designee);
3. All monies derived from the activity will go directly to the charitable/nonprofit agency;
4. The specific activity in which the student-athlete participates does not involve co-sponsorship, advertisement, or promotion by a commercial agency;
5. The student-athlete may only accept legitimate and normal expenses such as meals and travel from the institution or charitable/nonprofit agency;
6. The student-athlete signs this release statement prior to the activity;
7. The student-athlete’s name, picture, or appearance is not utilized to promote the commercial ventures of the agency; and
8. The activity is within a one hour driving distance from the Indiana State University campus.

Complimentary Admission and Ticket Benefits

Under NCAA rules, an institution may provide a student-athlete with a maximum of four (4) complimentary admissions to a home or away intercollegiate athletics event in the sport in which that student-athlete participates. Six (6) are allowed, if available, at conference championship events.

Who Can Receive Your Complimentary Admissions?

You decide who receives your complimentary admissions, with exceptions noted below.

Who Can't Receive Your Complimentary Admissions?

You may not give your complimentary admissions to any of the following groups of people:

- Agents or Agents' runners
- Athletics Representatives (i.e., Boosters, Student-Athlete Employers, Donors, Athletic Committee Members)
- Prospects or Recruits
- Requests of Indiana State coaches, their family or friends
- Requests of Department of Athletics Staff members, their family or friends
- Media
- Public Officials

In ticketed sports (football, basketball and baseball) where admission is charged, you will be allotted your complimentary tickets thru the digital ticket system. Questions? Talk to your coach.

No Selling Tickets. The complimentary admissions are free to you. They are not "hard tickets" and may not be sold or exchanged for anything of value, whether by you or by a person designated on your list. Such a sale is an extra benefit and will jeopardize your eligibility.

Additional Tickets. If you wish to purchase additional tickets, you must follow the same procedure as the general student body. You may not sell these tickets.

Banned Substances Program

I. Introduction

The Indiana State University Department of Intercollegiate Athletics is committed to the enhancement of the quality of life of its student-athletes. The Athletic Department believes that the abuse of alcohol, legal drugs and/or illegal drugs can adversely affect the health and safety as well as the academic capability of student-athletes. In an effort to minimize the possibility that a student-athlete may jeopardize his or her own physical and academic performance, the Department has developed and approved the following policies and procedures. The "Management Team" referred to herein shall consist of the Director of Athletics and Assistant Athletic Director for Compliance, Head Athletic Trainer, ISU Director of Student Counseling Center, Senior Woman Administrator, Faculty Athletic Representative and the athletic administrator that supervises the sport any offending student-athlete participates in.

The Department strictly upholds and enforces NCAA regulations regarding substance abuse. Under ISU Athletic procedures for drug testing, there are immediate progressive disciplinary and rehabilitative actions taken if a student-athlete is found using or abusing drugs or alcohol. In addition to the Department's testing, the NCAA conducts its own testing for banned substances. Indiana State University student-athletes who test positive on NCAA administered drug tests will be subject to the NCAA penalties and procedures structure and will also be subject to the Indiana State University Policy on Drug Use/Abuse. Further, student-athletes who render themselves ineligible may be subject to the cancellation of their athletics grant-in-aid in accordance with NCAA Rules.

The ISU Department of Athletics Drug and Alcohol Program include the following:

- Education of student-athletes and staff about mood and body altering substances
- Drug testing
- Evaluation/assessment
- Treatment/counseling
- Discipline/consequences; and
- Monitoring of the student-athletes by athletic staff including trainers, administration, and coaches.

A. Mood-Altering Substances

1. Alcohol

Alcohol is a part of our culture and is present at many social functions throughout society; however, it is a mood-altering substance and constitutes the greatest drug problem in society and among college students. Therefore, the ISU Athletic policy related to alcohol is:

- a. Alcohol consumption is illegal and unacceptable for student-athletes under the age of twenty-one (21).
- b. High risk alcohol consumption is not recommended and is not encouraged for student-athletes, even those twenty-one years of age and older. High-risk alcohol use is defined as four or more drinks in one sitting for women and five or more drinks in one sitting for men.
- c. Alcohol-related offenses (e.g., DUI, public intoxication, assaults while under the influence of alcohol, underage possession of alcohol) are contrary to this policy.

2. Illicit Substances

Student-athletes are under an increased amount of pressure compared to the general student body. These pressures can result in stress and anxiety which can predispose the student-athlete to the use of mood-altering substances. The ISU Drug and Alcohol Program (DAP) will:

- a. Educate student-athletes about mood-altering substances and the dangers associated with their use, as well as the negative effects on athletic performance.
- b. Deter the use of these substances through a comprehensive drug testing program.
- c. Identify student-athletes with substance abuse/dependence and other problems for which substance use may be an indicator early in the course of the disease or problem, so treatment can be instituted in a timely manner.

B. Performance Enhancing Drugs

Student-athletes perform in a highly competitive environment. The student-athletes' desire to be successful can lead to the use of performance enhancing drugs to attain their goals. Such drugs give a student-athlete an unfair advantage and their use constitutes cheating. Additionally, these drugs have adverse side effects which could be harmful to the health of student-athletes, particularly in the long term. The DAP will:

1. Educate student-athletes about drugs that are purported to be performance enhancing, their effects and dangers and safer alternatives for improving sport performance.
2. Deter the use of these substances through a comprehensive drug testing program.
3. Identify student-athletes who use these substances and address issues and problems surrounding their use.

C. Program Evaluation

The DAP will be annually reviewed by an oversight committee composed of the Substance Abuse Counselor, Head Athletic Trainer, Assistant Athletic Director for Compliance and Athletic Director, as well as the Senior Woman Administrator, SAAC President, and Faculty Athletic Representative.

II. Drug and Alcohol Education Program

A. Rationale

The NCAA Life Skills Program (e.g., CHOICES program) promotes value development, moral reasoning and ethical conduct in intercollegiate athletes. The focus of the program is on the individual as a "whole person" and addresses the changing needs and skills necessary to meet the demands facing today's student-athletes. The DA program addresses these special considerations of the individual student-athlete. Spirit Squad Members and all students with an official association are strongly encouraged and welcomed to participate in the educational component of the DA program. The educational component of the DA program centers on the health and physical development portion of the Life Skills Program recommended by the NCAA. Special attention will be given to personal health, leadership skills, alcohol/drug education and community involvement. The Athletic Department is responsible for initiating and maintaining substance abuse education programs.

B. Goals

To provide each student-athlete with an opportunity to:

1. Gain knowledge and a foundation about alcohol and other drug use and related issues through the use of empirically validated educational approaches
2. Teach and encourage responsible behavior.
3. Network with those who have personally and successfully addressed substance abuse problems.

C. Oversight and Evaluation

The educational component of the DAP will be annually evaluated and approved by the athletic administration, Management Team, the advisor of SAAC, SAAC President, and the Faculty Athletic Representative. Additionally, this will be reviewed by the University Athletic Committee every three (3) years.

D. Compliance

1. To participate on an Indiana State intercollegiate athletic team, all student-athletes must comply and agree to abide by the terms and requirements of this program.

2. Through their participation in intercollegiate athletics, all student-athletes are bound by the policies and procedures of this program. Failure to comply with the provisions as set forth herein shall be grounds for dismissal from the intercollegiate athletic program.

III. Drug and Alcohol Testing

Tests will be conducted for mood-altering and performance enhancing substances. NCAA banned substance testing (hereafter "testing") consent is mandatory for all student-athletes in order to participate in athletics. Such monitoring is considered an extension of the ongoing physical examination of the student-athlete and is in the best interests of the student-athlete and ISU. In addition to ISU's testing program, student-athletes are also subject to testing by the NCAA throughout the year and at NCAA post-season competitions. All positive test results are **cumulative** for the duration of the student-athlete's career at ISU.

The Athletic Department will keep test results confidential except as provided to the Management Team, substance abuse counselor, parents (if consented to) and the student-athlete's head coach. The Athletic Department will oppose disclosure to any other persons within or outside the University. If confidential information concerning a positive test is communicated to anyone outside of these parameters, the person responsible for such impermissible disclosure will be excluded from future involvement in alcohol and drug testing matters and may be subject to disciplinary action.

Any student-athlete found responsible/culpable by the ISU Student Judicial Program or any state, city or federal court of law of selling or providing an illegal drug, banned substance or illegally providing alcohol or other drugs to another person will be dismissed from the team and cancellation of their athletic financial aid may occur immediately.

A. Types of Testing

Randomized testing of a portion of the total student-athlete population will occur at regular intervals. This list will be randomly generated by a randomizer selection program from all active student-athletes on each sport's NCAA squad list. All student-athletes are eligible for every test. These tests are done at ISU's expense.

In addition to ISU's testing program, student-athletes are also subject to testing by the NCAA throughout the year and at all NCAA post-season competitions. Student-athletes may be tested while participating in a championship event, a post season football game or during a regularly scheduled on-site NCAA test. Active student-athletes tested are selected from squad lists.

IMPORTANT NOTE: Failure of a student-athlete to appear for scheduled testing or refusing to give a specimen will be grounds for immediate suspension of the student-athlete from competition and/or practice and will provide a basis for further testing. This suspension will be in effect until reinstated by the Athletic Director.

B. ISU Drug Testing Guidelines

1. Upon the direction of the Director of Athletics or his/her designee and the testing coordinator, a testing date, site and time will be determined.
2. A list of student-athletes to be tested will be generated from the NCAA squad lists. This list includes 5th year students with no remaining eligibility and medical non-counters.
3. Zero notification is the norm for drug testing.
4. The names of the student-athletes not reporting to the scheduled test will be reported to the Director of Athletics or designee.
5. Any student-athlete who is selected for banned substance testing, who admits or confesses to using any such substance after being selected for said testing prior to said testing being conducted, shall be the same as if he/she had failed said test and may or may not be tested on that date after said admission, and shall be subject to the penalties as set forth in Section IV below.

C. ISU Drug Testing Procedures

1. If a student-athlete is not at practice or available at the time the testing is to occur, they will be notified by the drug testing coordinator or designee to report to a location determined by the drug testing coordinator that same day for collection purposes. All items such as backpacks, gym bags, and food/beverages must be kept outside the testing area.
2. The student-athlete must report to the designated testing site at the requested time. Time will be allocated for collection, and the student-athlete is required to produce a usable specimen within that period of time. The athlete is considered in violation of the policy until he/she produces such specimen.
3. The student-athlete must adhere to all of the testing collector's standard operating procedures.
4. A photo ID (student ID with 991 #) is required for admission to the testing site. If the student-athlete does not have an ID, an athletic department designee (e.g., coach, athletic trainer, compliance staff) will sign a form to verify the student-athlete's identity.
5. The student-athlete will have to remain in visual contact with the collector and/or an athletic department designee once he/she has checked in. The student-athlete may not leave the testing area until a specimen is produced.
6. The collector will visually observe while the student-athlete provides the sample. Visual observation for male student-athletes requires their shirt to be off before entering the restroom with shorts to the knees while producing a specimen. Female student-athletes will be asked to have jog bra and shorts with shorts to knees while producing a specimen. Pre-determined volumes and temperature guidelines for sample acceptance will be followed.
7. The student-athlete will remain in visual contact of testing personnel until a specimen is provided or until the drug testing coordinator releases the student-athlete.
8. Every attempt will be made to keep the collection area limited to only those who are scheduled to participate in the drug testing collection to assist the collectors in controlling the testing area.
9. The student-athlete may leave the testing area only when they have produced a usable specimen or have been released by the testing coordinator.

D. ISU Drug Testing Post Collection Procedures

1. Testing personnel will check the roster of scheduled student-athletes and submit the names of student-athletes who did not report for testing to the Director of Athletics or designee and the head coach of the team.
2. Samples are taken from the testing site to the clinical laboratory for analysis and by the medical review officer.
3. Following verification of a positive test, the student-athlete will be notified of the outcome by the Director of Athletics or his/her designee.

E. Medical Exceptions

The Athletic Department recognizes that some banned drugs as well as some drugs tested in our drugs of abuse panel are used for legitimate medical purposes. Accordingly, ISU does allow for exception if there is a documented medical history demonstrating need for regular use of the drug as well as documentation of the prescription information. This information must be communicated with the athletic training staff upon arrival for pre-participation physical examinations and/or immediately upon being prescribed by the student-athlete's physician. Medical exceptions will be reviewed on an individual basis, but will not be granted unless the previously mentioned supporting documentation is received by the medical review officer. If a student-athlete has subsequent positive test for drugs or banned substances and advance notification has not been received, this would constitute a positive test.

IMPORTANT NOTE: It is recognized that nutritional supplements may be purchased over the counter. However, student-athletes are required to check with the NCAA banned drugs list, an ISU Head Athletic Trainer or a member of the ISU Compliance Staff to ensure said nutritional supplement(s) can be used by the student-athlete. Any student-athlete found using an impermissible nutritional supplement without prior approval and tests positive will be held in violation of NCAA Bylaw 18.4.1.5.1 and subject to procedures listed below. Please visit [The National Center for Drug Free Sports](#) for more information and education. **The NCAA banned substance list changes daily, therefore it is the responsibility of the student-athlete to check the list.**

IV. Procedures Following a Positive Drug Test and/or Substance Abuse Occurrence

A. First Positive

1. The Athletic Director and the Assistant Athletic Director for Compliance will be informed of a positive test for alcohol or other banned substances, as well as notification of any drug or alcohol related offenses, crimes or citations, or admission or confession to the use of said substances after selection for testing, and will prepare and forward a referral to the substance abuse counselor.
2. The student-athlete will be directed to meet personally with the Director of the Athletic Training Office within 48 hours after being notified by the compliance office of the violation. At that time, the student-athlete will sign a consent form granting the substance abuse counselor the right to provide all information pertaining to the evaluation, care, treatment, prescriptions, and status of treatment to the Athletic Training Office.
3. The Athletic Trainer will assist the student-athlete in scheduling the student-athlete's initial appointment with the substance abuse counselor.
4. The student-athlete will be evaluated by the substance abuse counselor approved by the Athletic Department.
5. The substance abuse counselor will determine a treatment plan for the student-athlete. The Management Team will oversee the student-athletes' compliance with the treatment plan and monitor his or her progress.
6. If the student-athlete has tested positive for any banned substance (other than alcohol, which is referenced below), he/she will be IMMEDIATELY suspended from the number of scheduled intercollegiate competitions during the championship segment of the student-athlete's sport as reflected below. The dates of suspension shall be served consecutively. If the offending student-athlete is a "multi-sport" participant, he/she shall serve the suspension in each sport he/she participates in. Season ending conference tournaments shall count as one date of scheduled competition for determination of the suspension. If there are not enough remaining dates of competition to serve the suspension, the suspension shall carry over until the following academic year.
 - a. **Golf-1; Football-1; Baseball-3; Basketball-2; Cross Country-1; Indoor Track-1; Outdoor Track-1; Softball-3; Soccer-2; Volleyball-2; Swimming/Diving-1; Cheer/Dance-1.**
7. The substance abuse counselor will send updates of the student-athlete's treatment progress to the Director of Athletic Training.
8. The student-athlete will be subject to reasonable cause testing.
9. Any student-athlete, under the age of 21 years, who is involved in an alcohol consumption, possession or alcohol-induced incident or tests positive for the use of alcohol, shall be immediately suspended in accordance with Item A.6 above.
10. Test results indicating the use of marijuana (cannabis) at the level of 150 ng/ML or more, will result in the student athlete being referred to an appropriate substance abuse counselor for evaluation and recommended treatment.

B. Second Positive

1. The Athletic Director and the Assistant Athletic Director for Compliance will be informed of a second positive test for alcohol or other banned substances, as well as incidents involving alcohol consumption, possession or tests positive for the use of alcohol drug, or admission or confession to the use of said substances after selection for testing and will prepare and forward a referral to the substance abuse counselor.
2. The student-athlete will be directed to meet personally with the Director of the Athletic Training Office within 48 hours after being notified by the compliance office of the violation. At that time, the student-athlete will sign a consent form granting the substance abuse counselor the right to provide all information pertaining to the evaluation, care, treatment, prescriptions, and status of treatment to the Athletic Training Office.
3. The Athletic Trainer will assist the student-athlete in scheduling the student-athlete's initial appointment with the substance abuse counselor.
4. The student-athlete will be evaluated by the substance abuse counselor approved by the Athletic Department.
5. The student-athlete will meet with the Management Team to discuss any recommended changes to the previous plan that was in place.
6. The student-athlete will be IMMEDIATELY suspended from 20% of all scheduled intercollegiate competition during the championship segment of the student-athlete's sport. The dates of suspension shall be served consecutively. If the offending student-athlete is a "multi-sport" participant, he/she shall serve the suspension in each sport he/she participates in. Season ending conference tournaments shall count as one date of scheduled competition for determination of the suspension. If there are not enough remaining dates of competition to serve the 20% suspension, the suspension shall carry over until the following academic year.
7. Re-instatement to the team, after the suspension expires, will be considered by the Athletic Director in consultation with the Management Team.
8. The student-athlete will be subject to reasonable cause testing, at the student's expense.
9. All other procedures and required release forms shall be the same as referenced in Section IV(a) above.

C. Third Positive

1. The Athletic Director and the Assistant Athletic Director for Compliance will be informed of a third positive test for alcohol or other banned substances, as well as drug or alcohol related offenses, or admission or confession to the use of said substances after selection for testing and will prepare and forward a referral to the substance abuse counselor.

2. The student-athlete will be directed to meet personally with the Director of the Athletic Training Office within 48 hours after being notified by the compliance office of the violation. At that time, the student-athlete will sign a consent form granting the substance abuse counselor the right to provide all information pertaining to the evaluation, care, treatment, prescriptions, and status of treatment to the Athletic Training Office.
3. The Athletic Trainer will assist the student-athlete in scheduling the student-athlete's initial appointment with the substance abuse counselor.
4. The student-athlete will be re-evaluated by the substance abuse counselor approved by the Athletic Department.
5. The student-athlete will meet with the Management Team for further modification of the management plan.
6. **The student-athlete will be suspended from all intercollegiate athletic participation, including practice and competition for a minimum of one calendar year. Athletic financial aid may be cancelled or reduced.**
7. Reinstatement to the team may be considered by the Athletic Director in consultation with the Management Team, only after the one calendar year suspension has expired.
8. The student-athlete will be subject to reasonable cause testing.
7. All other procedures and required release forms shall be the same as referenced in Section IV(a) above.

IMPORTANT NOTE: Failure to comply with the recommendations of the assessment and/or management plan will result in immediate suspension from all team activities and functions and will require meeting with Management Team to discuss future options. Please note that individual teams may have stricter penalties than ISU DA policy. Each student-athlete will be informed of the penalties and sign a form that they understand the penalties associated for positives with their specific team if different than ISU DA policy.

V. Penalties for Testing Positive for Performance Enhancing Drugs or Anabolic Steroids

A. First Positive – (Identical to NCAA penalties)

1. The Athletic Director and the Assistant Athletic Director for Compliance will be informed of a positive drug test for performance enhancing drugs or anabolic steroids and will prepare and forward a referral to the substance abuse counselor.
2. The student-athlete will be suspended for a minimum of one calendar year from all intercollegiate athletics and athletic financial aid may be reduced or canceled.
3. The student-athlete will be evaluated by the substance abuse counselor identified by the Athletic Department.
4. The Management Team will determine a management plan for the student-athlete and will meet with the student-athlete in the program throughout the year, as deemed necessary, to monitor their progress.
5. The student-athlete will be subject to reasonable cause testing.

B. Second Positive– (Identical to NCAA penalties)

1. The Athletic Director and the Assistant Athletic Director for Compliance will be informed of a second positive drug test for performance enhancing drugs or anabolic steroids.
2. The student-athlete will lose all remaining eligibility and their athletic financial aid will be canceled.
3. The student-athlete may continue to seek involvement with the substance abuse counselor as needed by the student-athlete.

VI. Appeal Process

Student-athletes who have been found to be in violation of the Indiana State University Athletic Department Drug and Alcohol Policy/Program, and who have been disciplined in any fashion as a result thereof, may appeal that decision to the University Athletics Committee. Such appeals will follow the ISU athletic department grievance policy set forth heretofore in the Student-Athlete Handbook.

Grounds for appeal may include, but are not limited to, the following:

- Failure of the University to abide by the procedures set forth in the policy;
- Imposition of sanctions inappropriate for the violation of the policy; and
- Availability of significant new and material evidence or information.

NCAA Banned Substances Testing Regulations

The NCAA conducts mandatory random drug testing in all sports at all Division I institutions throughout the calendar year, including summer and vacation periods. NCAA rules state that a positive test for steroids, diuretics, or masking agents will result in severe penalties. A first time offense results in ineligibility for a minimum of one calendar year for all intercollegiate athletics; a second time offense for banned substances will result in a lifetime prohibition from all intercollegiate athletics. You may also be tested if you participate in any NCAA championship or tournament competition.

NCAA List of Banned Substances

The NCAA list of banned-drug classes is subject to change by the NCAA Executive Committee at any time. The term “related compounds” comprises substances that are included in the class by their pharmacological action and/or chemical structure. No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example. Student-athletes are required to sign an NCAA Drug Testing Consent Form annually in order to practice or compete as an Indiana State athlete. Along with the form they are given a list of banned substances. A current list is available on the NCAA’s website, www.ncaa.org.

Tobacco Prohibitions

ISU is a tobacco-free campus. ISU prohibits the use of any and all tobacco products by anyone while on campus or at any athletic facility. Tobacco is also prohibited in ISU vehicles, 3rd party transportation services (e.g., buses), as well as during any period in which ISU is providing transportation and housing for away competition.

Indiana State University is committed to the health and wellness of its students, faculty and staff. Smoking is prohibited in all university buildings, stadiums, vehicles and at all indoor and outdoor sporting venues. Additionally, the laws of the State of Indiana specifically prohibit smoking in all public facilities. (**Indiana Code 16-41-37-2**)

Employment

NCAA regulations allow student-athletes to earn legitimate on- and off-campus employment income, either during the academic year or vacation periods, provided any compensation is for work actually performed and does not exceed the going rate in the locality for similar services. In addition, a student-athlete's compensation may not include any remuneration for the value the student-athlete has to the employer because of his/her athletics reputation. Student-athletes wishing to work must complete the employment form and file it with the Compliance Office.

Fee –for-Lesson Employment Regulations

If a student-athlete wishes to teach lessons in his/her sport the following regulations must be followed:

- The student-athlete must fill out and return a “Fee-for-Lesson Employment Form” and have their payment structure reviewed by the Compliance Office prior to any lessons.
- Lessons may not be given using any Indiana State University facilities.
- Lessons must primarily involve instruction; no "playing lessons."
- Lesson fees must be paid only by the recipient or a member of the recipient's family.
- The student-athlete must not use their name, picture or appearance to promote or advertise private lessons.
- If the lesson is given to 2-4 individuals, instruction given to each individual must be comparable to instruction given during a private lesson.
- Lessons may not be given to more than four individuals at once.
- For each lesson documentation must be provided regarding (1) the date of the lesson, (2) the recipient of the lesson, and (3) the fee paid.
- At the end of each month, documentation for each lesson must be turned in to the Compliance Office.

Name, Image & Likeness (NIL)

Purpose

On July 1, 2021, the NCAA significantly modified its student-athlete amateurism rules. Student-athletes are now permitted to receive compensation for the use of their name, image and likeness (“NIL”) for promotional purposes. A student-athlete’s NIL are three elements that make up a legal concept known as “right of publicity.”

Therefore, Indiana State University (“ISU”) has established policies and procedures pertaining to its student-athletes’ use of their NIL in any type of promotional activity. The policy set forth below is subject to modification by ISU as future directives from the NCAA, Missouri Valley Conference, and the laws of the State of Indiana may require. ***All NIL transactions/activities must be reported to the ISU Athletic Department (currently the Compliance Office) within thirty (30) days.***

Student-Athlete Name, Image, and Likeness

An initiative to allow a student-athlete (not including non-U.S. citizens) the opportunity to benefit from the use of their NIL in ways that are consistent with the recommendations by the NCAA Name, Image, and Likeness Legislative Solutions Group.

Examples of how student-athletes could use their NIL (not an exhaustive list):

- a. Promote their own business.
- b. Promote a corporate entity (e.g., brand ambassador, social media influencer).
- c. Establish and operate their own camp/clinic.
- d. Make an appearance at any location and receive compensation.
- e. Sign autographs and receive compensation.

Institutional Responsibilities and Restrictions

Student-athletes will have the freedom to earn compensation for their NIL, subject only to certain limitations set forth in the NCAA bylaws, Indiana law and this policy, as set forth below (not exhaustive):

- a) ISU may prohibit a student-athlete from using their NIL for compensation if such opportunity conflicts with an existing institutional sponsorship agreement or contract or goes against the values of the postsecondary education institution. “Institutional Values” shall be based upon the current limitations and parameters placed on organizations (and products) that may engage in university sponsorships.
- b) Compensation from NIL activities may not be provided where the sponsorship would:
 - 1) Adversely affect ISU’s reputation;
 - 2) Appear to create an endorsement by the ISU of a particular company, product, political candidate or position regarding public policies;
 - 3) Be considered obscene, indecent or profane;
 - 4) Ridicule or exploit or demean persons on the basis of their age, color, creed, physical or mental disability, physical appearance, national origin, citizenship, veteran status, marital status, race, religion, sex, sexual orientation, gender or gender identity.
- c) NIL activities that will not be permitted by student-athletes include, but are not limited to the following (subject to modification):
 1. Illicit drugs
 2. NCAA banned substances
 3. Tobacco
 4. Alcohol
 5. Sex trade, nudity and illegal activities (e.g., “strip clubs”)
 6. Sports wagering
 7. Gambling
- d) ISU shall educate student-athletes on the limitations described above and promptly determine where conflicts exist and notify student-athletes in a manner to be determined.
- e) An institutional staff member of ISU may be involved, to a limited extent, in the arrangement, facilitation of NIL activities. Pay for play remains prohibited.
- f) Athletics boosters are prohibited from creating or facilitating NIL compensation opportunities for prospective student-athletes as a recruiting inducement or current student-athlete as an inducement to remain enrolled at ISU.
- g) ISU grounds and facilities shall not be used by any student-athlete for NIL activities.

h) Each ISU student-athlete NIL agreement must be reported to the ISU compliance office and updated on the INFLCR App.

Additional Rules and Policies

This is not a conclusive and exhaustive list of rules and policies regarding ISU and student-athlete NIL agreements. For additional policies, procedures, and definitions visit the ISU athletics website and review the Indiana State University Athletics Name, Image, & Likeness Policy.

Ethical Conduct and Sportsmanship

Participation in intercollegiate athletics at Indiana State University is a privilege and a unique opportunity. Along with this privilege come certain responsibilities. In addition to representing yourself, you represent Indiana State University, the Athletic Department and your team at all times; therefore, you are expected to conduct yourself in a courteous, conscientious manner that reflects positively on the University, your team and yourself. As a student-athlete, you are expected to comply with the policies and procedures of:

- ***The National Collegiate Athletic Association (NCAA)***. Student-athletes are subject to the rules and regulations of the NCAA, which govern unsportsmanlike behavior, non-therapeutic drug use, non-permissible awards, benefits and expenses, gambling and bribery, and other forms of misconduct. All such rules and regulations are found in the NCAA Manual. For access to the NCAA Manual contact the Director of Compliance, your coach, or the Director of Athletics.
- ***NCAA Bylaw 10.1-Unethical Conduct***
- Unethical conduct by a prospective or enrolled student-athlete or a current or former institutional staff member may include, but is not limited to, the following:
 - (a) Refusal to furnish information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution;
 - (b) Knowing involvement in arranging for fraudulent academic credit or false transcripts for a prospective or an enrolled student-athlete;
 - (c) Knowing involvement in offering or providing a prospective or an enrolled student- athlete an improper inducement of extra benefit or improper financial aid;
 - (d) Knowingly furnishing or knowingly influencing others to furnish the NCAA or the individual's institution false or misleading information concerning an individual's involvement in or knowledge of matters relevant to a possible violation of an NCAA regulation;
 - (e) Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner").

NCAA Bylaw 10.4 Disciplinary Action

- Prospective or enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Academics/Eligibility/Compliance Cabinet for restoration of eligibility. Institutional staff members found in violation of the provisions of the regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.6.2.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another member institution.
- ***Indiana State University Code of Student Conduct***. Regulations for student conduct may be found in the Code of Student Conduct (<http://indstate.edu/sjp>). Careful reading of the Code is necessary for an understanding of your responsibility as it relates to personal conduct both on and off the campus.

Missouri Valley Conference Code of Sportsmanship

- ***Statement of Purpose***. The Missouri Valley Conference is committed to establishing sportsmanship and developing healthy environments for competition. The Missouri Valley Conference sets forth this code to maintain intercollegiate athletics in harmony with the educational purposes of its member institutions. This MVC Code of Sportsmanship is designed to promote sportsmanship throughout the league and ensure healthy environments for competition.
- ***Principles of Sportsmanship***. The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship. The highest potential for sports is achieved when competition reflects these "six pillars of character."

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- *Standards of Conduct.* Coaches and administrators shall conduct themselves in a professionally dignified manner. Student-athletes shall similarly conduct themselves as positive role models and represent their institutions in a manner which exhibits the principles of sportsmanship.
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- The standards for the conduct of administrators, coaches and student-athletes immediately preceding, during and following athletics events are:
 - (1) exhibiting respect and courtesy towards all participants including the coaches, student-athletes and officials;
 - (2) exercising restraint in their actions, both physical and verbal, toward other participants;
 - (3) commenting about other institutions, coaches and student-athletes only in a positive manner;
 - (4) Refraining from making public comments critical of officials or the quality of their work.
-
- *Student-Athletes.* Respect for the game in which the student-athlete participates also demands respect for the opponent. Student-athletes at MVC institutions are expected to treat opponents with respect. There will be no tolerance for taunting and baiting of opponents.
-
- MVC student-athletes must understand that they are often the most visible representatives of their institutions and their behavior is observed and emulated by many who are younger. MVC student-athletes must honor the responsibilities that accompany the privilege of representing our schools by behaving with dignity and class on and off the field.
-
- *Spirit Groups.* Like our student-athletes, spirit groups are visible representatives of our institutions. As such, we place high expectations on them for decent behavior. Cheerleaders, bands, mascots and other spirit groups are admitted to the contests at the pleasure of our institutions to support their teams and assist in creating a fun atmosphere. They are not admitted in order to disrupt or confront the opponent and such behavior will not be tolerated. Their focus must be toward encouragement of their team and respect for the opposing team.
-
- *Officials.* Officials assigned to Conference contests must enforce the rules regarding sportsmanship, without tolerance for abuse. The only warning to participants and coaches regarding sportsmanship should come at the beginning of the contest. Once the contest begins, penalties (consequences), not warnings, must be assessed for violations of unsportsmanlike conduct. The Conference will require that officials eject any coach who protests unsportsmanlike conduct calls, provided such ejection is permissible by the rules of that sport.
-
- The full sentiment of the following statement must be communicated by officials to the captains and coaches prior to every contest it is not required to be read verbatim.
- “The Missouri Valley Conference requires officials to enforce all rules regarding unsportsmanlike conduct by coaches and players. There will be no tolerance for negative statements or actions between opposing players, especially taunting and baiting. If such comments are heard, a penalty will be assessed immediately. If any coach protests an unsportsmanlike penalty, he or she will be ejected from the contest. We have been instructed not to issue warnings during the contests. It is strongly suggested that you remind your participants of this policy.”
- Officials who do not follow this policy will be subject to reprimand or suspension. Further, officials will be protected from any retaliatory action (e.g. negative impact on ratings, reduced assignments) for enforcing MVC sportsmanship standards. Conference policy prohibits any public criticism of officials by coaches or staff members including comments critical of any game official’s performance, character, appearance or abilities.
- *Commissioner.* The commissioner is expected to enforce Code of Sportsmanship. He or she is authorized to assess penalties for improper behavior that is not detected or properly addressed during the contest. Institutions and their personnel are expected to fully cooperate with his or her effort to investigate possible improper behavior.
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- *Fans.* The Conference hopes and believes that the establishment of the principles outlined in this document will create a wholesome atmosphere that will attract more fans to our events. Fans should be encouraged to applaud the effort by both institutions. They should be reminded that the participants are young people who should be treated as if they were their own sons and daughters. Fans are expected to act in a manner consistent with the Code of Sportsmanship. Individuals who fail to do so will be dismissed from athletics events.

Ethical Conduct Violations

Violations of the University's "Conduct Code" are reported to Student Life and are handled in accordance with the judicial process published in the Indiana State University Student Handbook. Violations of Department of Athletics, Conference or NCAA conduct rules are to be reported to your head coach, the Director of Compliance, and/or Director of Athletics. Violations of the **University's 'Student Code of Conduct'** are under the jurisdiction of the Dean of Students with recommendations for disposition of the case obtained from the All University Judiciary Committee and the appropriate hearing officers or panels. Violations should be reported immediately to the Office of Judicial Affairs. A student-athlete may be suspended from participation in intercollegiate activities for violation of federal, state and local laws as well as University, Departmental and/or team rules. The head coach of each sport has the authority to suspend any student-athlete on his/her team if the student-athlete violates team rules and/or the Student-Athlete Code of Conduct. The student-athlete has the right to appeal the ruling of the head coach, following that sport's reporting lines.

Team Rules and Disciplinary Action

Each coach or team may establish and publish a set of team rules and regulations regarding the general conduct of the student-athletes in their charge. These rules and regulations may cover general standards of behavior, practice, classroom attendance, academic responsibility, punctuality, dress code and appearance of student-athletes on team trips. These rules may be more restrictive than Department of Athletics, University, Conference or NCAA rules. Your head coach will present you with a copy of these rules prior to the start of your sport season. You are required to follow them to the letter.

Extra Benefits

Student-athletes may not receive any tangible benefit that is not available to the general student body (e.g., discounts on clothing, food, shoes, free or reduced cost services, non-athletic related medical services, car loans, apartment leases, etc.). Receipt of any extra benefit will jeopardize your athletic eligibility and must be reported to the Compliance Office.

Some examples of non-permissible extra benefits include the following:

- Special discounts and credit
- Free or reduced cost service
- Use of telephone or credit card for personal reasons without charge
- Entertainment services (e.g., free Indiana Pacers tickets)
- Loans of money
- A guarantee of bond
- Use of an automobile or transporting of student-athletes
- Signing or co-signing a note with an outside agency
- Gifts or awards of any kind
- Use of a student-athlete's name/picture to promote a commercial product
- Use of school fax or copy machines without paying for the same
- Sitting in "reserved" or special seating at home/away games

Boosters are restricted in what they may for athletics and student-athletes. Some examples of extra benefits to enrolled student-athletes are:

- Arranging, providing or co-signing a loan.
- Providing a meal outside their home, clothing, or transportation.
- Providing a ticket to any athletics, institutional, or community event.
- Providing the parents, family or friends of a student-athlete with free admission to a team banquet.
- Giving any type of gift.
- Arranging or providing any special discount, credit, or special payment arrangement on any purchase or service.

University employees are restricted in the services they are able to perform for student-athletes. Some of the prohibited services include the following:

- **Typing** – No staff, including work-study workers and tutors, may type reports, papers, etc., for student-athletes. Neither may a staff member arrange for such a service to be given to a student-athlete free of charge or at a reduced rate.
- Student-athletes may only use the **computers** in the Student Academic Service Center, any of the public student computer labs, or any other public computer facility on campus that is available to ALL students. **Student-athletes may NOT use computers in the athletics or any other private office.**
- **Course Supplies** – The Department cannot provide course supplies. Staff cannot give student-athletes pens, tablets, notebooks, etc. They may not loan them calculators or art supplies. Computer disks may be provided if listed on the class syllabus.
- **Copy Machine** – Student-athletes may use the Departmental copy machine(s) or duplicating machine for course-related purposes at the regular departmental charge per page.

- **Telephones** – Student-athletes may not use the departmental telephones or telephone credit cards for personal long distance calls. Staff cannot call a parent and then let the student-athlete talk to the parent. Student-athletes may not be involved in recruiting phone calls.
- **Local Transportation** – Staff members may provide local transportation in their automobiles on an **occasional** basis. Staff may **never** loan a car to a student-athlete.

Gambling and Sports Wagering

Although technically legal in the State of Indiana and other states in the U.S., it remains impermissible for student-athletes to wager on any level of athletic competition in sports sponsored by the NCAA. Student-athletes should immediately report any offer to gamble or provide “inside information” to third parties, whether directly or indirectly, to the Athletic Director, Head Coach, Compliance Office, and/or Conference Office. Any individual seeking information or asking student-athletes to “arrange” the outcome of any athletics contest (i.e., “point-shaving”) should be reported to the Compliance Office.

Any involvement in activities designed to influence the outcome of an intercollegiate contest or any solicitation or acceptance of a bet involving Indiana State University will result in an automatic loss of eligibility.

A student-athlete will be ineligible to compete if he/she does any of the following:

1. Provides information to individuals involved in organized gambling activities concerning intercollegiate athletics competition (e.g., participating in a “fantasy league” with an entry fee and/or cash prize);
2. Solicits a bet on any intercollegiate team (e.g., betting in a Final Four pool);
3. Accepts a bet on any team representing the institution;
4. Solicits or accepts a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value; or
5. Participates in any gambling activity that involves intercollegiate or professional athletics through a bookmaker, a parlay card, or any other method employed by organized gambling (e.g., betting on the World Series).

NCAA Stance on Gambling

The NCAA opposes all forms of legal and illegal sports wagering on college sports. NCAA rules prohibit student-athletes, athletics department, conference office, and NCAA national office employees from wagering on intercollegiate, amateur, and professional sports in which the Association conducts championships. This includes the Football Bowl Subdivision and emerging sports for women. The NCAA defines sports wagering as putting something at risk – such as an entry fee or a wager – in return for the opportunity to win something. The Don’t Bet on It Web Site (www.dontbetonit.org) is an NCAA Web Site used to educate student-athletes, coaches, athletic administrators and the general public about NCAA rules on sports wagering.

How does the NCAA define sports wagering? The NCAA defines sports wagering as putting something at risk – such as an entry fee or a wager – in return for the opportunity to win something.

Isn’t sports wagering harmless? No! Sports wagering can be a serious crime that threatens the well-being of student-athletes and the integrity of the game. Financially troubled student-athletes are viewed by organized gambling as easy marks for obtaining inside information or affecting the outcome of a game. Student-athletes who gamble are breaking the law and jeopardizing their eligibility. The NCAA believes sports should be appreciated for the benefits of participating or watching, not the amount of money that can be won or lost depending on the outcome of the games.

What is the NCAA doing to stop sports wagering? The NCAA, working through its member conferences and schools, is taking a leadership role in addressing the issue. Campus-level programs across the country are using NCAA-supplied educational materials. The NCAA’s Enforcement group continues to process cases involving student-athletes and coaches across all divisions and sports. Despite differing motivations, NCAA and Las Vegas sports wagering officials work closely together to identify instances where the integrity of college sports may be threatened.

What progress has the NCAA made? Recently the U.S. Court of Appeals for the Third Circuit ruled in favor of the NCAA, NFL, NBA, NHL and MLB, in a lawsuit against the state of Delaware. The NCAA joined the professional leagues in filing a lawsuit to stop the state from offering single-game betting on professional and college games. This is just one example of the NCAA’s determination to protect the integrity of college sports and the well-being of its student-athletes.

Grievance Policy

Indiana State University is committed to conducting its intercollegiate athletics program in a manner that will enhance the physical and educational welfare of all student-athletes. All student-athletes will be treated fairly and equitably. Pursuant to applicable NCAA legislation, the following appeals procedures will be utilized when a student-athlete thinks he or she has been treated unfairly. This policy does not pertain to grievances involving matters of financial aid and drug test results, for which there are separate appeal or grievance policies.

WHEN TO INITIATE A GRIEVANCE PROCESS:

1. When the institution denies the student-athlete permission to contact other institutions regarding transfer or to provide a full release pursuant to the one-time transfer exception.
2. If a student-athlete thinks his/her coach or another member of the Indiana State University athletics staff has made a decision or taken an unwarranted action against that student-athlete.
3. If a student-athlete thinks he/she has been harassed by or discriminated against by another student-athlete or by a coach/staff member; however
 - a. Alleged grievances against coaches and staff involving gender, race, creed, color, ethnicity or religion must be filed with ISU's Affirmative Action Office.
 - b. Alleged grievances against coaches and staff involving sexual harassment must be filed with the Director of Athletics and/or ISU's Human Resources Office.
 - c. Alleged grievances against other student-athletes involving sexual harassment must be filed with ISU's Department of Public Safety.

PROCEDURE:

1. The student-athlete should try to resolve the issue
 - With the head coach of his/her sport
 - The athletic administrator assigned oversight of that sport, and finally
 - The Director of Athletics
2. If the matter cannot be resolved by any of these three athletic personnel, a grievance process can be initiated by the student-athlete. To begin the process the student-athlete must provide a letter to the Director of Compliance within 15 days after the matter has occurred, that outlines the reasons for the grievance and the desired outcome as well as a statement that a meeting has occurred with his/her coach.
3. The Director of Compliance will notify the University Athletics Committee chairperson who will, in turn, convene the Athletics Appeals Committee.
4. Once the AAC is convened, the coach/staff member against whom the grievance was filed and the student-athlete who filed the grievance will appear before it within a reasonable length of time. After the conclusion of the hearing the AAC will notify all parties of its decision based upon a majority vote in writing.
5. This action constitutes final action of the University administration regarding the matter.

THE ATHLETIC APPEALS COMMITTEE (AAC):

The AAC shall include a minimum of three UAC members:

- The Chairperson of the University Athletic Committee, or his/her designee.
- At least one faculty member of the UAC.
- At least one member of the Student-Athlete Advisory Committee (SAAC).
- The Director of Compliance in an advisory capacity, unless the Director of Compliance is the supervisor of the sport at issue, in which case the Director of Athletics will appoint a substitute.
- The Faculty Athletics Representative in an advisory capacity.
- Clerical support for purposes of minutes.

HEARING PROCEDURE:

- Chair introduces herself/himself and indicates her/his role in conducting the hearing.
- Announcement that hearing is being recorded.
- Introduction of all persons present at hearing, including non-participants.
- Statement of purpose of hearing and expectations of conduct of all parties.
- Reading and/or explanation of the applicable NCAA rule(s) by the Director of Compliance or designee.

- Announce that the principals of the hearing may speak privately with advocates that are present in the hearing room, but each must speak for herself/himself during the hearing.
- The student-athlete will present her/his statement first at which time the Athletics Appeals Committee and the coach will then ask questions of the student-athlete.
- The coach/athletics administrator will follow the student-athlete with her/his presentation at which time the Athletic Appeals Committee and student-athlete will ask questions of the coach and/or athletics administrator.
- Following the presentation by the principals, the Athletic Appeals Committee will be given the opportunity to ask additional questions. At this point, the student-athlete and coach/administrator may give concluding comments.
- Following any concluding remarks, the principals and visitors will be asked to leave the room to allow the Committee to deliberate and prepare its decision.
- After deliberation, the Committee may choose to inform the principals of their decision. Should the Committee feel that more time for discussion/investigation is needed the principals may be informed they will receive their final decision in writing.
- The Chair will forward the AAC's decision in writing to all parties involved.

Hazing

Indiana State University and the Department of Athletics support only those activities which are constructive, educational, inspirational, and that contribute to the intellectual and personal development of student-athletes. ISU Athletics unequivocally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Indiana State University and the Department of Athletics do not condone or tolerate **any** form of hazing. You should report hazing incidents to a member of the coaching staff or administration immediately.

What is Hazing?

Hazing is defined as any activity whether physical, mental, emotional or psychological, which subjects another person **voluntarily or involuntarily**, to anything that may abuse, mistreat, degrade, humiliate, harass, or intimidate him/her, or compels another member to participate in any activity which is against University policy or state/federal law. Report incidents of hazing to your coach, director of athletics, or local law enforcement. Incidents of hazing will be dealt with on a case-by-case basis by the Director of Compliance and the Athletic Director. Actions and activities that are prohibited include, **but are not limited to**, the following:

- Any type of initiation or other activity where there is expectation of individuals joining a particular team to participate in behavior designed to humiliate, degrade, or abuse them regardless of the person's willingness to participate.
- Forcing, requiring, or pressuring an individual to consume alcohol or any other substance.
- Forcing, requiring, or pressuring an individual to shave any part of their body, including the hair on their head.
- Any requirement or pressure put on an individual to participate in any activity which is illegal, perverse, publicly indecent, contrary to his/her genuine morals and/or beliefs, e.g. public profanity, indecent or lewd conduct, or sexual gestures in public.
- Any activity or action that creates a risk to the health, safety, or property of the University or any member of its community.
- Assigning or endorsing "pranks", such as stealing or harassment of another organization.
- Expecting or pressuring individuals to participate in an activity in which the full membership is not willing to participate.
- Physical abuse of any kind.
- Forcing, encouraging, or pressuring someone to wear in public, apparel which is conspicuous and not within the norm of what is considered to be in good taste.
- Engaging in public stunts.
- Nudity at anytime, or forced viewing of pornographic material.
- Paddling, beating, or otherwise permitting a member to hit other members.
- Having substances such as eggs, mud, paint, honey, etc., thrown at, poured on, or otherwise applied to the body of a member.
- Morally degrading/humiliating games or other activity that makes a member the object of amusement, ridicule, or intimidation.
- Subjecting a member to cruel and unusual psychological conditions.

Information regarding acceptable, questionable and unacceptable initiation activities may be obtained from the Director of Compliance. Student-athletes:

- Are not to participate in any activity deemed to be hazing.

- Understand that if they are found in violation of this policy they will be subject to discipline that may include, but is not limited to, departmental or university probation, suspension from the team and/or University; expulsion from the team and/or University. In addition, the team may be subject to group discipline that can include, but is not limited to, team probation, cancellation of individual contests, and/or cancellation of the entire season.
- Understand that if they are aware of any hazing activity, it is their responsibility to protect teammates and make the Director of Athletics aware of such activity.

Hosting a Prospective Student-Athlete

When a prospective student-athlete visits the University you may be asked to serve as a host. Your role as a **Student-Athlete Host** is very important in the recruiting process for your team. By agreeing to be a host, you take on a responsibility to understand and abide by the NCAA, the MVC and Indiana State University rules. You are expected to display conduct of the highest integrity while representing your team and your school. **Any violation of university policy or laws of the state of Indiana will not be tolerated.** Carefully review the following rules, as you will be responsible for following them.

1. A maximum of \$30 for each day of an Official Visit by a recruit will be provided to cover all actual costs of hosting both you and the recruit (and the recruit's parents or spouse). These funds may not be used for the purchase of souvenirs such as shirts or other ISU mementos. As a host, you will be provided an extra \$15.00 per day for each additional recruit you host at the same time. (These funds do not include cost of meals for the recruit or admission to campus sporting events).
2. A visiting recruit may participate in physical workouts or other recreational activities during a visit to our campus, provided such activities: a) are not observed by members of our athletics department coaching staff; and b) are not designed to test the athletics abilities of the prospect.
3. Alcoholic beverages are prohibited when entertaining a recruit; underage drinking is also against the law. The use of illicit drugs is prohibited and against the law.
4. **Curfew:** 11:00 PM if classes meet the next day and at 1:00 AM if classes do not meet the next day.
5. No cash may be given to the recruit or anyone else.
6. No gambling/gaming activities.
7. Only one student-athlete per day can serve as an official host of a recruit. Other student -athletes can help with hosting the recruit but you, as host, shall not pay for their meals and entertainment from funds disbursed to you.
8. Providing/purchasing sexual favors, purchasing pornography or any engagement with sexually explicit material is inappropriate and prohibited.
9. You cannot allow recruiting conversations to occur anywhere between the recruit and a booster. If unplanned meetings happen, you can exchange a pleasant greeting, but then you must stop the conversation at that point.
10. You may not be a student-athlete host if you are in your freshman year and have been deemed a **non-qualifier** by the NCAA Eligibility Center.
11. You may not take the recruit (or their family) more than 30 miles from the ISU campus.
12. You may not use vehicles provided or arranged for by any coach, staff member or booster. Never allow a recruit to use your car.
13. You may receive a complimentary admission (pass list, no real tickets) when accompanying a prospect to a campus athletic event.
14. You must not allow any recruit to visit with any member of the **media** during their visit; nor shall you speak with the media about the recruit or the recruit's visit on campus.
15. At the end of the official visit, the student-athlete host must account for all host money received by completion of the "Host Money Reconciliation Form."

Media Relations

Indiana State University's intercollegiate athletics teams generate a high level of public interest and media coverage. The Department of Intercollegiate Athletics is aware that its image affects the reputation of the entire University.

All individual interviews are arranged through the Athletics Media Relations Office. Please do not conduct media interviews unless you are first contacted by a member of the Indiana State Athletics Media Relations Office or your coach. If you have not been contacted in advance by the Media Relations Office, consult with them before you talk with media representatives.

In general, when speaking with the media, be confident, courteous and prompt. By showing these courtesies, you will be dealt with in a courteous manner, as well.

If you have any questions concerning the types of information you may discuss with the news media, consult with your Head Coach or the Media Relations Director assigned to your sport. The following guidelines offer some suggestions on what to do and what not to do when dealing with representatives of the media.

WHAT YOU SHOULD DO

These guidelines can help make a successful interview. If you have any questions, contact the Athletics Media Relations office at 812-237-4161.

- **Always notify the Athletics Media Relations office when contacted by any member of the media.**
- When conducting person-to-person interviews, always look at the person asking the question.
- **Remember that nothing you say is ‘off the record’.**
- Consult with your coach or the Media Relations Director if you think you might be confronted with a difficult question during an upcoming interview.
- Treat media representatives with respect, regardless of the situation.
- Remember that you are representing your university, your team and your sport.

WHAT YOU SHOULD NOT DO

These suggestions will help you receive the best possible treatment from the media.

- Don’t ever purposely avoid the media. Think of an interview as an opportunity to gain visibility for your team and Indiana State University.
- Don’t be dishonest with a reporter. You can always say that you “shouldn’t comment on the situation at this time” and add that “you will be happy to answer other questions”.
- Don’t provoke arguments with representatives of the media. Remember, writers and broadcasters will always have the last word.
- Don’t complain if a story appears negative. Discuss the situation with your Media Relations Director, who will find out why the story appeared as it did.
- Don’t allow recruits to meet with media.

Outside Competition

Student-athletes wishing to participate in competitions outside of their playing season need to speak with their respective head coach first. Then, before participating, you must complete the “**Student-Athlete Request for Outside Competition Form**” found in JumpForward. You should not miss class time to engage in outside activities.

During the Academic Year

A student-athlete who participates during the academic year as a member of any outside team in any non-collegiate, amateur competition (e.g., tournament play, exhibition games) except while representing the institution in intercollegiate competition shall be ineligible for intercollegiate competition for the remainder of that academic year and for the next academic year.

General Exceptions

- High School Alumni Games
- Olympic Games
- Official Pan-American Games (Tryout and Competition)
- U.S. National Teams
- Official World Championships and World Cup tryouts and competition

All student-athletes must complete and submit either the Outside Competition Request Form (Summer) or Outside Competition Request Form (Academic Year) found in the JumpForward Forms Library BEFORE participating in any outside team activities or risk loss of eligibility to compete in NCAA athletics.

Soccer Exception. After May 1, soccer student-athletes may compete as a member of an outside soccer team provided only five or fewer student-athletes from any single NCAA institution participate, the competition is approved in advance by the Compliance Office, and no class time is missed for practice activities or competition.

Volleyball Exception. After May 1, volleyball student-athletes may compete as a member of an outside volleyball team provided only two or less student-athletes from any single NCAA institution participate, all practice/competition is confined to doubles tournaments in outdoor volleyball, the competition is approved in advance by the Compliance Office, and no class time is missed

for practice activities or competition.

Summer Participation. Student-athletes must get approval from the Compliance Office prior to participating in non-collegiate, amateur competition during the summer period. Each sport has specific regulations regarding permissible summer activities. The Outside Competition Request Form (Summer) must be submitted prior to participation.

Summer Leagues - Baseball and Basketball. Student-athletes in the sports of baseball and basketball are required by NCAA rules to obtain written permission from the Athletic Director prior to engaging in any summer league activities. Student-athletes must participate in NCAA-certified leagues, and no more than two Indiana State University basketball players or four Indiana State University baseball players may compete on any certified summer league team.

Playing and Practice Seasons

NCAA regulations limit the length of playing and practice seasons. **Please review the Defining Countable Athletically Related Activities information sheet provided to you for more information. This will also be covered in your annual meeting with the Compliance Office in the fall. Your coach must provide you a “time management plan” providing you a calendar of all athletic activities you are to be involved in, with a 2 week minimum look-ahead. That calendar should be in JumpForward.

The following are permissible activities for enrolled student-athletes:

During the Playing Season

Student-athletes may engage in only 4 hours per day and 20 hours per week of countable athletically related activities. A countable athletically related activity is any activity with an athletics purpose involving student-athletes that occurs at the direction of or supervised by one or more institutional coaching staff members (including strength and conditioning coaches).

Outside the Playing Season - Academic Year

In sports other than football:

- Student-athletes may be required to participate in up to 8 hours per week of required strength and conditioning activities and individualized skill instruction.
- No more than 2 hours of the permissible 8 can consist of individualized skill instruction. No more than four student-athletes may be involved in skill instruction at all sites combined at any one time before September 15th and after April 15th. Between those dates, the entire team may be involved in skill instruction.
- Student-athletes must be given two days off from required activities per week.

In football:

- No skill instruction is permitted outside of the playing season in football. However, game film review may be required for up to 2 of the 8 permissible hours per week.
- Spring practice may occur for up to 4 hours per day on 15 designated practice dates.
- Student-athletes must be given two days off from required activities per week, even during spring practice.

Outside the Playing Season - Vacation Periods

In sports other than Football:

- Student-athletes may engage in voluntary workouts at Athletic Department facilities. The University's strength and conditioning coaches (and NOT any countable coaches) may design and conduct specific workout programs for returning student-athletes, provided those workouts are entirely voluntary and are conducted at the request of the student-athlete.
- In individual sports (cross country, track, and golf), student-athletes may also engage in voluntary one-on-one workouts conducted and supervised by an institution's coach. If the workouts take place at a facility that charges a fee, the student-athlete must pay the fee in the same manner as any member of the general public.

- In sports with a safety exception (field events for track & field), countable coaches may be present and provide safety and skill instruction when a student-athlete uses equipment related to the sport. More than one student-athlete may be present for this instruction. However, the coaches may not conduct the student-athlete's workouts.

In Football:

- During 90 designated days of voluntary summer conditioning activities, strength coaches may conduct strength and conditioning workouts for student-athletes. No countable coaches may be present and strength coaches may not report back to countable coaches. In addition, student-athletes may work out at their discretion outside the 8 hours per week. No countable or strength coaches can be involved with these workouts, except that strength coaches may monitor the facility for health and safety purposes.
- Outside the 8 designated weeks, student-athletes may work out at their discretion. No countable or strength coaches can be involved with discretionary workouts, except that strength coaches may monitor the facility for health and safety purposes.

In Basketball: Student-athletes in this sport can be required to participate in up to eight (8) weeks conditioning and skill instruction during which coaches can be present and involved. The rules pertaining to this are very similar to the rules for out of season/non-championship practice/conditioning during the academic year. If you have questions, please consult the Compliance Office staff.

Recruiting Roles

Student-athletes may be asked to assist in the recruitment of prospective student-athletes. Rules that apply to a student-athlete's participation in recruitment include:

Do's

- Continuation of pre-existing relationships provided no recruiting occurs.
- Receipt of telephone calls from seniors in high school, provided any missed calls are not returned.
- Serving as a student host for a recruit on an official visit. The student-athlete may receive up to \$30 per day to cover all expenses associated with entertaining the recruit and the recruits parents, legal guardians, and/or spouse. All entertainment must occur within a 30-mile radius of Indiana State University.
- Be a good ambassador for your team, coach and ISU.
- You may interact with recruits online (social media), but only if you are not instructed to do so by a coach or staff member or if you are offered anything in return for doing so.

Don'ts

- Calling, writing, or e-mailing a prospective student-athlete for recruiting purposes (or at the direction of a coach).
- Publicizing a recruit's visit to campus.
- Allowing media people to speak with the recruit while on their visit.
- Allowing "boosters" to visit with recruits, other than a simple "hello."
- Violate the terms of the Host Responsibility Form that you will sign if asked to be a "host."

Social Networking Policy

Student-athletes should be concerned with any behavior that might embarrass themselves, their families, their teams, and/or Indiana State University. This includes any activities conducted online. As a student-athlete participating in intercollegiate sports at Indiana State University, you are a representative of the university and are always in the public eye. Please keep the following guidelines in mind as you participate on social networking web sites.

- Before participating in any online community, understand that anything posted online is available to anyone in the world. 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.
- You should not post information, photos, or other items online that could embarrass you, your family, and your team, the athletic department or Indiana State University. This includes information, photos and items that may be posted by others on your page.
- You should not post your home address, local address, phone number(s), birth date or other personal information. You could be opening yourself up to predators.

Exercise caution as to what information you post on your website about your whereabouts or plans. You could be opening yourself up to predators.

- Be aware of who you add as a friend to your site – many people are looking to take advantage of student-athletes or to seek a connection with student-athletes to give them a sense of membership on a team.
- Coaches and athletic department administrators can and do monitor these web sites.
- Student-athletes could face discipline and even dismissal for violation of team policies, athletic department policies, and NCAA policies.

Local law enforcement agencies check these sites routinely to uncover illegal behavior. In addition to the unfortunate reality of online predators, potential employers and internship supervisors also use these sites to screen candidates. Many graduate programs and scholarship committees now search these sites to screen applications. The ISU Athletic Department warns student-athletes to exercise extreme caution in their use of social networking websites.

Transfer Information

Before any coach may contact or recruit a Sycamore student-athlete, the student-athlete must request, in writing, to be placed in the NCAA Transfer Portal. The request form can be found in the JumpForward Forms Library. Be advised that once a student-athlete requests to be placed in the Portal, which we must do within two (2) days after the request is received, your athletic scholarship (if you are receiving one) may be terminated at the end of the semester in which the request is received. This is at the coach's discretion.

Be aware that NCAA rules dictate when a student athlete may be entered into the Portal. Please speak with Compliance to confirm those windows of time.

When a student-athlete requests to be placed in the Portal, athletic department policy dictates that such a person will no longer have access to our ISU Athletic Department facilities and services. The Athletic Director has final discretion on this decision. Academic support services and sports medicine services for pre-existing sports participation-related injuries related to participation in ISU athletics shall continue if the student athlete so desires.

Voluntary Workouts

Student-athletes wishing to work out on their own time (non-countable athletic related activity) should complete the "Voluntary Workout Request Form" with the Compliance Office. In order for any athletically related activity to be considered "voluntary," all of the following conditions must be met:

- Request must be made by the student-athlete
- No reporting of information back to Department of Athletics staff members
- No penalty for choosing not to participate in the activity
- No reward for choosing to participate in the activity

Chapter 4: Department of Athletics Policies

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Athletic Training

Medical Care

The mission of Indiana State University Center for Sports Medicine and Performance (CSMP) is to provide a progressive and comprehensive approach to quality patient centered healthcare. Through the interdisciplinary and collaborative approach utilizing the talents of sports medicine physicians, athletic trainers, sport performance coaches, and additional support staff, Indiana State University Center for Sports Medicine and Performance provides high quality and comprehensive healthcare to student-athletes. We strive to utilize the best evidence-based practices and innovative techniques while respecting the patient's values and needs.

The Sycamore Center for Wellness & Applied Medicine (SCWAM) main athletic training facility is open only to intercollegiate athletic team members, coaches, support staff, and athletic trainers. During the academic year, the athletic training facility is open during treatment hours scheduled by staff athletic trainers during the work week. During the summer semesters, holiday, and weekend hours are based on service needs only. There are also five satellite athletic training facilities: the Arena, Hulman Center, Bob Warn Field, Athletic Annex, and Memorial Stadium. The satellite facilities are for team preparation and are open during special times to serve the needs of the teams practicing or competing in those facilities. All athletic training facilities are used by a diverse population and are used as laboratories for athletic training students. Persons sharing the facilities are expected to respect each other while accessing these facilities.

The athletic training staff is comprised of nationally certified and Indiana licensed athletic trainers plus a team of licensed graduate assistant athletic trainers and professional athletic training students. The athletic training staff is enhanced by numerous sports medicine physicians who are trained in the latest methods and technology for the care of athletic injuries and illnesses.

Concussion Protocols

Indiana State University CSMP concussion protocols have been established using the Consensus Statement on Concussion in Sport and the NCAA guidelines regarding concussion. The CSMP will provide NCAA concussion fact sheets or other applicable materials annually to student-athletes, coaches, team physicians, athletic trainers, athletics administration, and any other personnel involved in student athlete health and safety decision-making. Each party above will be provided and allowed an opportunity to discuss educational materials and will be required to sign an acknowledgement on an annual basis prior to participation that they have been provided, reviewed, and understand the concussion educational materials.

ISU CSMP will require student-athletes to sign a statement in which student athletes accept the responsibility for reporting their concussions to the sports medicine staff.

ISU CSMP will require each student-athlete to have a pre-participation baseline concussion assessment, which addresses brain injury and concussion history, symptom evaluation, cognitive assessment, balance evaluation, neurological disorders, and mental health disorders. The Medical Director or their designee will determine pre-participation clearance or the need for additional consultation or testing.

Physical Examinations

A pre-participation physical examination administered by the Indiana State University (ISU) Medical Director, team physician is required for incoming student athletes before being issued equipment and permitted to attend any practices, strength and conditioning sessions, and compete in any intercollegiate athletic events. Returning athletes will be required to complete a returner health history questionnaire. No member of Indiana State University's Center for Sports Medicine and Performance will permit a student athlete to participate, nor will Indiana State University provide insurance coverage to any student-athlete who has not completed the pre-participation physical examination procedure or the returner health history questionnaire.

Athletic Training treatment and referral procedures:

- All injuries must be reported to the athletic training staff no matter how minor. Minor pains should be addressed before they become larger problems.
- Student-athletes should report new injuries and illnesses promptly so they can be included in the daily report to coaches.
- Student-athletes must be minimally dressed in shorts and T-shirts while in any athletic training facility. Certain treatments may require the removal of shirts (no less than a sports bra for women).
- Patient care is provided in the athletic training facility. Treatments provided must be arranged with the athletic trainer covering that sport.
- Treatment in any athletic training facility is never an excuse for being late to any team session or class.
- If a student-athlete should become ill or injured at a time when the athletic training facility is closed, they should contact an athletic trainer at the designated contact phone number to receive instructions for treatment and follow-up care. Student-athletes will be given contact phone numbers by their sport-specific athletic trainers and/or coaching staff.

- During the year, referrals for injuries and illnesses must be coordinated with a member of the athletic training staff. Failure to do so may result in Indiana State University Athletics not having fiscal responsibility for qualified injuries.

Athletic Training Room rules and regulations:

- Towels are not to be removed from the athletic training facility.
- The use of loud, offensive, or discriminatory language is not allowed in any athletic training facility.
- Horseplay will not be allowed in any athletic training facility.
- The athletic training facility is not a lounge or place for loitering. Only persons receiving injury care or rehabilitation should be in the athletic training facility.
- Student athletes may not use the telephones or computers without permission.
- Hats may not be worn unless allowed by the staff athletic trainer at specific outside venues.
- Food or outside drinks are not allowed in patient care areas in any athletic training facility.
- Casual cell phone use by the student athlete is not allowed in the athletic training facility.

Primary Care Medical Referral Policy and Procedure

Student-athletes who are suffering from an illness or non-athletic related injury will be offered the following options for seeing a physician:

Reporting

- Report illness or injury to the Certified Athletic Trainer of their sport according to departmental procedures.

Referral to Union Hospital

- Billable to student/parent insurance
- Co-payment and/or deductible is the responsibility of the student or parent
- All prescription costs will be the responsibility of the student or parent
- The certified athletic trainer of your sport will coordinate scheduling with clinic
- The certified athletic trainer completes the Athletic Training Referral Form, being sure to mark “Student Athlete’s Insurance” in all cases.

Referral to the Student Health Center

- Office visit free of charge to enrolled students with valid student ID.
- Discounted out-of-pocket costs for medications and diagnostic testing
- The clinic is open for walk-ins from 9am-10:30am, Monday-Friday, and by appointment only.
- The sport assigned certified athletic trainer will coordinate referral
- The certified athletic trainer completes the Athletic Training Referral Form, being sure to mark “Student Athlete Insurance”
- “Student Athlete Insurance”: These charges will be paid by the student-athlete at the time of service, either through cash or credit card.
- The student-athlete attends the appointment with the completed Athletic Training Referral Form, their student ID card, and athlete demo sheet, and then returns to the athletic training room with the referral and directions/diagnosis from the physician.

Emergency Treatment

In the event that you become ill or injured at a time when the training room is closed,

- Contact the sport assigned athletic trainer to receive instructions for treatment and follow-up.
- Seek medical assistance at the ISU Student Health Center.
- Go to the nearest hospital emergency room, or
- Call 911, if a life-threatening emergency.

Vision Deficiencies

Should it be determined that a vision deficiency is hampering a student-athlete’s performance on or off the court, or placing him or her at risk of injury, a referral for an eye examination will be made.

As always, appointments are to be made only by the staff athletic trainers:

- Optometrist for general eye examinations and contact lenses
- Ophthalmologist for medical diagnosis related to the eyes which may require physician intervention.

Student-athletes are responsible for their own eyewear (i.e., contact lenses, glasses or goggles).

Lightning Safety Policy

Indiana State University athletics adheres to the policy set forth by the NCAA regarding lightning safety.

Shelter should be sought when lightning is detected within eight miles. A safe shelter is defined as:

- Any sturdy building that has metal plumbing or wiring, or both, to electrically ground the structure, i.e., not a shed or a shack
- In the absence of a sturdy building, any vehicle with a hard metal roof with the windows rolled up.

When there is lightning in the area, it is the head coach's responsibility, in coordination with the Athletic Trainer, to terminate practice and ensure the safety of the student-athletes and staff. Allow 30 minutes to pass after the storm has moved a least six miles away and continues to move away before resuming any intercollegiate athletic activity.

Safe shelters by facility:

Memorial Stadium	Locker rooms
Bob Warn Field	Locker room
Price Field	Press Box/Clubhouse or North Gym
Gibson Track Complex	Athletic Annex
Gibson Cross Country Course	Wabash Valley Family Sports Center

Heat and Humidity Policies

Indiana State University Athletics practice the following steps to prevent heat illness:

- Athletic trainers conduct yearly history and physical examinations of every student-athlete.
- Coaches ensure proper acclimatization, so student-athletes are introduced gradually to hot or humid conditions over 7-10 days.
- Athletic training staff checks WBGT before and during athletic activities and communicates training recommendations to the coaches. The coach and athletic trainer will determine appropriate measures to adhere to based on WBGT training recommendation chart.
- Water and electrolyte replacements will be made readily available for student-athletes, and they are encouraged to drink as much and as frequently as comfort allows.
- Each student-athlete's body weight may be recorded before and after workouts during the beginning of the Fall seasons. This is the best way to measure fluid replacement between practices and day to day.

Mental Health Policy

The ISU CSMP is committed to overall student-athlete wellbeing, including mental health. The CSMP in consultation with a licensed healthcare provider has established policies and procedures for managing mental health concerns with student-athletes. Student-athletes have increased stressors and demands that may trigger a psychological concern or exacerbate an existing mental health disorder and are encouraged to report mental health concerns to a mental health professional.

Athletic Department Policy for Identified Eating Disorder

If a coach or student-athlete observes behavior that causes concern, he/she should notify the Athletic Trainer (ATC), Senior Woman Administrator (SWA), and/or the Administrator who supervises the team of which the student-athlete is a member. The ATC will arrange a meeting with the coach and administrator to discuss the observed behaviors and will schedule a follow up meeting to include the student-athlete. The ATC will answer any questions the student-athlete might have concerning eating disorders and his/her involvement in sport.

The student-athlete will be referred to members of the Eating Disorder Team (EDT), which includes a physician and a member of the counseling team. A referral to other members of the EDT will be made if necessary. The plan of treatment agreement will be filed with the ATC and submitted to the eating disorder treatment team.

Once referred, a medical professional will contact the ATC with results of the diagnosis and recommendations for the student-athlete's welfare. A member of the counseling team will also contact the ATC to discuss the number of weekly visits recommended for the student-athlete. Participation status will then be determined by the physician, member of the counseling team, and ATC. The ATC is responsible for notifying the administrator and coach of the student-athlete's limitations. Together, the physician, member of the counseling team, and ATC will monitor the student-athlete's metabolic profile, symptoms, progress and health status.

If a student-athlete experiences a decline in physical health after initial reports of questionable behavior (including but not limited to exercise outside of team practice, misuse of food, or inappropriate digestive patterns), while also exhibiting irregular social and behavioral patterns, he/she shall be considered injured, for all intents and purposes, and participation in his/her sport will be prohibited. If the student-athlete refuses an evaluation by medical personnel, he/she shall be deemed an injured athlete until a medical assessment can be determined.

Strength and Conditioning (Weight Room)

The ISU Sports Performance Center is an 8,000-square foot facility in the HHS Building (Arena) on campus. This program is an integral part of a student-athlete's development.

Mission Statement

The primary goal of the strength and conditioning staff at Indiana State University is to maximize athletic performance while minimizing the occurrence of injury in a safe, structured training environment. Sport-specific training programs are designed to help each student-athlete achieve their performance-based goals. The primary component of the training programs is functional, free weight exercises. Keep in mind; we are not in the business of producing weightlifters, but rather using weight training as a means to prepare athletes for the rigorous physiological demands of competition. A variety of additional training modalities will be used to enhance flexibility, speed, and agility. The Indiana State University Strength & Conditioning staff continually strives to provide a program that enhances individual performance and produces winners.

Training Philosophy

At Indiana State University, we strive to create a positive training environment that will give each participant the very best opportunity to become better student-athletes. Individualized sport-specific training programs are designed to meet each student-athlete's needs. The true success of any training program is in the implementation. We believe that TRUST and ADHERENCE to a prescribed training program are established by educating student-athletes about their training throughout the process. Experience has shown that better educated student-athletes are more likely to train HARDER and SMARTER. Our training programs promote COMPETITION, ACCOUNTABILITY, TEAM UNITY, and DISCIPLINE.

Our training programs encompass all aspects of speed, agility, conditioning, strength, flexibility, and injury prevention with an emphasis on proper technique and safety. Our programs center around functional, free weight exercises such as the Olympic lifts (i.e., clean, jerk, snatch, etc.). These exercises are ideal for simulating the physiological rigors of athletic competition.

Exercise Prescription

The design and implementation of all training programs for Sycamore student-athletes is the responsibility of the Indiana State University strength staff. Sound program development requires a solid educational and practical background, which should not be attempted by an untrained, uncertified individual.

Periodization

Periodization is the gradual cycling (allocation of a specific period of time, whether days, weeks, or months) of specificity, intensity and volume of training to achieve peak levels of fitness for the most important competitions. Knowledge and experience of the strength staff is critical in this planning process. Training programs are based on a yearly cycle, which is divided into periods and phases.

The most critical phase of the yearly training cycle is the off-season. Athletes should dedicate themselves to training three to five times per week in sessions lasting approximately 60 to 90 minutes. **The greatest physiological improvements are made during the off-season.**

All of the progress made during the off-season will deteriorate rapidly if training is not consistent throughout the competitive season. Research has shown that strength is lost at twice the rate that it is gained. In addition, athletes become more susceptible to injury in the absence of strength training. When properly prescribed on a consistent basis, strength training should not interfere with competition.

Individualization

Each athlete's training program will be designed based on his or her individual needs and capabilities. Lifts are calculated based on percentages of each athlete's one rep maximum. A database is created to record and monitor each athlete's progress. Other considerations (such as injuries, position, experience, and gender) are taken into account in the design of every individual's program.

Testing

Student-athlete progress will be monitored through the periodic testing of the core lifts. Testing usually takes place at the beginning and end of a training cycle. This provides everyone with the necessary data to access deficiencies, make adjustments to the program, and evaluate performance. Coaches may receive a copy of all testing results.

Training Manuals

Summer training manuals will be prepared late-April for all athletic teams. The assigned strength coach will provide an orientation of the manual for the entire team prior to their departure for summer break. These manuals are a product of time and hard work by the strength staff. Athletes are expected to follow the program and communicate with their strength coach if any questions or problems arise.

Facility Rules and Regulations

- No food or drink. Water bottles are allowed.
- Do not neglect or misuse any of the equipment. No horseplay.
- No tobacco, chewing gum, toothpicks, etc.
- Close-toed, athletic shoes must be worn at all times. No cleats/spikes allowed in the facility. No revealing clothing (tank tops, sports bras, etc.).
- No Non-ISU collegiate clothing is permitted.
- Clean up after yourself. Weights should always be returned to the racks, benches should be returned to proper location.
- Training time is limited; therefore, socializing should be kept to a minimum.
- Follow all verbal and written instructions from the strength staff.
- No cell phones allowed in weight room during training sessions.

Team Workouts

The strength staff encourages “team training” sessions in which all members of the team participate in the program as a cohesive unit. Instruction, supervision, and enthusiasm from the strength coach can be given to the entire team and should not have to be replicated multiple times a day for a few athletes. Team workouts promote a common work ethic, team unity, discipline, competition, enthusiasm, intensity, and most importantly accountability. Special arrangements for individual athletes are strongly discouraged but will be accommodated if mandated due to academic conflicts.

Orientation

Each team will attend an annual orientation of the training facility. Orientations take place at the beginning of the fall semester. The assigned strength coach will review the rules and regulations of the facility and address expectations of the athletes. Coaches must attend the orientation session with their team.

Absences

All programs are designed under the assumption that student-athletes will be consistent with their training. Absences from team workouts are detrimental to the athlete’s progression through the training cycle. Absences from team workouts are strongly discouraged. The strength staff should be notified ahead of time of any athlete’s inability to attend a scheduled workout. Conversely, the strength coach will notify the head coach of any absences that are not approved in advance. Any student-athlete with three unauthorized absences or late arrivals during the semester will be suspended from participation in the strength and conditioning program for the remainder of that semester.

Injured Student-Athletes

All injuries/health conditions of Sycamore student-athletes should be communicated to the strength staff via the athletic training staff. The strength coach will then work with the athletic trainer to modify the injured student-athlete’s training program around their injury. All injured student-athletes are required to attend team workouts. Injury treatment and/or rehab should be scheduled around the team workout.

Ergogenic Aids

The NCAA prohibits coaches from distributing numerous ergogenic supplements to student-athletes. Therefore, it is the position of the strength staff at Indiana State University that the use of illegal ergogenic or performance-enhancing substances will never be suggested, implied, or condoned. Effective strength gains can be made naturally by adhering to a planned, methodical strength-training regimen and proper nutritional practices.

Expectations of All Sycamore Student-Athletes

- **Attitude:** Strength and Conditioning should be considered an extension of practice, and the same dedication, concentration and respect should be given as it is in practice.
- **Behavior:** Anyone that is a distraction to the development of the team, athletes or coaches will be treated as such and be asked to leave. Training is a privilege not a right.

- **Cleanliness:** The weight room should look the same way it did when you entered. All equipment has a place and should be returned where it was found.
- **Consistency:** Tardiness and unexcused absences will not be accepted. It is your responsibility to notify the strength staff in advance of any complications that may arise in training.
- **Effort:** The strength staff takes great pride in assisting athletes in reaching their goals. In return, the strength staff demands that each student-athlete reciprocate this dedication by maximizing their effort day in and day out.

Hours of Operation

Workout schedules are determined by the strength staff and the respective sport coaches. All workouts begin on time and athletes must be prompt. All workouts are supervised by a member of the ISU coaching staff. The facilities are open at various times, depending on the time of the year, but general hours of operation are Monday-Friday 6:00 am - 7:00 pm.

Summer or Vacation Period Strength and Conditioning Activities

Participation in voluntary summer conditioning activities is just that – voluntary and cannot be mandated or required by any staff member or coach at Indiana State University. Please refer to the section on athletics insurance in this handbook to determine if you are covered during strength and conditioning activities during summer or vacation periods.

Returning student-athletes may utilize ISU athletics facilities and participate in strength and conditioning activities conducted solely by ISU strength and conditioning staff during the summer or vacation period only after a written request is on file.

Incoming freshmen and transfers can participate in summer workouts with the strength coaches if they have signed a National Letter of Intent or grant in aid for the upcoming academic year; are enrolled in summer school; or have been admitted to Indiana State University for the upcoming fall semester, once the Compliance paperwork has been completed and approval issued to all parties.

Nutrition Station

The nutrition station is located within the sports performance center in the HHS Building (Arena) and provides athletes with opportunities to refuel after strength and conditioning sessions. Student-athletes are provided opportunities for education regarding nutrition from the strength and conditioning staff.

Insurance Coverage and Procedures

Statement of Insurance Coverage

The Indiana State University Athletics Department has acquired certain supplemental, excess and catastrophic insurance coverage for our student-athletes' protection in the event of an accident during supervised practice, competition, or travel to and from the same. The athletics insurance is subject to the following limitations:

1. Only accidental injuries sustained during supervised practices or participation in an athletic event will be covered. An accident is defined as an unexpected, sudden, and definable event, which is the direct cause of a bodily injury, independent of any illness, prior injury or congenital predisposition. Conditions, which result from participation in sports, *do not* necessarily constitute an accident. Degeneration and conditions caused by continued stress to a particular area of the body, and existing conditions aggravated or exacerbated by an accident are **not covered**.
2. **Indiana State University's insurance as a supplemental coverage means that any family or employer group insurance must first contribute its maximum** before this coverage comes in effect. This supplemental coverage will pay what is usual and customary and is designed to pick up any shortage that your insurance company does not cover. This coverage is **LIMITED TO 52 WEEKS FOLLOWING THE DATE OF ACCIDENT OR INJURY**. All medical bills and Explanation of Benefits from your insurance company **must be filed within 15 months** from recorded date of injury. **If you have an out of state medical insurance, state Medicaid policy or an HMO plan that does not provide in state coverage, the school insurance becomes primary.**
3. **NCAA LIFETIME CATASTROPHIC INJURY INSURANCE** will cover the catastrophic injury costs which exceed the limits of the regular athletic accident coverage, in either 1) dollar amount or benefit period, and 2) the deductible amount, and provided such costs are not reimbursable from any other sources. In addition, the program provides reimbursement for rehabilitation expenses, as well as compensation for lost earnings.
4. **YOU MUST** see an Athletic Trainer for any physician visit or Emergency Room visit. This is for your protection and proper documentation and applies whether it is a personal or injury-related visit that is essential to your overall care. **IF YOU GO TO A PHYSICIAN WITHOUT THE ASSISTANCE OF THE ATHLETIC TRAINER YOU MAY BE RESPONSIBLE FOR THE BILLING STATEMENTS.** The Athletic Trainers are here to assist in making those appointments for you and making sure you

are seen by a Team Physician. For an athletic-related injury to be covered by our school insurance plan, the Athletic Trainer must make the appointments.

Summer or Vacation Period Insurance Coverage

Use of the weight room for participation in voluntary conditioning activities is just that – voluntary, and it cannot be mandated or required by any staff member or coach at Indiana State University. With this in mind, student-athletes should understand the following:

- Participation in voluntary summer or vacation period conditioning activities is strictly voluntary and cannot be mandated, required, monitored, or observed by any staff member or coach, other than the strength and conditioning staff.
- All incoming student-athletes must fill out the New Student-Athlete Summer Conditioning Checklist Approval Form (found in on the gosycamores.com website, compliance forms section). This form requires approval from the Compliance Office first, the Athletic Training Department second, the Insurance Office third and final approval by the Compliance Office before participation may occur. Please review the Summer Conditioning Chart for Incoming Recruits on the gosycamores.com website, Compliance Forms section.
- Returning student-athletes may utilize Indian State athletic facilities and participate in strength and conditioning activities conducted solely by Indiana State strength and conditioning staff during the summer or vacation period only after a written request is on file with the Compliance Office. Voluntary workout forms may be found on the gosycamores.com website, compliance forms section or with the strength and conditioning office.

Athletic Injury Insurance Procedures

By now, as an Indiana State University student-athlete you will have visited the INDIANA STATE Student-Athlete Insurance website, which is found at gosycamores.com, Student-Athletes, Insurance Information section. The Insurance Compliance Forms are found on the Jump Forward Website. These forms will be on file with your signature and the date they were filled out if you should need a copy. You can locate them under your name under the icon Forms at the top of the page.

Please read the entire insurance section carefully. Your understanding and compliance will provide efficient service for you and is instrumental in protecting your well-being and your participation in your particular sport(s). An injury resulting in a medical bill or claim must be directly related to and caused by your participation in a supervised practice/game or conditioning session. **Chronic and pre-existing conditions will not be covered. YOUR CLAIM COULD BE DENIED IF YOU FAIL TO FOLLOW THE PROCEDURES AND YOU WILL BE RESPONSIBLE FOR ANY AND ALL MEDICAL BILLS INCURRED.**

1. Report all injuries to the athletic training staff within 24 hours of actual injury even if you think they are insignificant as it may result in a medical bill later. Unless an Indiana State University athletic trainer verifies an injury, the claim could be denied.
2. All doctor visits resulting in a claim must be referred through your athletic trainer each time you see a doctor. The athletic trainer or team physician must make the appointments for you. **NEVER make your own arrangements! If the student-athlete does not have a referral, medical bills will be their responsibility.**
3. Before visiting an off-campus medical facility, your athletic trainer must provide you a copy of the Athletic Training Referral Form. He/She will give you the necessary form to take with you to the medical provider's office. In case of an evening or weekend injury, or an away trip, contact your athletic trainer for proper procedures to follow.
4. It is the responsibility of the facility or physician office to get an authorization or referral from your primary care physician (if your insurance company requires it) so you can see our physicians in the Terre Haute and Indianapolis area. **YOU WILL BE RESPONSIBLE FOR MAKING SURE THE FACILITY OR PHYSICIAN OFFICE HAS YOUR UPDATED INSURANCE INFORMATION. YOUR ATHLETIC TRAINER CAN PROVIDE YOU WITH A COPY OF THE MASTER INSURANCE FORM WITH THIS INFORMATION.** It is a good idea to take a picture of the form and your insurance card on your phone so you have it with you at all times.
5. It is the student-athlete's responsibility to keep scheduled appointments for doctors, physical therapy, x-rays, etc. If the student-athlete cannot keep the scheduled appointment, it is his/her responsibility to give a 24-hour notice to the respective office and re-schedule the appointment.
6. Student-athletes must comply with recommendations made by athletic trainers and physicians regarding treatment and activity. Second opinions are not covered under our policy and will be your responsibility to pay if you choose to see another physician or have an alternate treatment done.
7. **Student-athletes are not covered outside an official supervised practice, conditioning session or athletic event. They are not covered for any Physical Education classes, intramural sports, non-athletic related injuries or illnesses.**

Insurance Claim Procedures

All medical bills incurred by you as a result of an injury in the intercollegiate athletics program may be sent directly to you or your parents. You must use your campus address or that of your parents for billing purposes. **DO NOT HAVE CLAIMS SENT TO THE ATHLETICS DEPARTMENT.** The Athletic Department should never be the primary place for the bill to be sent. If you or your parents have any questions regarding the procedures and policies to follow when injured or in filing a medical claim, please call the Athletics Insurance Coordinator, at 812-237-4072.

Please adhere to the following procedures:

1. **All bills incurred will be in your name or your parents' name and must be submitted to the family or employer group insurance first.** YOUR INSURANCE OR PARENT'S INSURANCE IS ALWAYS PRIMARY TO OUR SCHOOL INSURANCE PLAN UNLESS YOU HAVE AN OUT OF STATE MEDICAID PLAN AN HMO OR OTHER STATE PLAN THAT DOES NOT ALLOW COVERAGE IN INDIANA. After submitting the bill(s) your insurance carrier will do one of two things: honor the claim and pay all or a portion of the bill(s) incurred or deny the claim and issue an Explanation of Benefits (EOB) to the insured so that it can be sent to the school insurance plan.
2. If a balance remains after your family or employer group insurance has contributed its maximum, it is your responsibility to send the Athletics Insurance Coordinator a copy of the **medical bills. Medical bills must be itemized and include the tax ID number.** Please do not send this information to coaches or athletic trainers.
3. If you receive a **denial** from your family or employer group insurance, please send that along with the aforementioned medical bill mentioned in Item #2.
4. After all medical documentation has been filed, reviewed and determined to be a true athletic related injury, the athletics insurance coordinator will process the claim through the school insurance plan. They will require additional information in some instances. You have fifteen months from the date of the injury for all medical bills and Explanation of Benefits to be submitted.
5. If your insurance denies a claim because of your failure to file within the time limit specified in your insurance policy or because of failure to provide additional information that was requested by the primary insurance carrier, Indiana State University's insurance will not be responsible for the medical bills.
6. If your insurance company requires proof that you are a full-time student, it is your responsibility to provide the necessary documentation. Indiana State University will not be responsible for any medical bills if you fail to comply with this guideline. To verify that you are a full-time student, contact the Office of Registration and Records.

Department of Athletics Directory

Title	Name	Phone Number	Email Address
Director of Athletics	Nathan Christensen	812-237-4092	Nathan.Christensen@indstate.edu
Senior Assoc. Athletic Director – Business/SWA	Angie Lansing	812-237- 4091	Angie.Lansing@indstate.edu
Athletics Assistant	Mandy Hopton	812-237-4092	Mandy.Hopton@indstate.edu
Senior Assistant Athletic Director	John Sherman	812-237-3047	John.Sherman@indstate.edu
Associate Athletic Director - Compliance	Joel McMullen	812-237-4086	Joel.McMullen@indstate.edu
Compliance Coordinator	Melissa Burke	812-237-4173	Melissa.Burke@indstate.edu
Associate Athletics Director /Communications & Digital Content	Seth Montgomery	812-237-4073	Seth.Montgomery@indstate.edu
Assistant Athletics Director/ Facilities& Operations		812-237-4158	
Assistant Athletics Director/Sycamore Athletic Fund Development Director		812-237-6119	
Faculty Athletic Representative	Rusty Gonser	812-237-2395	Rusty.Gonser@indstate.edu
Director of Student-Athlete Support Services	Michelle Stodden	812-237-7692	Michelle.Stodden@indstate.edu
Assistant Athletic Director/Sponsorship	Corey Clark	812-237-6161	Corey.Clark@indstate.edu
Assistant Athletic Director/Marketing & Partner Services	Christina Lee	812-237-4087	Christina.Lee@indstate.edu
Assistant Director for Business Operations	Michelle Sorrell	812-237-4089	Michelle.Sorrell@indststate.edu
Athletic Insurance Coordinator	Pati Smith	812-237-4072	Pati.Smith@indstate.edu
Athletics Marketing and Sponsorship Coordinator	Hailey Dean	812-237-6151	Hailey.Dean@indstate.edu
Assistant Manager for Athletic Ticketing	Grant Manning	812-237-8972	Grant.Manning@indstate.edu
Athletics Facilities/Operations Coordinator	Isaac Granger	812-237-4158	Isaac.Granger@indstate.edu
Assistant Director of Athletic Communications		812-237-4161	
Assistant Director of Athletic Communications Digital Media Coordinator	Kieran Intemann	812-237-4159	Kieran.Intemann@indstate.edu
		812-237-8036	

Associate Director of Sports Performance	Dave McMannus	812-237-8068	David.McMannus@indstate.edu
Director of Sports Medicine & Performance	Jenn Linton	812-237-2378	Jenn.Linton@indstate.edu
Spirit Squad & Community Service Coordinator	Tammy Shike	812-237-4092	Tamara.Shike@indstate.edu

Athletics Quick Reference

Academic Policy.....	Director of Compliance
Academic Progress.....	Director of Athletic Studies
Athletic Injuries.....	YOUR Athletic Trainer
Alumni, Hall of Fame.....	Senior Assistant Athletics Director
Awards (I-Jackets, Rings, Blankets).....	Senior Assistant Athletics Director
Book Awards.....	Director of Compliance
Class Absence Forms.....	Your Coach and Director of Athletic Studies
Drug Testing.....	Your Athletic Trainer, Director of Compliance
Eligibility Questions.....	Director of Compliance
Employment Earnings, Student.....	Director of Compliance
Encumbrances.....	Director of Compliance, Controller's Office, 237-3535
Equipment.....	Your Coach, Equipment Manager
Exit Interviews.....	Director of Compliance
Financial Aid, Renewals & Non-Renewals.....	Your Coach, Director of Compliance
Food Credits.....	Your Coach, Director of Compliance
Housing Questions.....	Residential Life, 237-3993
Identification Cards.....	Public Safety, 237-5555
Insurance (student-athlete).....	Pati Smith, Athletics Insurance Coordinator
Lettermen's Club (I-Club).....	Asst Dir, Athletics Development
Media Interview Requests.....	Director of Media Relations
Off Campus Housing Checks.....	Senior Associate Director for Business
Parking Tags/Tickets.....	Public Safety, 237-5555
Physicals (see Athletic Injuries).....	Athletic Trainer
Promotional Ideas.....	Asst Dir, Athletics, Marketing/Media Relations
Special Assistance Fund.....	Director of Compliance
Student Statements.....	Director of Compliance
Summer School Financial Aid.....	Your Coach and the Director of Compliance
Sycamore Varsity Club.....	Asst Dir, Athletics Development
Transfer Releases/Questions.....	Director of Compliance
University Information Line.....	237-7777

Official Mailing Address:

Indiana State University
Department of Intercollegiate Athletics
401 N. 4th Street, Arena 110
Terre Haute, IN 47809
Phone: 812-237-4040
Fax: 812-237-4041

ATHLETICS WEBSITE:

www.gosycamores.com