

Indiana Wesleyan University Athletics



Student-Athlete Handbook

CONTENTS

CONTENTS	2
WELCOME FROM THE ATHLETIC DIRECTOR	3
IWU ATHLETICS PURPOSE STATEMENT.....	4
IWU ATHLETICS CORE VALUES	4
IWU ATHLETICS SCRIPTURE VERSE	4
INDIANA WESLEYAN UNIVERSITY MISSION STATEMENT.....	4
IWU-MARION DISTINCTIVE AND VALUES	5
MEMBERSHIPS.....	5
ATHLETIC PARTICIPATION	5
ATHLETIC SCHOLARSHIPS	5
ELIGIBILITY REQUIREMENTS.....	6
IWU ATHLETIC EQUIPMENT	8
IWU ATHLETICS CONDUCT POLICY	8
SPIRITUAL FORMATION POLICY	11
HAZING.....	11
SUBSTANCE ABUSE	12
ATHLETIC INJURY PROCEDURES	12
BEHAVIORAL EXPECTATIONS	14
DAY OFF POLICY	15
NAME, IMAGE, AND LIKENESS POLICY.....	15

WELCOME FROM THE ATHLETIC DIRECTOR

On behalf of the entire IWU community, it is my honor to welcome you into the IWU Wildcat family. I hope you truly experience what it means to be a part of a close Christian community while involved in IWU athletics, and I pray this family will continue to positively impact your life long after your time on campus.

We have a tradition of excellence that covers every aspect of a student-athlete's experience. We believe strongly in a concept known as the BOTH/AND. What that means is that we will strive for the highest levels of success athletically, and we do so unapologetically. It also means that our student-athletes integrate their faith into their athletic experience and understand that they are called to influence others for Christ through all their athletic pursuits. We will BOTH unashamedly pursue excellence in the way we compete AND will eagerly and intentionally seek how God wants us to grow spiritually. I hope you are ready and willing to take part in both!

By becoming an intercollegiate athlete, you are among our nation's athletic elite, and we are grateful that you have chosen to pursue your college education here at Indiana Wesleyan University. Being a Wildcat is about more than winning championships. It is about serving Christ through the incredible athletic gifts that He has given you. As you read this Student-Athlete's Handbook, you will see our department Purpose Statement and 4 Core Values. These are the backbone of who we are as a department. We believe that our Core Values of SPIRITUAL GROWTH, ACADEMIC ACHIEVEMENT, LEADERSHIP DEVELOPMENT, and ATHLETIC EXCELLENCE can all be achieved without compromising any of them. I would go so far as to say that there is positive synergy between each of them, and if you commit to growth in each area, you can have an incredible experience.

We ask that you dedicate yourselves to these core values, not because you want to bring glory to yourself, but because you want to bring glory to God. This concept may seem foreign to you. If that is the case, then I ask that you listen and watch your coaches. They will mentor and guide you to develop an understanding of what it takes to be a true Christian Scholar Athlete.

We want each of you to understand what IWU Athletics is all about in detail and what that means for you. Please take some time and read this handbook thoroughly so you will have that understanding. If you have any questions about what you read, do not hesitate to ask your coach.

Finally, know that I am here for you in whatever way you need. I love you unconditionally, I will be cheering for you, and I will be praying for you. Have a great year and a great season!

Deane Webb

Deane Webb

IWU ATHLETICS PURPOSE STATEMENT

The Purpose of Indiana Wesleyan University's Department of Athletics is to impact the world for Christ through Intercollegiate Athletics and to encourage Spiritual Growth, Academic Achievement, Leadership Development, and Athletic Excellence within our students by:

- Investing in our student-athlete's lives through intentional mentoring relationships grounded in Christ's love.
- Teaching Christ-like values in real life situations through sports.
- Creating an atmosphere of success by challenging student-athletes to consistently use their God given talent to achieve at the highest level of competition while developing their leadership potential to impact the world for Christ.
- Challenging student-athletes to consistently use athletic competition as an act of worship and a form of ministry.
- Cultivating maturity by encouraging student-athletes to maximize their gifts and talents while preparing for their future profession.

IWU ATHLETICS CORE VALUES

Spiritual Development
Academic Achievement
Leadership Development
Athletic Excellence

IWU ATHLETICS SCRIPTURE VERSE

"If there is any encouragement in Christ, if any consolation of love, if any fellowship with the Spirit, if any affection and mercy, fulfill my joy by thinking the same way, having the same love, sharing the same feelings, focusing on one goal. Do nothing out of rivalry or conceit, but in humility consider others as more important than yourselves. Everyone should look out not only for his own interests, but also for the interests of others. Make your own attitude that of Christ Jesus, who, existing in the form of God, did not consider equality with God as something to be used for His own advantage. Instead, He emptied Himself by assuming the form of a slave, taking on the likeness of men and when He had come as a man in His external form, He humbled Himself by becoming obedient to the point of death-even to death on a cross. For this reason God also highly exalted Him and gave Him the name that is above every name, so that at the name of Jesus every knee should bow – of those who are in heaven and on earth and under the earth – and every tongue should confess that Jesus Christ is Lord, to the glory of God the Father."

Philippians 2:1-11

INDIANA WESLEYAN UNIVERSITY MISSION STATEMENT

Indiana Wesleyan University is a Christ-centered academic community committed to changing the world by developing students in character, scholarship, and leadership.

IWU-MARION DISTINCTIVE AND VALUES

We are a **Disciple-Making Culture** committed to influencing others to become more like Jesus.

Our values characterize the expectations we have for personal and community life at IWU-Marion. Those values are:

- Kindness
- Humility
- Belonging
- Integrity
- Courage

MEMBERSHIPS

Indiana Wesleyan University is a member of the National Association of Intercollegiate Athletics (NAIA) and the National Association of Collegiate eSports (NACE) and abides by all rules and regulations set forth in the constitution and by-laws of these organizations.

The university holds membership and participates in the Crossroads League, Mid-States Football Association, Mid-South Conference (swim & dive), National eSports Collegiate Conference, and Great Lakes eSport Conference and abides by all the rules and regulations set forth in the constitution and by-laws of those organizations.

ATHLETIC PARTICIPATION

IWU Athletics is committed to providing student-athletes with a fair and competitive experience. As such, and to be consistent with similar policies across the university, participation in intercollegiate athletics is based on the birth sex of the student-athlete.

[Indiana Wesleyan Gender Identity and Presentation Policy](#)

ATHLETIC SCHOLARSHIPS

The coach of each sport at his/her discretion awards athletic scholarships. Total scholarship amounts vary from sport to sport.

Individual athletic scholarships vary in amount among student-athletes. No student-athlete should assume that the amount of his/her scholarship reflects his/her value to the coach or team. A coach must take into consideration all forms of financial aid when awarding an athletic scholarship so that the total financial package is mutually beneficial to the student-athlete and the university.

Athletic scholarships are awarded on an annual basis unless special arrangements have been made in writing between the student-athlete and the coach. Any such special arrangements must be approved by the Athletic Director and on file in his/her office.

Certain conditions apply to the IWU Athletic Service Grant Scholarship. It is important that each student-athlete know the conditions under which an athletic scholarship can be terminated. They are listed on the contract and are shown below for emphasis.

The student-athlete agrees...

1. ... to maintain academic eligibility throughout the term of this Agreement by both Indiana Wesleyan University ("IWU") and the National Association of Intercollegiate Athletics standards.
2. ... to fully participate, to the best of his/her ability, in all activities of their respective team, including team meetings, conditioning, workouts, practices, games, matches, tournaments and all related requirements of the coach, whether these activities occur before, during or after the season.
3. ... and understands that any violation of the above requirements, without the coach's express permission, may result in discipline, up to and including suspension from further athletic participation and/or reduction or revocation of the entire amount of this grant.
4. ... and understands that this Agreement is only for the term as stated above and does not imply that an offer for future scholarships will be made.
5. ... that s/he has received, read, and understood the IWU Student-Athlete Handbook, the IWU Student Handbook and the IWU Catalog and any questions s/he may have had were answered to his/her satisfaction. The athlete further agrees to each and every term in said publications, which publications are hereby incorporated by reference into this Agreement.
6. ... and understands that failure to abide by the then current terms and standards in said publications may result in discipline up to and including, expulsion from the university, suspension from athletics and/or the revocation of this grant.
7. ... and understands that, in the event of the reduction or revocation of this Grant, any amount so revoked or reduced will be added to their bill and will become due immediately. Further, that their transcripts will be put on hold and will not be released to any other institution, employer, agency or person until the bill is paid in full.
8. ... to be representative of the mission of Indiana Wesleyan University, which mission s/he understand and accepts.
9. ... to maintain the confidentiality of this agreement.
10. ... and acknowledges that this Grant Tender & Agreement constitutes the complete and exclusive statement of the agreement between the athlete and IWU which supersedes all proposals, oral or written, and all other communications between the athlete and IWU. Any amendments to this Agreement shall not be valid unless made in writing and signed by both the athlete and IWU.
11. ...and acknowledges that by signing this document s/he will be ineligible to compete for any other Crossroads League Institution for one calendar year from the last date as a member of the IWU team.
12. ...and acknowledges that if s/he is a nonresident alien with tax charges from taxable income from scholarships above qualified expenses, those charges will be added to his/her student account.

ELIGIBILITY REQUIREMENTS

As a member of the NAIA, to be eligible to represent IWU in any intercollegiate contest, the student-athlete must meet the following guidelines:

1. **YOU MUST**, if an entering freshman, achieve an overall high school GPA of 2.30 on a 4.00 scale. If you do not achieve a 2.30 GPA you must meet two of three below requirements:
 - a. Achieve a minimum score of 18 on the ACT or 970 on the SAT. Tests must be taken on a national testing date. Scores must be achieved on a single test.
 - b. Achieve a minimum overall high school grade point average of 2.000 on a 4.000 scale.
 - c. Graduate in the top half of your high school graduating class.

2. **YOU MUST** be making normal progress toward a recognized baccalaureate degree and maintain the grade points required to remain a student in good standing, as defined by IWU.
3. **YOU MUST** be enrolled in a minimum of 12 institutionally approved or required credit hours at the time of participation.
4. **YOU MUST** meet the IWU student classification and eligibility standards below:

- a. The following table indicates the minimum grade-point averages that will result in the application of academic sanctions and loss of athletic eligibility:

Classification	Academic Probation	Academic Suspension	Academic Dismissal
First semester Freshman	1.00-1.79		0.00-0.99
0-28 credits (continuing freshman)	1.70-1.79	1.50-1.69	0.00-1.49
29-44 credits	1.80-1.89	1.70-1.79	0.00-1.69
45-89 credits	1.90-1.99	1.80-1.89	0.00-1.79
90+ credits			0.00-1.99

5. **YOU MUST** have passed a minimum of twenty-four institutional credit hours in the two immediately previous terms of attendance combined. Some repeat courses may not count toward this total.
6. **YOU MUST** be within your first 10 semesters, 12 trimesters, or 15 quarters of attendance as a regularly enrolled student.
7. **YOU MUST**, upon reaching junior academic standing, have a cumulative GPA of at least 2.000 on a 4.000 scale as certified by the registrar. This GPA requirement also applies in order to compete in a second, third or fourth season in a sport, regardless of reaching junior academic standing.
8. **YOU MUST**, to participate the second season in a sport, have accumulated at least 24 total institutional credit hours.
9. **YOU MUST**, to participate the third season in a sport, have accumulated at least 48 total institutional credit hours.
10. **YOU MUST**, to participate the fourth season in a sport, have accumulated at least 72 total institutional credit hours. These hours must include at least 48 hours in general education and/or your major field of study.
11. **YOU MAY NOT** participate for more than four seasons in any one sport.
12. **YOU MUST** be an amateur, as defined by the NAIA, in the sport(s) in which you participate. See your athletics director or faculty athletics representative for all amateur regulations as printed in the NAIA Bylaws.

Remember, student-athletes, as well as institutions are responsible for knowing and abiding by NAIA rules and regulations as outlined in the NAIA Official Handbook. Violations of any eligibility regulations by you, as a student-athlete shall:

1. Make you ineligible, resulting in your immediate withdrawal from intercollegiate competition in that sport for that season;
2. Find you charged with a season of competition and a term of attendance for participating;
3. Cause an investigation by the NAIA National Eligibility Committee that could charge you with a second season of participation or the loss of all future eligibility for playing while ineligible;
4. Disallow any honors, or consideration of such honors, awarded by the NAIA; and/or
5. Cause your institution to forfeit all contests in which you participated.

The material presented above is not to be construed as a complete listing of all rules and regulations of the NAIA, but rather as a guide to assist student-athletes in becoming more knowledgeable. All NAIA eligibility

regulations are published in the NAIA Official Handbook. See your athletics director or faculty athletics representative for further information.

IWU ATHLETIC EQUIPMENT

The proper care of equipment is one of the most abused aspects of an athletic program. It is necessary that each person involved be responsible and use good judgment in handling and utilizing equipment.

Each student-athlete is responsible for university-owned equipment assigned to them while in their possession. This is especially important for uniforms. The student-athlete maintains responsibility for their uniform until it is submitted for laundering. All uniform components must be properly checked and accounted for at the time of laundering.

Student-athletes who lose university-owned equipment while in their possession or who do not return equipment at the end of the season will have the cost charged to their student account.

IWU ATHLETICS CONDUCT POLICY

All student-athletes are expected to conduct themselves according to the Indiana Wesleyan University Student Handbook and the Community Life-Style Statement. Violations of these guidelines will be investigated by the Office of Student Conduct & Community Standards. If said investigation results in the student-athlete being found responsible for a violation, the Office of Student Conduct & Community Standards will assign a student conduct warning status of either Citizenship Probation, Disciplinary Warning, or Verbal Warning. The IWU Athletics Conduct Policy will then be put into effect under the direction of the Director of Athletics and the Head Coach of the student-athlete.

Definition of Student-Athlete Leader

IWU Athletics considers a Student-athlete Leader to be any student-athlete that has been given a title of leadership on their team. Examples of these titles are:

- Captain
- Mentor
- Council member
- Leadership Team member

A Student-Athlete Leader is also any student-athlete that has been a member of an IWU athletic team for four (4) semesters.

Student Conduct Warning Statuses

Citizenship Probation

Disciplinary/Verbal Warnings

Student-Athlete Conduct Policy Steps

Citizenship Probation (Non-Leaders)

Violation #1:

1. Minimum suspension from 10% of **total games scheduled**. If there are fewer games remaining in the season than the 10% total, then the remaining games suspension will carry over into the following season.

2. Discipline may also include scholarship loss or reduction, community service, dismissal from team, accountability meetings, or any combination of these.

Violation #2

1. Minimum suspension from 25% of **total games scheduled**. If there are fewer games remaining in the season than the 25% total, then the remaining games suspension will carry over into the following season.
2. Discipline may also include scholarship loss or reduction, community service, dismissal from team, accountability meetings, or any combination of these.

Violation #3

1. Minimum 12 month suspension from all team activities from the date that they ceased all team activities.
2. Discipline may also include scholarship loss or reduction, community service, permanent dismissal from team, accountability meetings, or any combination of these.

Violation #4

1. Permanent dismissal from team.

Disciplinary/Verbal Warnings (Non-Leaders)

Violation #1

1. Minimum: Warning with an action plan put in place by coach.
2. Discipline may also include scholarship reduction, community service, accountability meetings or any combination of these.

Violation #2

1. Minimum 10 hours of Community Service, preferably related to the misconduct of the student-athlete, as determined by head coach.
2. Discipline may also include scholarship reduction, community service accountability meetings or any combination of these.

Violation #3

1. If Violation #3 occurs more than 12 months after Violation #2, then Violation #2 consequences will be used again.
2. If Violation #3 occurs within 12 months of Violation #2, then Citizenship Probation Violation #1 will be used.

Violation #4

1. If Violation #4 occurs more than 12 months after Violation #3, then a repeat of Citizenship Probation Violation #1 will be used.
2. If Violation #4 occurs within 12 months of Violation #3, then Citizenship Probation Violation #2 will be used.

Citizenship Probation (Student-Athlete Leaders)

Violation #1

1. Citizenship Probation Violation #2 (non-leaders) as well as potential removal from leadership role on the team.

Violation #2

1. Citizenship Probation Violation #3 (non-leaders) as well as potential removal from leadership role on the team.

Violation #3

1. Citizenship Probation Violation #4 (non-leaders) as well as potential removal from leadership role on the team.

Disciplinary/Verbal Warning (student-athlete leaders)

1. Same policy as non-leaders with addition of potential removal from leadership role on the team.

Law Enforcement Incidents

Incidents involving an arrest, citation, or summons for a misdemeanor or felony offense may result in a Citizenship Probation Violation #1 with the potential of being increased up to permanent dismissal from the team depending on severity of offense.

If the incident is under criminal investigation and/or trial, the student-athlete may be suspended from all team activities pending results of the investigation and/or trial.

Self-Report Incidents

In order to promote personal responsibility, per the Self-Report Process outlined in the IWU Student Handbook, when a student-athlete self-reports a university policy violation to their coach or other university official, before the incident is reported to the Athletic Department or Student Development, then the incident may be considered a self-report. This determination will be made by the Office of Student Conduct & Community Standards and may not apply to repeat or serious violations, criminal activity, or arrests.

If deemed a self-report, a discussion about the violation will occur and a Personal Growth Plan will then be created in partnership with the student. If the student-athlete chooses not to carry out the Personal Growth Plan, then the formal Student Conduct process would be enacted by the Office of Student Conduct & Community Standards.

It should be noted that, separate from the Student Conduct process, multiple self-reported incidents may still result in Athletic consequences based on the circumstances of the information reported and prior conduct history. The decision to enact such consequences will be made by the Director of Athletics and the respective coach.

Appeal Process

The assigned Student-Athlete Conduct steps are final and cannot be appealed. However, a Case Review of the decision by the Office of Student Conduct & Community Standards can be requested through that office regarding the determination of responsibility for the violation, other assigned sanctions, or warning statuses issued (i.e. Citizenship Probation, Disciplinary Warning, or Verbal Warning).

An altered decision by the Case Review Board may change the response by the Athletic Department if changes were made regarding responsibility for the violation or to the warning status issued by the Office of Student Conduct & Community Standards.

SPIRITUAL FORMATION POLICY

Effective for spiritual formation credits earned Spring 2022 and beyond.

This policy is drafted with the below understanding of the spiritual formation credit process.

Violation – Results after any term in which a student fails to earn his/her required spiritual formation credits. Must earn the required spiritual formation credits in the following semester to return to good standing.

Probation – Results after any second term in which a student fails to earn his/her required credits. Must earn the required spiritual formation credits in the following semester to return to good standing.

Suspension – Suspension from the institution for one semester after which the student may reapply for admission to the university. Results after any third term in which a student fails to earn his/her required credits. Can be appealed.

Student-athletes are subject to the requirements of the Spiritual Formation Office to return to good standing.

The following applies to all IWU student-athletes throughout their identification with any athletic team.

Probation

1. Minimum suspension from 10% of total allowable contests to be served at the first possible opportunity. If there are fewer games remaining in the season than the 10% total, the remaining games suspension will carry over into the following season.
2. Minimum 15 hours of community service to be served during the term of Probation. Community service opportunities must be approved by the Director of Athletics prior to serving.
3. Discipline may also include potential removal from leadership role on the team.

Suspension

If a student-athlete successfully appeals his/her suspension:

1. Minimum of probation-level consequences with the possibility of additional parameters assigned by the head coach or athletic administration.

HAZING

The IWU athletic department prohibits hazing amongst its student-athletes. Hazing is a violation of Indiana State law as cited in Indiana Code: 35-42-2-2. For the purposes of this policy “Hazing” means forcing someone, with or without their consent; and as a condition of association with a group or organization; to perform an act, in any context and anywhere, whether the act be physical, mental, emotional or psychological, which subjects another, to anything which may abuse, mistreat, degrade, humiliate, discomfort, ridicule, harm, or intimidate.

Student-athletes engaging in hazing are subject to both institutional and athletic department response. This response could include dismissal or expulsion from the institution and permanent dismissal from participation in Indiana Wesleyan University athletics.

SUBSTANCE ABUSE

Indiana Wesleyan University prohibits the unlawful possession, use or distribution of cocaine, narcotic drugs, marijuana, hash oil, hashish, alcohol, controlled substances or paraphernalia by students on or away from campus. Students are expected not to abuse the use of legal prescriptions.

The following is a summary of the laws in Indiana that pertain to substance abuse. Dealing cocaine, marijuana, hash oil, hashish, narcotic drugs, a controlled substance or paraphernalia is also a felony. Alcohol possession or illegal consumption for minors, under the age of 21, is a misdemeanor offense.

Students should be aware of the health risks associated with the use and abuse of alcohol and illicit drugs.

1. Drinking and Driving is a leading cause of injury and death.
2. Alcohol can react dangerously with many medicines (both prescription and over-the-counter.
3. Drinking and/or using drugs during times of emotional stress only makes problems worse.
4. Drinking and/or using drugs can cause problems with law enforcement.

Indiana Wesleyan University offers the following services to students who are dealing with alcohol and drug abuse problems: The Center for Student Success has professionally trained counselors that can assist students in the beginning stages of substance abuse problems. Student Success will use the assessment service of the Cornerstone Professional Treatment Services, Substance Abuse Center or the Wabash Addictions Center. Students will be referred to these community agencies if they are assessed as needing intensive outpatient treatment or residential treatment. The Student Support Services staff are not specialists in the treatment of substance abuse and will usually work in conjunction with these agencies.

Sanctions will be imposed on students using or abusing substances as outlines in the Student Handbook. These sanctions will range from citizenship probation to dismissal and referral for prosecution of the violation of local and state laws.

ATHLETIC INJURY PROCEDURES

When an Indiana Wesleyan University student-athlete becomes ill or sustains an injury, he/she MUST report that injury to the Athletic Training Staff immediately. This includes injuries sustained during activities that occur outside of intercollegiate athletics.

To report an injury, the student-athlete should notify the Certified Athletic Trainer (ATC) assigned to his or her sport, as well as the head coach. Injuries should be reported within 24 hours of occurrence. All information will be kept in confidence, in accordance with HIPAA laws. The Athletic Training Staff will keep a record of all student-athlete injuries.

The Athletic Training Staff will evaluate the extent and nature of the injury. Appropriate steps will then be taken regarding the care of that injury. This may include treatment by the Athletic Training Staff or referral to team physicians, if necessary. The student-athlete may choose to see a physician other than the IWU team physicians, however; the athlete must be cleared by the IWU team physicians prior to return to competition. The physician will notify the Athletic Training Staff as to the diagnosis of the injury and prescription for care and rehabilitation of the injury. The IWU team physicians are affiliated with Optimum Performance Sports, which provides an outstanding group of specialized physicians available to IWU student-athletes, when necessary.

After evaluation by the team physicians, the Athletic Training Staff will then review the physicians' prescription and establish a rehabilitation program for the student-athlete. If the prescription for rehabilitation calls for advanced treatment beyond the capabilities of the Athletic Training Staff, the student-athlete will be referred to an appropriate provider.

When the student-athlete has completed treatment, he or she will return to the team physicians for clearance to participate in athletics. This clearance must be given in tandem with the team physicians and not solely by the Athletic Training Staff.

MEDICAL CHARGES

There is no fee charged to the student-athlete for any service provided by the Athletic Training Staff. There are weekly visits by the team physicians, which are free of charge to student-athletes. There is a charge for physician's services and other services received outside the setting of the athletic training room. These fees are based on the service provided and are established by the medical personnel providing the service.

Student-athletes are strongly encouraged to carry primary medical insurance coverage. This information must be on file in the athletic training office. The university does provide secondary insurance as a support to the student-athlete's primary insurance for coverage of injuries sustained during participation in intercollegiate athletics. If a student-athlete should sustain an injury that leads to medical expenses, a claim must be filed with the student-athlete's primary insurance company. In most cases, those providing the care will file the claim. For costs not covered by a primary insurance policy, the student-athlete should turn in all billing paperwork, including the explanation of benefits (EOB) to the Athletic Training Staff. The Athletic Training Staff will then submit a claim to the secondary insurance carrier for consideration; however, submission of the claim does not guarantee payment.

PHYSICAL EXAMINATIONS

All student-athletes must have an annual pre-participation physical examination prior to participation in team-organized practices. These exams may be conducted by the student-athlete's primary care provider, which may include a Doctor of Medicine (MD), Doctor of Osteopathic Medicine (DO), a Nurse Practitioner (NP), or a Physician Assistant (PA). Student-athletes must use the official pre-participation physical examination form provided by the IWU Athletic Training Department.

ATHLETIC TRAINING CLINIC PROCEDURES

The athletic training clinic provides services to all student-athletes for the care and prevention of injuries sustained while a member of an IWU intercollegiate team. The IWU Athletic Training Department strives to provide the best service possible. Below is a list of athletic training clinic policies and procedures to ensure efficiency and excellence in the services rendered by IWU ATCs.

1. Student-athletes should arrive at the athletic training clinic at least 30 minutes prior to practice to ensure that they may receive treatment. Exceptions will be made for those with classes that conflict with this schedule.
2. Receiving treatment is not an excuse for being late to practice. If a student-athlete does not provide their ATC with ample time to provide treatment, they will be asked to make arrangements with their coach to receive treatment or may be sent to practice without treatment.
3. The Athletic Training Staff maintains an Outlook calendar where student-athletes may schedule appointments. Student-athletes should schedule evaluations, treatment, and/or rehabilitation with the ATC assigned to their team via Microsoft Bookings.

4. Student-athletes must ask a member of the Athletic Training Staff for help when entering the athletic training clinic. Doing so ensures that the Athletic Training Staff can accurately report and track services rendered.
5. Rehabilitation programs and treatment information are provided for the benefit of the student-athlete. Failure to complete a rehab program or attend a treatment session could result in delayed return. If a student-athlete misses a scheduled treatment time, that information will be relayed to the head coach.
6. Members of the IWU Athletic Training Department meet regularly with their respective coaches and inform them of injury and treatment updates.
7. Decisions on whether or not a student-athlete will play/practice due to injury will be made by the ATC and/or team physicians.
8. Decisions to see the team physicians are made by the ATC, with the consideration of input from the student-athlete and coaches.
9. If a student-athlete is ill, they are advised to schedule an appointment at the Wildcat Health Clinic.
10. Student-athletes are required to respect the privacy of those receiving care in the athletic training clinic. The protection of student-athletes' health information is essential.
11. The use of modalities is determined by the ATC, not the student-athlete or coach.
12. Student-athletes that are not receiving treatment, or waiting to receive treatment, will be asked to leave the athletic training clinic. Doing so will help avoid overcrowding the clinic and ensure the respect of those actively receiving treatment.
13. Student-athletes should not remove items from the athletic training clinic, such as heat packs, towels, or coolers, without first speaking to an ATC.

BEHAVIORAL EXPECTATIONS

The Indiana Wesleyan University Department of Athletics desires its athletes to be models of the highest ideals of behavior for our college community. Certain university regulations such as the non-use of tobacco in any form, alcohol, or any non-prescription drug, and chapel attendance will be enforced without prejudice or discrimination either for or against a student-athlete.

Other behavioral expectations for student-athletes include the following:

1. Profanity of any form or disregard for individuals which result in name-calling and offensive expletives have no place in IWU athletics.
2. Class Attendance and Expectations
 - a. Class attendance is expected at all times except when missed due to athletic competition travel or a scheduled home contest during the sport's traditional season.
 - b. Student-athletes are not excused from their regularly scheduled classes for any practices, workouts, team outings or conditioning sessions.
 - c. It is the student-athlete's responsibility to make arrangements with each professor for any make up work required due to an excused athletic absence.
 - d. Student-athletes should never ask for an extension to the due date of any class work, test, or project due to an excused athletic absence. However, if the professor offers an extension on the due date, then it is acceptable for the student-athlete to accept that offer.
 - e. Many professors offer a certain number of unexcused absences in their syllabi that will not count against students. During the traditional season that requires a student-athlete to miss classes, the free, unexcused absences offered in the syllabus DO NOT APPLY to

student-athletes. Any classes missed beyond the athletics required misses will result in the consequence that the individual professor has outlined in the syllabus.

- f. Student-athletes should not miss class for any reason during their non-traditional season. This includes practices, workouts, conditioning and games.
3. You represent IWU and your team at all times. Be neat, be courteous, show respect for others, and demonstrate a high degree of sportsmanlike conduct. Any behavior exhibiting racial, ethnic, religious, or sexual harassment is absolutely prohibited.
4. All athletes are expected to comply with all policies and regulations set forth for all students in the Indiana Wesleyan University Student Handbook.

DAY OFF POLICY

Indiana Wesleyan University Athletics is committed to the spiritual, physical, mental, and emotional health of its student-athletes and believes these aspects of health are directly benefited by observing a Sabbath day each week. We believe the Sabbath is not only for refraining from work but for engaging in worshipful and restful activities. All Indiana Wesleyan athletic teams will observe a day off according to the following:

- One calendar day each week (Sunday-Saturday) without competition, practice, or other athletically related activities, including but not limited to: weight training, conditioning, film review, lecture on or discussion of strategy related to the sport, skill instruction, etc.
- This day is to be observed on Sunday unless special permission is received in advance from the Director of Athletics. If Sunday participation is granted, at least one of the following six days must be observed as the day off in its place.
- The weekly day off is to be observed all year, August through July.
- This policy is expected to be followed during post-season competition. IWU Athletics recognizes that post-season competition/practice schedules and venue availability are often outside of the head coach's control and will work with coaches to ensure Sabbath opportunities are observed during post-season participation.
- Permitted day off activities include team worship services, team entertainment activities, acute injury evaluation and treatment (at the discretion of the Athletic Trainer), and travel.

Any student-athlete or other individual who believes IWU is in violation of this policy should email Director of Athletics, Deane Webb (deane.webb@indwes.edu), and Associate Athletic Director/Senior Women's Leader, Hannah Miller (hannah.miller3@indwes.edu).

NAME, IMAGE, AND LIKENESS POLICY

EFFECTIVE: August 2022

1. PHILOSOPHY AND EDUCATIONAL RESOURCES

With the NAIA amending its official policy to allow student-athletes to be compensated for their name, image, and likeness ("NIL"), IWU Athletics is committed to providing educational opportunities in this area to its student-athletes to protect their NAIA eligibility. IWU Athletics' efforts to educate its student-athletes will be broad in the area of NIL.

2. NAIA POLICY

The NAIA has amended its official policy governing student-athletes' NIL activities (the "NAIA Rules"). The NAIA Rules permit student-athletes to receive compensation from use of their name, image, or likeness when promoting a commercial product or enterprise, or for a public or media appearance, and to allow individuals to represent student-athletes in these promotions or agreements with a professional sports organization.

A student-athlete receiving compensation for the use of his or her name, image, and likeness to promote a commercial product or enterprise, or public or media appearance must report it in writing to his or her athletics director when such promotion includes reference to his or her status as a student-athlete or institution. Failure to do so shall result in an institutional self-report violation, to be reviewed by the National Coordinating Committee. The committee is empowered to review such violations and apply penalties as necessary, including but not limited to a warning or reprimand to the student-athlete, withholding the student from future competitions, and/or determining the student has lost his or her amateur status.

3. NAME, IMAGE, AND LIKENESS ACTIVITIES

Subject to the NAIA rules and this IWU Athletics policy, IWU student-athletes may use their NIL in a variety of ways that may include, but is not limited to, promoting their own business, promoting, or endorsing a corporate entity (e.g., a brand ambassador or social media influencer); conducting camps, lessons or clinics; making appearances; or signing autographs and may receive compensation, either in-kind or monetarily, for engaging in NIL activities.

4. USE OF AGENTS OR PROFESSIONAL SERVICES

IWU student-athletes may be represented by individuals in NIL promotions or agreements with professional sports organizations. IWU and IWU Athletics will not be responsible for any agreement or contractual obligation, whether with an agent or other third party.

IWU and its employees are not responsible for generating or securing NIL opportunities for prospective or enrolled student-athletes. There should be no expectation of NIL opportunities, potential or actual, for prospective or enrolled student-athletes.

5. USE OF UNIVERSITY INTELLECTUAL PROPERTY

Student-athletes are not permitted to use IWU's intellectual property, including its trademarks, logos, or symbols, to either implicitly or expressly endorse a third party or product. Student-athletes may not sell products provided by IWU Athletics or awards received for intercollegiate athletic participation while they are a student-athlete.

Student-athletes may autograph and sell officially licensed memorabilia that includes University marks. Student-athletes may use photographs or videos of themselves wearing officially branded apparel.

6. TEAM ACTIVITIES AND ACADEMIC OBLIGATIONS

Student-athletes cannot engage in NIL activities during the course of team activities, which include competitions, practices, and team gatherings and meetings. Student-athletes also must not allow NIL activities to interfere with their academic obligations.

7. FACILITY USE

Student-athletes are not permitted to use IWU's facilities nor grounds, including all athletic facilities, to conduct camps, clinics, or lessons. Consistent with Section 5 above, student-athletes may not use IWU facilities in such a manner that creates the impression – either express or implied – that IWU expressly or indirectly endorses a third party or product.

8. RESTRICTED CATEGORIES

Student-athletes must not use their NIL to promote gambling, alcohol products, tobacco products, adult entertainment, substances banned by the NAIA, or products or services that are illegal or would be considered contrary to the IWU Student Conduct and Community Standards. Student-athletes are not permitted to promote products or services that are direct competitors of IWU or IWU Athletics' sponsors. Student-athletes are not permitted to solicit NIL opportunities from IWU or IWU Athletics' sponsors without prior approval.

IWU student-athletes may not receive compensation from University donors or sponsors that is a recruiting inducement or an inducement to remain enrolled at IWU. IWU student-athletes may engage in NIL activities and receive corresponding compensation so long as the compensation is for the NIL activity.

9. DISCLOSURE OF NIL ACTIVITIES

In the course of their education and participation at IWU, student-athletes must disclose any NIL activities to their Athletics Director through the NAIA NIL Disclosure Form within ten (10) days following the activity. IWU Athletics highly recommends that student-athletes complete the NIL Disclosure Form prior to the NIL activity whenever possible so that the athletic department can ensure the activity does not jeopardize the student-athlete's eligibility.

The NAIA NIL Disclosure Form can be found at the following web address:

<https://www.naia.org/membership/nil-submit-details>

10. FINANCIAL AID

Student-athletes should be aware that receiving compensation for NIL activities could have an impact on their financial aid, especially for those receiving Pell Grants. Student-athletes are encouraged to consult with the financial aid office to fully understand these potential impacts.

11. INTERNATIONAL STUDENT-ATHLETES

International student-athletes should discuss how receiving compensation may impact their VISA status with the International Student Advisor and the athletic department prior to engaging in NIL activities.