

Lawrence Technological University Student-Athlete Handbook

Dear Lawrence Tech Student-Athletes,

On behalf of the coaches, trainers, and our staff of the Lawrence Technological University Department of Athletics, we extend a warm welcome to each of you as valuable members of the University and LTU Athletics. We are excited to embark on this journey with you and are committed to supporting your academic growth, athletic success, and personal development during your time here.

To help make the most of your experience, we encourage you to take a few moments to familiarize yourself with the information provided in this student-athlete handbook. It serves as a valuable resource for both incoming and returning student-athletes, offering insights into the rules and regulations of Lawrence Tech's Department of Athletics as well as the National Association of Intercollegiate Athletics (NAIA). While this handbook provides essential guidance, we also recommend referring to other university publications, such as the University Student Handbook and the University website, for a comprehensive understanding of available resources and support.

As you navigate through your academic and athletic pursuits, remember that a diverse range of services is at your disposal. We encourage you to explore and utilize these resources to enhance your overall educational and athletic experience.

We take immense pride in having you as an integral member of the Lawrence Tech Athletic Program. Our commitment is to create an environment that fosters your success, enabling you to achieve your full potential as both a student and an athlete. Rest assured, we are dedicated to doing our utmost to assist you on your journey to success.

Welcome to Lawrence Technological University, and here's to rewarding and fulfilling experience ahead!

Go Blue Devils!

Mary Ann Meltzer
Director of Athletics

Lawrence Technological University Mission Statement

To develop innovative and agile leaders through a student-centric learning environment and applied research embracing theory and practice.

Core Values

Theory and Practice
Character and Integrity
Teamwork and Trust
Student-focused and Caring

Lawrence Technological University Department of Athletics

Mission Statement

Lawrence Tech Athletics provides a transformative collegiate experience through theory and practice. We empower our student-athletes to achieve academic and athletic excellence by fostering a growth mindset and community. The welfare of our student-athletes is the driving force behind how and why we serve.

Vision Statement

To inspire and empower our student athletes to be champions in academics, athletics, and community engagement.

Purpose Statement

We are passionate about coaching and mentoring our student athletes to help prepare them to be successful in life and become compassionate leaders who contribute to society.

Beliefs:

1. We are dedicated to delivering exceptional leadership and service through team of highly skilled professionals and coaches. Our focus is on recruiting and retaining student-athletes while fostering the growth of a diverse and inclusive athletic program. We strive to provide opportunities for individuals to excel in academics, leadership, and personal and team responsibilities.
2. Recognizing the potential for a successful intercollegiate program to bring positive recognition to the University, its faculty, staff, alumni, and the broader community. Our coaches, staff, and student-athletes are committed to embodying the core values of the NAIA Champions of Character. These values include integrity, respect, responsibility, sportsmanship, and servant leadership.
3. Intercollegiate athletics offer unique experiences that enrich the educational journey, serving as a valuable component of the overall learning process and contributing to the development of future leaders.

4. Our student-athletes commit to upholding the highest standards of conduct, adhering to the Student Code of Conduct and embracing the dress and grooming guidelines set forth by our coaches and staff. They aspire to be exemplary models, demonstrating integrity and responsibility in every aspect of their lives.

Code of Conduct

All members affiliated with the Department of Athletics at Lawrence Technological University, including student-athletes, must comply with the rules and standards set forth by the University, NAIA, and any other associations or agencies aligned with the University. It is expected that they support and help others fulfill their obligation to adhere to these regulations. Non-compliance may lead to consequences such as suspension, removal from the team, and/or forfeiture of athletic scholarships. Furthermore, individuals may face additional sanctions imposed by the University or legal actions, as applicable.

Non-Discrimination Policy

Lawrence Technological University (LTU) is dedicated to fostering a work environment that is void of sexual harassment, discrimination, sexual misconduct, and retaliation. LTU values and upholds the equal dignity of all the members of its community and strives to balance the rights of the parties in the resolution process during what is often a difficult time for all those involved.

The university strictly abides by all federal, state, and local civil rights laws that prohibit discrimination in both employment and education. LTU ensures that its employment practices are free from gender-based discrimination. Title IX and university policies explicitly prohibit sexual harassment, sexual assault, dating and domestic violence, stalking, and sexual exploitation.

Membership

Lawrence Technological University is a member of the National Association of Intercollegiate Athletics, Wolverine Hoosier Athletic Conference, American College Hockey Association, and National Association of Collegiate Esports which permits our student-athletes to be nationally ranked and assists coaches in scheduling and recruiting.

Lawrence Tech's Department of Athletics, including all staff, coaches, and student-athletes are governed by ALL rules established and set forth by the University, NAIA, ACHA, USBC and NACE. The NAIA certifies and determines the eligibility of all our student-athletes.

Department of Athletics Administration Contact Information

Staff Directory	Title	Extension	Email
Mary Ann Meltzer	Director of Athletics	3885	mmeltzer@ltu.edu
Josh Pickens	Associate Athletic Director and Head Men's Basketball Coach	3859	Jpickens@ltu.edu
Andrew Herrick	Assistant Athletic Director for Athletic Operations	7929	aherrick@ltu.edu
Marloes Blokdijk	Assistant Athletic Director for Student-Athlete Welfare and Development	3855	mblokdijk@ltu.edu
Patrick Stewart	Athletic Communications Director		pstewart1@ltu.edu
Scott Kujawa	Athletic Recruitment Manager	2122	skujawa@ltu.edu
Carla Klobuchar	Administrative Assistant	3857	cklobuchar@ltu.edu
Kyle Benkarski	Head Strength and Conditioning Coach	7933	kbenkarsk@ltu.edu
Dr. Jackie Stavros	Faculty Athletic Representative	3063	jstavros@ltu.edu
Ty Faulkner	Faculty Athletic Representative	3526	tfaulkner@ltu.edu
Selvana Evans	Athletic Degree and Audit Specialist	3111	sportseligibility@ltu.edu

*An updated staff directory including coaches, graduate assistants, athletic trainers and support staff can be found at <https://ltuathletics.com/staff-directory>

Important Campus Contact Information

Staff Directory	Title	Extension	Email	Location
Stefanie Janes	Academic Support Center	3885	aac@ltu.edu	C201, Taubman Student Services Center (TSSC)
Rebecca Jones	Bookstore	3030	bkslawrencetech@bncollege.com	Buell
Dr. Jolann Baldwin	Dean of Students	4100	studean@ltu.edu	C405 TSSC
Joyce Moss	Campus Dining	3208	Moss-Joyce@aramark.com	Atrium Buell
Kim Jerdine	Campus Housing	3943	housing@ltu.edu	C404 TSSC
Noreen Ferguson	Registrar	3177	enrollmentservices@ltu.edu	C304 TSSC
Dr. Christy Schulze, Dr. Jeff Betman, and Dr. Hydeen Beverly	Clinical Counseling Services	4100	clinicalcounseling@ltu.edu	C405 TSSC
Jackie Alexander	Financial Aid	2126	enrollmentservices@ltu.edu	TSSC
One Stop Center	Student Accounts	2280	enrollmentservices@ltu.edu	One Stop Center TSSC
Cynthia Simpson	Library	3000	library@ltu.edu	1st Floor Buell
Steve Bogdalek	Campus Safety	3945	ltu_safety@ltu.edu	General Services
Campus Facilities	Carey Valentine	3800		General Services
Tech Transit	Eric Green	248-403-0073	transit@ltu.edu	General Services
Student Engagement	Marissa Gonzalez	4105	stuevent@ltu.edu	C404 TSSC
Diversity Equity Inclusion	Dr. Caryn Reed-Hendon	3144	odei@ltu.edu	C404 TSSC
Career Services	Tiffany Shamoon	3140	ltuocs@ltu.edu	C404 TSSC

Academics

The athletics department, in corporation with our Academic Achievement Center, is committed to providing academic support to all Lawrence Tech students-athletes, including counseling, class registration, tutoring, study hall, progress toward graduation, and upholding the academic integrity of Lawrence Tech. Every student at the university will be designed a faculty academic advisor. Each student-athlete is first and foremost a student. As such, you will be required to comply with all the policies, rules, and regulations applicable to all members of the Lawrence Tech body, as well as NAIA academics standards.

Your experience as student-athlete at Lawrence Tech is of great important to the coaches, staff, and administration of the Lawrence Tech's Athletics Department.

Student athletes who are found in violation of the Academic Honor Code (Which can be found in the LTU student handbook) are to be suspended 10% of the team's competitions. Any Violation more than their first can result in removal from the team.

Student-Athlete Academic Success (Tips)

Student-athletes are expected to attend all their assigned classes daily. The following recommendations are included to help facilitate a great educational experience at Lawrence Tech.

- Introduce yourself to your professors early in the semester.
- Notify your professors in advance of classes that will be missed due to competition.
- Sit in front, ask questions, and show respect. Focus on the lecture and be an active participant.
- Know your professor's office hours and meet with them questions arise.
- Be on time or early for every class.
- Turn in assignments on time and do any extra credit that may be offered.
- Review notes every night.
- If you will miss class due to travel for athletics competition, coordinate with your professors to turn in assignments prior to departure, arrange to take exams early and/or promptly make up all work missed upon return.
- Adhere to the University Academic Honor Code.

Attendance Policy

All student-athletes are expected to be on time and attend every class. Each student-athlete is responsible for notifying their professors in advance of any absence due to athletics competition. It is advised that student-athletes present each of their professors with class dates that will be missed, due to athletic competition, at the start of each semester. Assignments and exams should be completed in a timely manner at the direction of the professor. Lawrence Tech policy allows all absences due to university sponsored activities, which includes athletics, to be an excused absence.

If a student-athlete is found to be missing class, the student-athlete, head coach, and the Athletic Director will meet to determine a necessary course of action. Unexcused absences from class may result in a student-athlete being withheld from athletic participation or dismissal from the athletics program.

Registration

Students-athletes must always be enrolled as a full-time student (12 credits hours) to be eligible for practice and competition at Lawrence Tech.

Any student-athlete who drops below 12 credits hours becomes immediately ineligible for athletic practice and/or competition, Failure to comply with this 12-hour rule can result in athletic ineligibility, for feature of games and/or loss of athletic a scholarship.

We encourage all our student-athletes to graduate in five (5) years or less and will require you to register for at least 12 hours per semester.

Extracurricular Eligibility

Students who chose to participate in extracurricular activities must be academically eligible to participate. This includes Lawrence Tech's academic eligibility and NAIA academic eligibility. The participation policy reads:

Students, faculty, and others at Lawrence Tech embrace the core values of integrity, respect, responsibility, sportsmanship, and servant leadership. Where internal commitment to these values falters, external discipline is needed to help the individual and preserve the character of the whole. As this regard's scholarship, students at Lawrence Tech (including part-time students) whose cumulative GPA falls below the standard required for good Academic Standing (GPA below 2.0) will be placed on Academic Probation.

Students who are placed on Academic Probation are declared ineligible for any athletic participation and any extracurricular activities that typically involve time commitments of five or more hours per week. Examples, clubs, drama productions, student government, pep band, intramural sports and on campus employment.

Greek Life

Students are prohibited in engaging in joining Greek Life until after their first full season of competition.

If as student-athlete participates in their sport over the fall and spring semester, they will be eligible to join a fraternity or sorority at the beginning of their 2nd year.

If a student-athlete participates in a sport where their first season is complete at the end of the first semester (i.e. soccer, women's volleyball, cross country), they are eligible to join a fraternity or sorority the second semester of their first years.

This policy is effective for all students new to Lawrence Tech. This applies to first-year freshman, and first year transfers at Lawrence Tech.

Drugs and Alcohol

Student-athletes are required to abstain from the use of illegal drugs and alcohol. A first offense violating the university's drug and alcohol policy will result in a warning. A second violation will lead to student-athletes sitting out a minimum of 10% of regular-season games, along with any additional disciplinary actions determined by the team's head coach. Subsequent violations could lead to loss of scholarship or dismissal from the team.

NAIA Eligibility

1. An entering freshman student must be a graduate of an accredited high school or be accepted as a regular student in good standing as defined by the enrolling institution.
2. An entering freshman student can be eligible immediately by achieving an overall high school grade point average of 2.300 or higher on a 4.000 scale. Alternatively, an entering freshman student can become eligible by meeting two of the three entry-level requirements below. The three entry-level requirements are as follows:
 - A minimum score of 18 on the ACT or 970 on the SAT (Evidence-Based Reading and Writing and Math) for tests taken beginning May 2019. EFFECTIVE DATE May 1, 2019 (for tests taken beginning May 1, 2019).
 - An overall high school grade point average of 2.000 or higher on a 4.000 scale.
 - Rank in the upper half of the student's high school class, as it appears on the final high school transcript after the student's date of graduation. The class rank must appear on the student's transcript, leaving certificate or other academic document. If the student's class rank does not appear on the above-mentioned documents, the rank can be provided to the NAIA Eligibility Center via the NAIA High School Portal.
3. The student must be identified and enrolled in a minimum of 12 institutional credit hours at the time of participation.

Administrative Withdrawal

The University administration reserves the right to administratively withdraw a student at any time whose conduct or academic standing they regard as unacceptable. Depending on the situation, the student will either:

1. Receive no grade in all classes and receive a refund on tuition and fees.
2. Receive a "W" grade in all classes and no refund on tuition and fees.

Fees and tuition will be refunded according to the standard refund schedule.

Dismissal from a Team

If a student athlete is dismissed from a team (voluntarily or not), it is their responsibility to return all team-issued gear/equipment. Failure to do so will result in a hold on their student account.

Dean's List

In recognition of students who achieve superior scholastic records, a Dean's List is published at the close of each semester, and an appropriate notation is made on students' academic records. This includes all students who have carried a minimum of 12 credit hours and have earned a GPA of 3.5 or higher. Part-time students must complete two semesters with at least six credit hours each semester and earn a GPA of 3.5 or higher to be included on the Dean's List. If students have selected confidentiality status, their names will not appear on published lists.

Class Standing

Students with less than 30 hours are classified as freshmen. Students with at least 30 hours but less than 60 hours are classified as sophomores. Students with at least 60 hours but less than 90 hours are classified as juniors. Students with 90 hours or more are classified as seniors.

Grade Point Average

The grade point average (GPA) is determined by totaling the number of quality points earned (QPE) multiplied by credit hours earned (CHE) in each class and dividing the number of credit hours attempted (CHA).

$$\text{GPA} = \text{Total QPE} \times \text{CHE} / \text{CHA}$$

Tutoring

Tutors should be scheduled through the Academic Achievement Center.

Tutoring is a privilege. Please be responsible in your use of tutors. This means:

- Utilize tutors throughout the semester.
- Attempt homework assignments before meeting with the tutor.
- Actively participate in the tutoring session by having a list of appropriate questions ready to ask.
- You are expected to meet with your assigned tutor on a regular basis.
- If you cannot make an appointment, you must notify your tutor at least 24 hours in advance.
- If you have questions or problems, please contact Gladys Aviles at 248.204.4120.

Expectations of the Student-Athlete

1. Attending all scheduled classes and tutorial sessions.
2. Arrive on time for tutoring sessions and bring all necessary textbooks, notebooks, writing instruments, assignments, and other relevant materials. Print lecture notes, study guides, and practice exams before attending tutoring sessions.
3. Be prepared for all tutoring sessions. This entails, but is not limited to:

- Attending all class meetings and taking notes on all materials presented.
- Attempting assignments prior to the tutorial session.
- Being prepared with questions for the tutor to address in the tutorial session.

Student-athletes should not expect to be taught material in tutoring sessions. Tutors are there to help, not first-time instruction.

1. Plan for all assignments. Student-athletes should not expect to receive emergency assistance the night before an exam.
2. Cooperate with tutor(s) by following all recommendations made regarding study methods and practices.

YOU MUST ALWAYS DO YOUR OWN WORK; TUTORS CANNOT DO IT FOR YOU.

There are certain things you should never expect your tutor to do:

- **Reading:** You must do your own reading. Even if you are behind in your reading, your tutor will not do it for you, nor will they provide summaries of material.
- **Write Papers:** Tutors cannot edit papers, i.e., make suggestions for you to improve, and they will never write any portion of your paper for you.
- **Type Papers:** Tutors are not responsible for typing your papers. You are responsible for typing your own papers.

Athletic Training

The Lawrence Technological University (LTU) athletic training staff is dedicated to giving the student-athlete the best healthcare and customer service possible. As a student-athlete at LTU, expect to receive considerate and respectful care. We will honor your right to be informed and involved in making decisions about your healthcare. Below is a summary of pertinent sports medicine policies. All sports medicine policies are publicly available at www.ltuathletics.com/

Insurance Coverage

All LTU student-athletes are required to have primary health insurance. Annually, student-athletes must verify primary insurance with the athletic training staff. Any changes to primary insurance must be reported to the athletic training staff immediately. If a student-athlete loses their primary health insurance, they will be withheld from all team activity until new insurance coverage is confirmed with the athletic training staff. **If a student-athlete fails to report their loss of primary health insurance and then suffers an injury, they shall be solely responsible for any associated medical bills.**

LTU has secured supplemental insurance coverage for athletic injuries. Following an athletic

injury, our healthcare providers will communicate directly with the student-athlete's primary insurance carrier. LTU will process the balance of primary insurance claims. The athlete is responsible for providing the athletic training staff with their primary insurance Explanation of Benefits Statement, upon request. LTU cannot be responsible for medical costs associated with athletic injuries if bills and an explanation of benefits are not provided to the athletic training staff within one year of the date of service.

The university provides a secondary insurance plan for all its athletes through First Agency, Inc. that will help with only those medical bills incurred from athletic injuries. **Your primary insurance, either through your employer or purchased by you, will pay for these expenses first, the most you could pay is 500 dollars.**

- If you have **Medicaid** as insurance. You will need to get additional supplemental collegiate insurance to be able to participate in athletics. This coverage is called 1st Care and purchased through First Agency. <https://www.1stagency.com/FirstCarePage>. Please make sure to update this in ATS as well.
- For Out-of- State student athletes. Please **provide proof that you are insured in the State of Michigan** for injuries, if not please purchase coverage through 1st Care as well. <https://www.1stagency.com/FirstCarePage>.
- For International Student athletes please follow the link below https://ltuathletics.com/sports/2022/1/10/sports-medicine-staff-International-S-A_Health-Care.aspx to purchase health coverage. Please make sure you are covered for collegiate athletic injuries (in case you use world trips). **Please bring proof at the time of physicals and update your ATS.**

International SA will be sent back to the country of origin in case they need surgery.

- A claim will be submitted by the LTU sports medicine staff.
- Please collect all itemized bills **for any and all appointments rendered for this injury**, (MRI, doctors, PT, etc.) these bills are called (UB-04, HCFA-1500). These bills include detailed information needed to process the claim by first agency and pay for the bills.
- Collect all of your Explanation of Benefits (EOB), which you can get from your insurance company for **any and all appointments or procedures rendered for this injury**.
- Once the benefits of your insurance are exhausted and a balance remains, please send all itemized bills and EOB's to First Agency, Inc either by mail or by fax. Our contact for LTU is:

Norma Bonnell
5071 West H Avenue

Kalamazoo, 49009-8501
Phone: (269) 381-6630 ext 3057
Fax: (269) 381-3055

- First Agency Inc will contact you if any additional information is needed to process your claim. Please provide your full cooperation to ensure your claim will be settled in the least possible time.

**LAWRENCE TECHNOLOGICAL UNIVERSITY PARENTS OF INTERCOLLEGIATE
ATHLETES**

From: LTU Athletic Department

Re:

**Lawrence Technological University Intercollegiate Athletics Insurance Information
Letter**

Medical insurance coverage and claim processing can be a complicated and confusing process, especially with children in college living several miles from home. Athletics sets additional hurdles with the need for prompt and efficient medical care that may often be hindered due to limited insurance coverage. Athletes are required to have some form of primary coverage prior to participating in intercollegiate athletics. (Note: Student-Athletes on Medicaid need to purchase an additional policy). While **that** coverage may provide adequate medical coverage for your son or daughter at home, it may be limited in providing local coverage in the area, especially if you belong to an HMO and certain PPO's.

Lawrence Technological University purchases a **Secondary or Excess Student ATHLETE Injury Insurance Plan** for Intercollegiate Athletic Injuries ONLY from First Agency. Your son/daughter is **AUTOMATICALLY** provided coverage under this secondary policy if they are a Lawrence Technological University **Intercollegiate** Athlete AND sustain an injury that qualifies as "athletic". Athletic-related injuries are defined **as** those that occur during activities that are **school sponsored (practice, play and travel) and supervised** by a coach. The Lawrence Technological University Student Athlete Injury Insurance Coverage **for** Athletic Injuries plan has a \$500 deductible (per Injury) and provides up to \$35,000 worth of coverage (per Injury) **after** the **primary** coverage has paid its **maximum** toward **the** claim. *This plan does NOT cover non-sports related conditions under any circumstances.*

ANY INJURY SUSTAINED MUST BE REPORTED TO THE LAWRENCE TECHNOLOGICAL UNIVERSITY ATHLETIC TRAINING STAFF IMMEDIATELY. Information regarding the claims filing process for the Lawrence Technological University Student Athlete Injury Policy will be initiated with the student athlete if the athlete requires **off-campus** medical care. Failure of your son or daughter to report injuries to the athletic training staff in a timely manner **or** not following appropriate claims procedures may affect payment of your claim.

Please also note the NAIA Catastrophic Injury Insurance Program covers student-athletes who are catastrophically injured while participating in a covered intercollegiate activity (subject to all policy terms and conditions). The policy has a \$35,000 deductible, which is satisfied by the Lawrence Technological University Student Athlete Injury Insurance plan and provides additional coverage **in** the event **of** a catastrophic injury.

I strongly encourage **you** to call me with any questions regarding the Lawrence Technological University Student Athlete Injury Insurance Coverage.

The goal at Lawrence Technological University is to minimize **as** much out-of-**pocket** expense to **athletes** and parents as possible when **athletic** injuries occur. We highly advise you to investigate your son/daughter's health insurance needs while attending Lawrence Technological University and participating as an intercollegiate athlete.

Pre-Participation Physicals

A pre-participation physical is an annual requirement for all student-athletes. Student-athletes will be notified of physical dates by their coaches and the athletic training staff. Much of the LTU pre-participation physical process is completed online. Instructions will be sent to new and returning student-athletes by coaches and athletic training staff as their assigned pre-participation physical exam date approaches. Each student-athlete must complete all required forms before receiving their pre-participation physical exam. A parent/guardian must sign the appropriate documents if the student-athlete is under the age of 18. Any student-athlete who is considered a minor may not participate until a parent/guardian has properly completed all the documents. **The pre-participation physical exam must be administered by an LTU team physician prior to participation in any athletic activity (practice, competition, or strength and conditioning).**

All student-athletes who have received medical care in a facility outside of LTU must bring in all applicable medical documentation for review by the athletic training staff. Please bring any copies of x-rays and/or MRIs on a CD, copies of doctor's or specialist notes, return-to-play notes or restrictions, radiology reports, etc. Failure to do so may result in delayed medical clearance. If a student-athlete has a pre-existing injury or illness, the sports medicine team (physicians, fellows, and athletic trainers) may come together and consult regarding participation status on an individual basis.

Student-athletes may be required to complete additional testing based on their medical history, especially those that are suggestive of potential cardiovascular abnormalities. Individuals will be referred for an additional diagnostic work-up as deemed necessary for medical clearance by the team physician. If for any reason the student-athlete is not medically cleared for intercollegiate athletic participation, they will be notified by the team physician and/or the athletic training staff. Costs associated with any tests, consultations, and/or medical procedures needed to gain medical clearance for participation will be the responsibility of the student-athlete.

Injuries and Physician Referrals

It is important that student-athletes report all illnesses and injuries, including those which may not be sport-related, to the Athletic Training staff as soon as possible. The Athletic Training staff will facilitate follow-up care as needed. It is within the rights of a student-athlete to seek a primary or secondary medical opinion outside of the medical referrals of the

Athletic Training staff.

The student-athlete should inform the Athletic Training staff so that they may facilitate return-to-play in a safe and timely manner. All student-athletes under the care of an outside physician must provide documentation of diagnosis and restrictions to the Athletic Training staff before they will be allowed to return to participation in LTU athletics.

LTU Training Room Rules

1. The Athletic Training staff, including student workers, is committed to providing our intercollegiate student-athletes with the best possible healthcare. Please treat our staff in a professional, courteous, and respectful manner.
2. Use of the Athletic Training Facility is reserved strictly for student-athletes involved in the Lawrence Technological University intercollegiate athletics program.
3. Student-athletes are not permitted in the Athletic Training Facility outside of posted hours.
4. Student-athletes must swipe in with their student ID every time they enter the Athletic Training Facility.
5. Student-athletes should report to the Athletic Training Facility for taping, treatment, and rehabilitation in proper attire (gym shorts, shoes, and t-shirts).
6. Shoes off the tables.
7. No cleats, boots, etc., in the Athletic Training Facility.
8. Bags and sport equipment should not be brought into the Athletic Training Facility. These items should be left in the hall, which is designated as the “Bag Zone,” or in the locker room.
9. No food or drink is allowed in the taping or treatment areas.
10. Abusive and/or foul language, horseplay, loud talking, and/or loitering will not be tolerated. You will be asked to leave.
11. All student-athletes must shower before receiving treatment.
12. No supplies are to be taken from the Athletic Training Facility without the permission of a staff athletic trainer.
13. Student-athletes are not to operate equipment to perform “self-treatments”.
14. The phone, computer, and copy machine in the Athletic Training Facility are off-limits to all student-athletes.
15. No tobacco products are to be used in the Athletic Training Facility.
16. Cell phones are permitted in the Athletic Training Facility. However, their use is prohibited for all photography and/or social media that would infringe upon another athlete's rights to privacy.
17. It is the responsibility of the student-athlete to follow the instructions of the athletic training staff, team physician, and/or the directions of other medical professionals. Failure to do so may result in a delay in participation.
18. Student-athletes are responsible for providing the athletic training staff with complete and accurate information regarding their medical history, medications, allergies, insurance, and contact information.

NAIA RULES & REGULATIONS

Annually, the Athletic Director and/or our Associate Athletic Director will review appropriate NAIA rules and regulations with each team. Each student-athlete is responsible for having a basic understanding of NAIA rules in such areas as eligibility, playing and practice season, semesters of attendance, amateurism, financial aid, and other areas outlined in this handbook. Each student-athlete will be reviewed annually by the Faculty Athletic Representative (FAR) to determine eligibility for the upcoming season of participation. The University will certify that the student-athlete meets all academic and athletic eligibility requirements of the University and the NAIA to practice and/or compete.

A basic knowledge of NAIA and University rules is a necessity to prevent unwanted rules violations that can affect your eligibility to compete. If you are aware of an NAIA or University violation, you are required under the Student Code of Conduct and the NAIA Champions of Character program to report such information to the University immediately. You may inform your Head Coach or the Athletic Director.

Ten Semester Rule / Seasons of Competition

Student-athletes may compete for a total of four (4) seasons in one sport. The NAIA defines a season of competition as participation in one or more intercollegiate contests, whether as a freshman, junior varsity, or varsity participant, or in any other athletic competition in which the University, as such is represented during a sport season. You must complete your four seasons of eligibility within your first ten (10) semesters of full-time enrollment. If you have not participated in any competition(s) for the current academic year, you will not be charged a season of competition; however, if you are enrolled as a full-time student, each semester will count toward your ten (10) semesters of full-time enrollment.

20% SOC Rule NAIA

Participation in more than 20% of the maximum allowable number of intercollegiate contests or dates (excluding scrimmages) at an NAIA institution, whether in a varsity, junior varsity, or freshman program, during the 24-week season. Any participation in NAIA-approved postseason shall result in a season of competition. The NAIA shall count seasons of competition based on intercollegiate participation charged by another intercollegiate athletic association.

Baseball	12 contests*
Basketball	7 contests
Bowling	4 contests
Competitive cheer	3 dates
Competitive Dance	3 dates
Cross Country	3 meets

Football	3 contests
Golf	4 contests
Soccer	5 contests

A student who participates in the following number of contests or dates during the 24-week season will be charged a season of competition.

Lacrosse	5 contests
Softball	12 contests*
Swimming and Diving	3 meets
Tennis	6 dates/tournaments
Indoor track and field	3 meets
Outdoor track and field	3 meets
Volleyball	7 dates
Wrestling	5 dates

*For participation occurring August 1, 2022, and after, note that Baseball and Softball contests will be reduced to 11 contests due to the reduction of frequency of play and competition dates effective August 1, 2022.

NOTE 1: These limits shall be updated annually to reflect 20% of the maximum allowable contests or dates as listed in Article I, Section H, Item 1 of the NAIA Bylaws.

This new exception was proposed by the Competitive Experience Committee and will cover intercollegiate athletic participation beginning on August 1, 2021. The intention is to institute a minimum number of intercollegiate contests a student must participate in before they would be charged a season of competition. The numbers above are equivalent to a student competing in the minimum number of intercollegiate contests to be charged a season of competition. For example, a basketball player would be charged a season of competition if she competed in seven contests. Don't forget that competition in NAIA approved postseason will automatically charge a student a season of competition regardless of the number of games they compete in.

All types of contests will count towards the total except for scrimmages. This is a continuation of the previous bylaw that stated a student would not be charged for competing in scrimmages only. A key point of this legislation is that the 20% calculation is based on the frequency of play limits for each sport. For the purposes of this bylaw, it does not matter how many games your team competes in. Take basketball again, if your team only plays in 15 games any students who only compete in six contests will not be charged a season of competition. Even though the student played in more than 20% of the games the team held.

This amended legislation removes the unattached exception. As you might know, the unattached exception had undergone massive changes recently and the proposers felt this bylaw change simplified this bylaw. Not to mention it makes this bylaw more equitable across all sports the NAIA sponsors. Instead of an athlete and coach trying to thread the unattached exception needle, they now know exactly how many contests an eligible student can compete in before they are charged.

Seasons of competition for non-intercollegiate competition will continue to be reviewed in the same manner. Furthermore, the NAIA will continue to take previous seasons charged or not charged by previous athletic associations at face value.

Academic Eligibility Requirements

The NAIA and Lawrence Tech require student-athletes to meet certain academic requirements each semester and academic year to ensure that they are progressing toward a degree. Academic eligibility requirements are based on the number of terms of full-time enrollment, number of credits completed, and grade point average at Lawrence Tech.

Freshman: If you are an entering freshman, you must meet two of the three entry-level requirements:

- Achieve a minimum score of 18 on the ACT or 860 on the SAT. Tests must be taken on a national testing date (residual tests are not acceptable). Scores must be achieved on a single test.
- Achieve a minimum overall high school grade point average of 2.000 on a 4.000 scale.
- Graduate in the top half of your high school graduating class.

Sophomore: To participate in your second season of competition, you must have accumulated at least 24 semester credit hours and have a previous semester and cumulative grade point average of at least 1.8.

Junior: To participate in your third season of competition, you must have accumulated at least 48 semester credit hours and have a previous semester and cumulative grade point average of at least 2.0.

Senior: To participate in your fourth season of competition, you must have accumulated at least 72 semester credit hours and have a previous semester and cumulative grade point average of at least 2.0.

The GPA requirement must be maintained each semester and will be certified before each semester. If a student-athlete does not meet the GPA requirement at the conclusion of the fall semester, he/she will be ineligible to compete in the spring semester, and subsequent semesters until GPA requirements are met.

Although the University may accept transfer credits from other institutions, the **cumulative and previous semester GPA is based upon grades received while attending Lawrence Tech.**

Agents & Amateurism

A student-athlete must be an amateur to compete in intercollegiate athletics. A student-athlete may lose his/her complete eligibility or eligible years of intercollegiate competition if he/she:

- Uses his/her athletic skills (directly or indirectly) to pay in any form in their sport.
- Accepts a promise of pay (even if pay is after graduation).
- Sign a contract or commitment to play professional sports.
- Receives (directly or indirectly) a salary, reimbursement of expenses, or any other form of financial assistance from a professional sport organization.
- Competes on a professional athletics team even if no pay or remuneration for expenses is received.
- Enters a professional draft.
- Enter into an agreement (written, oral, handshake) with an agent.

Financial Assistance or In-Kind Benefits (Extra)

Any financial aid or assistance to student-athletes in money or in-kind, except that which comes from members of their immediate family or from those upon whom they are legally dependent, shall be administered by the University under policies and procedures established by the University. Under no conditions may an individual or organization provide direct financial assistance to a student-athlete. Receipt of such additional assistance or benefits that do not meet the guidelines listed above will result in sanctions against the student-athlete, the program in which the athlete competes, and the University. Financial aid or assistance that is available to all Lawrence Tech students is not considered an extra benefit and is permissible.

Permissible Benefits

- **Complimentary admissions to sporting events.**
- **Academic support services**
- **Tutoring**
- **Use of computers, internet (for academic work only)**
- **University Scholarship (both academic as well as athletic) - administered only through the Financial Aid Office**
- **Transportation related to formal athletic competition.**

Impermissible Benefits:

- **Discounts and credits**
- **Free or reduced cost services**
- **Telephone and credit cards.**
- **A loan or gift of money**

- **A guarantee of bond**
- **An automobile or use of an automobile**
- **Signing or co-signing a loan - This includes student loans.**
- **Payment for transcripts or admission fees**
- **Spending money or grant money not approved by the Financial Aid Office**

This list is not exhaustive and only contains examples of benefits that a student-athlete may or may not receive. Remember, any benefit received except that which comes from immediate family or legal guardians must be administered by the University Financial Aid Office. Benefits that come directly from university employees, boosters, or other individuals or corporations that are not available to all students or specific groups or are being given to a student-athlete based on their participation in athletics is a violation. If a student-athlete is presented with an extra benefit, he/she must inform their Head Coach and the Athletic Director immediately. Failure to do so could result in a loss of eligibility, forfeiture of games, and/or suspension or withdrawal from the athletics program.

Awards

Each athletic team honors various athletes with team awards.

Employment

Lawrence Tech monitors all student employment on campus to ensure the following:

- Students may only be paid for work performed.
- Students may only be paid at an equivalent rate to any other employee with similar experience and duties in the locale of the employer.

Camp/Clinic Employment

A student-athlete may be employed at Lawrence Tech, other institutions, or privately-owned camp/clinic, provided he/she is paid for work performed and paid at a rate equivalent to other camp/clinic employees with similar experience and responsibilities.

- A student-athlete must perform general duties related to coaching/officiating.
- A student-athlete may not be paid based on athletic ability or reputation.
- A student-athlete may not be paid only for lecturing or demonstrating at a camp/clinic.

In addition to compensation, a student-athlete may receive travel expenses provided such travel expenses are given to all employees of the camp/clinic. A student-athlete may not conduct his/her own camp/clinic at any time.

Practice & Competition Schedule

Under NAIA rules, each sport shall have a maximum 24-week practice and competition season. A week is defined as Sunday (12:01 am) through Saturday (11:59 pm). Any practice or competition during this period shall constitute one of the 24 weeks permitted. Practice is defined as an activity organized and/or directed by an identified member of the coaching staff of that sport in which appropriate equipment is used or instruction and/or evaluation of the athlete takes place.

In accordance with NAIA guidelines, the maximum number of varsity games, contests, or playing dates the University may schedule is listed below. No student may compete in a sport in an academic year in more than the number of games, contests, or playing dates listed below. In-season, student-athletes may participate in a maximum of twenty hours of countable athletically related activity each week with no more than four hours of countable activity per day.

LTU Mandatory One Day Off per 7 days Policy

During the academic year, student-athletes shall not engage in any countable athletically related activities on one day every seven (7) days during the playing season and two days per week outside the playing season. The required day(s) off may occur on any day of the week and may change from week to week. A “week” is defined as seven consecutive days and begins on Monday (12:00 PM) through Sunday (11:59 PM)

Countable Athletically Related Activities:

- Scheduled practices
- Competition Days
- Film Sessions
- Team and Individual Meetings
- Recruiting Activities
- Fundraising Activities
- Community Services Events
- Travel to and from away/home games.
- Team building activities.
- All activities/events requiring the team commitment.

Non-countable Athletically Related Activities

The following activities are not considered countable athletically related activities for the purpose of limiting time spent in athletic participation:

- Meeting with a coach that is initiated by the student-athlete.
- Study hall, tutoring, or academic meetings.

- Dressing, showering, taping
- Voluntary weight training is not conducted by a coach.
- Traveling to/from the site of competition
- Training room activities
- Team meals
- Fundraising activities or public relations/promotional activities and community service projects
- Drug/Alcohol or Champions of Character Meetings

The Process

Each Head Coach will enter their one day of weekly into a google document. Josh Pickens, Associate AD, and Mary Ann Meltzer, Director of Athletics will monitor the Mandatory One Day Off.

Recruiting

Student-athletes can participate in the recruiting process under certain circumstances. These activities can include telephone contact, pick-up games, and hosting a prospective student. The topics below cover permissible and impermissible activities for student-athletes about recruiting.

Student Host

The most common recruiting activity student-athletes participate in is during a potential student-athlete visit.

- The student host should be enrolled on campus and be in good academic standing.
- The student host should live in accordance with the University's Student Code of Conduct.
- The student host should not use personal transportation and take the potential student off-campus.
- No purchases should be made for the potential student-athlete.
- No free goods should be given to the potential student-athlete.
- The student host and potential student-athlete may receive complimentary admission to an on-campus athletic event.

Telephone Calls

A student-athlete may participate in telephone calls to a recruit under the direction of a coach. A student-athlete who is attending another institution is not to be contacted unless a formal release has been obtained by the Lawrence Tech's Department of Recreation, Athletics, and

Wellness. Prior approval is required.

Tryouts

A student-athlete may participate in organized tryouts with a recruit while the recruit is on campus, during an open house, or official visit. A prospective student-athlete is limited to two (2) on-campus tryouts.

Transfer Rules

The decision to transfer from Lawrence Tech to another institution is one that requires careful consideration. Below is a summary of NAIA rules regarding transfer which may help you better understand the decision you are considering:

- Before you begin to discuss the possibility of transferring to another institution, the institution to which you may be transferring must first receive written permission from Lawrence Tech's Department of Athletics.
- To obtain permission to speak with other schools, you must first inform your coach about your interest in transferring. It is important that you and your family understand that if you contact another school, they are obligated to notify Lawrence Tech.
- If a student-athlete desires to transfer to another NAIA institution, he/she must complete the Official NAIA Transfer Eligibility Statement, and it must be filed with the Eligibility Chair prior to participation.
- Transfers to NCAA institutions may meet "one-time transfer exceptions" and should be consulted with the athletic department of the institution after written permission to speak with is given by Lawrence Tech.
- If you are not granted permission to discuss transfer possibilities or the transfer exception, you may request a meeting/hearing with the Faculty Athletics Representative to appeal against the decision.

CODE OF ETHICS

The Department of Athletics requires all associated within the department, including student-athletes, to abide by all rules and standards of the University, NAIA, ACHA, USBC, or other associations or agencies to which the University adheres and to assist others in fulfilling their commitment to do the same. Failure to do so may result in suspension, dismissal from the team, and/or loss of athletic scholarship in addition to any additional University or legal sanctions where applicable.

As a student-athlete, you acknowledge and accept the requirements and responsibilities that result in being an official representative of the University. You may be the only association an individual or a group may have with the University and your behavior, whether positive or negative, through your athletic success, academic achievement, and actions will be a direct reflection of the University. Being a student-athlete at Lawrence Tech is a privilege and

should be treated as such.

Lawrence Technological University

First and foremost, you are a student of Lawrence Tech and must abide by all University rules and regulations including, but not limited to, those detailed in the Student Handbook, the Student Code of Conduct, the Academic Honor Code. The Student Handbook covers several areas of conduct, including, but not limited to, sexual harassment, the honor code, residence life, use of technology, sexual misconduct, and drug and alcohol use.

Lawrence Tech Department of Athletics

In addition to general University policies, as a student-athlete, you are responsible for abiding by all Department of Athletics and team rules established by your coaching staff. Although some rules may be team-specific, the following rules apply to all student-athletes participating in intercollegiate athletics at the University:

- Always represent yourself in a positive manner; do not embarrass yourself, your team, your family, or Lawrence Tech.
- As a student your first responsibility is to gain an education. This means you should be in attendance for every class. Absences due to formal athletic competition will be excused; however, you are responsible for notifying your professors in advance and coordinating any homework assignments, tests, etc., that may be missed. If you are ill, you must contact your professor and coach in advance and coordinate any material missed. Failure to attend class may result in suspension from competition.
- Understanding the importance of being punctual is critical. Be on time for every commitment that you have. This includes turning in your academic work on time.
- Give 100% both mentally and physically to your academics and athletics.
- Do not violate the Student Code of Conduct at any time, whether on or off-campus, during weekends, breaks, summer, off-season, etc.

Each of these rules emphasizes responsibility, accountability, and integrity for student-athletes at Lawrence Tech. Upholding these standards ensures that student-athletes not only excel in their sports but also maintain a positive image, prioritize their education, demonstrate punctuality, give their best effort in all endeavors, and uphold the values of the university.

NAIA

Each student-athlete is expected to abide by all NAIA rules and regulations and meet the necessary NAIA requirements for eligibility. Lawrence Tech admonishes all student-athletes to always act with honesty and sportsmanship and represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

Unethical conduct by a student-athlete may include but is not limited to the following:

- Failure to provide information relevant to a possible violation of NAIA regulations when requested by the NAIA or Lawrence Tech.
- Academic fraud or providing false academic information.
- Providing a prospective student-athlete with an extra benefit.
- Knowingly providing false or misleading information concerning a possible violation of NAIA regulations.

If you have any reason to believe that an NAIA violation has occurred with yourself, your team, your coach, etc., you must immediately report such information to the Athletic Director or someone within the Department of Recreation, Athletics, and Wellness Administration.

Sportsmanship

The NAIA and Lawrence Tech encourage and promote sportsmanship by student-athletes, coaches, administrators, and spectators at all Lawrence Tech events. While representing Lawrence Tech as a competitor or spectator, profanity, racial or ethnic comments, or other intimidating actions directed at officials, athletes, coaches, or other team representatives will not be tolerated and are grounds for removal from the site of competition and other action at the discretion of the Department of Recreation, Athletics, and Wellness.

Financial Aid

Source of Financial Aid: The rule emphasizes that all financial aid provided to student-athletes must be awarded through the university's Financial Aid Office. This ensures transparency, accountability, and fairness in the distribution of financial resources to support student-athletes' education. By centralizing the process through the Financial Aid Office, the university can effectively track and manage financial aid packages, preventing discrepancies or potential violations.

Unauthorized Financial Aid: Student-athletes are cautioned against accepting any financial aid that has not been officially awarded through the university's Financial Aid Office. This includes monetary benefits or incentives offered by external parties, such as boosters, alumni, or sponsors. Accepting unauthorized financial aid can have serious consequences, including loss of eligibility, forfeiture of games, and sanctions from the NAIA. These measures are in place to maintain fairness and integrity in collegiate athletics, preventing undue influence or unfair advantages for certain athletes or teams.

Consequences of Violations: The guideline highlights the potential repercussions of accepting unauthorized financial aid. Loss of eligibility means that student-athletes may no longer be allowed to participate in athletic competitions, impacting both the individual athlete and the team. Forfeited games can result in negative consequences for the team's standings and reputation within the conference or league. Additionally, NAIA institutional sanctions may be imposed on the university, affecting its overall athletic program and reputation within

the collegiate sports community.

Reporting Procedures: Student-athletes are instructed to immediately report any offers or instances of unauthorized financial aid to the appropriate university authorities, such as the Athletic Director or Department of Athletics Administrator. This reporting mechanism enables swift action to address potential violations and uphold compliance with NAIA regulations. It also reinforces the university's commitment to transparency and accountability in managing its athletic programs.

Gambling

The NAIA opposes all forms of legal and illegal sports wagering. Sports wagering has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes and intercollegiate athletics.

Lawrence Tech strongly supports a no-gambling policy on sports and strongly discourages all forms of gambling, including gambling unrelated to athletics events, such as poker, blackjack, etc. Gambling can be very addictive and has the potential to jeopardize your health, welfare, athletic, and/or academic success. Gambling can include betting through a bookie, online pools, family pools, Facebook pools, fantasy leagues, or any other wagering designed to award anything of tangible value to a winner. Involvement in gambling, regardless of how minor, may jeopardize your status at Lawrence Tech and your athletic eligibility.

Student-athletes should not participate in the following:

- Bet on any sports contest (cash, t-shirts, dinner)
- Pool betting (March Madness, fantasy leagues)
- Provide any "inside" team information, injuries, morale, game plans, to any individuals.

Hazing

Lawrence Tech does not condone hazing under any circumstances within the student body, including student-athletes.

Hazing is defined as an abuse of power and relationships, and its purpose is to demean others. Lawrence Tech is committed to the belief that abusive behavior, harassment, and assault do not build character, do not build leadership skills, and do not foster group loyalty or unity. Hazing is any action or situation created intentionally, whether on or off university property by student clubs/organizations, athletic teams, individual students, or student groups, to produce mental or physical discomfort, endangerment of life, embarrassment, harassment, intimidation, or ridicule. The willingness of a student to be involved in any hazing activity does not render an Anti-Hazing Policy unenforceable.

Examples include, but are not limited to, the following:

- Personal servitude
- "Boot Camp" Mentality
- Sleep deprivation.
- Altering physical appearance, i.e., head or eyebrow shaving, branding, etc.
- Forced or required consumption of liquids, solids, spicy or unusual foods, non-food items.
- Paddling or swatting in any form
- Coerced physical activity that causes fatigue.
- Exposure to inclement weather
- Lack of access to sanitary conditions
- Confinement in any room or compartment
- Acts of vandalism or acts that aid in the destruction of property.
- Physical or psychological shock
- Publicly wearing apparel and/or partaking of stunts is not normally considered to be in good taste.
- Participating in degrading or humiliating games and activities
- Misuse, theft, or destruction of property.
- Kidnapping, road trips, hunting for items (stealing)
- Engaging in behavior that is in violation of Lawrence Tech's regulation, standards, code, or state and federal laws.

Hazing is in violation of Lawrence Tech's Student Code of Conduct, University policy, and according to the Michigan Hazing Law – Public Act 111 of 2004 – MCL 750.411t.

Individuals and/or groups who participate in hazing activities may be subject to university charges, criminal charges filed by Lawrence Tech and/or injured parties, and civil liability from injured parties. Student-athletes found to be involved in hazing may be subject to additional penalties at the discretion of the Department of Recreation, Athletics, and Wellness that may include, but are not limited to, the following: suspension, dismissal from team and/or loss of athletic talent grant.

How to report hazing incidents

Any student who believes he/she is a victim of hazing is encouraged to report the incident.

Hazing may be reported to any of the following offices or individuals, or any member of the athletic staff:

Dean of Students	Jolann Baldwin	248.204.4114
Department of Campus Safety	Steve Bogdalek	248.204.3945
Athletic Director	Mary Ann Meltzer	248.204.3885

MEDIA RELATIONS

The Lawrence Tech Department of Athletics is the publicity and media relations office for Lawrence Tech's intercollegiate athletic programs. Patrick Stewart is the contact for the department and can be reached at 248.204.3867

The role of the Athletic Department Communication office is to effectively communicate to the news media and fans information about our athletic programs. The office provides game-day stats, news releases, and feature stories. It is also responsible for responding to news media inquiries and arranging all media interviews with student-athletes, coaches, and athletics administrators.

The Department of Athletics encourages and facilitates coverage of Lawrence Tech's athletic teams, student-athletes, and coaches by the media. The University generally encourages all student-athletes to make themselves available to the media, as they are ambassadors and representatives of the University. All interview requests for student-athletes must be coordinated through the Athletic Communications Department. Attempts to work around your academic and athletic schedules will be considered before making any commitments. The University does not have control over what the media prints or the stories they present; however, if we cooperate and work together, it is our hope that the stories reported will be a positive reflection on the University.

Student-Athlete Role & Responsibility

As a student-athlete at Lawrence Tech, you are an ambassador and representative of the University. The University generally encourages all student-athletes to work with the Athletic Department and be available to the media when requested. The local community, your hometown, and extended families are interested in you, your individual accomplishments, as well as those of the team on which you participate.

Student-athletes are expected to carry themselves professionally and represent LTU at a high standard. Behaviors on social media should professionally and positively reflect the University and the Athletic Department.

You shall not make any public appearances, either in person or by means of radio, television, newspaper, etc., or willingly allow the use of your name in connection with your relationship to the University when such appearance or use of the name will result in unfavorable reflection upon the University. Remember, regardless of whether you are wearing a uniform, you are always a representative of your team and the University.

Tips for answering media questions:

- Be on time.
- Always be polite to the media.
- Dress appropriately.
- Anticipate questions.
- Do not speak negatively about officials, opponents, coaches, teammates.
- Do not answer questions you do not wish to respond to. (No comment, I don't want to get into that, I'd rather not discuss the subject-are acceptable).
- Don't fidget or use phrases like "you know" or "like I said before".
- Be confident but not cocky.
- Never make "off the record" comments.
- Thank the reporter after the interview and be gracious for the opportunity.
- Stay calm and have fun.

CELEBRATING YOUR SKILLS

As a student-athlete, you will have the opportunity to acquire certain skills and attributes through your participation in collegiate athletics. These skills will assist you in your current and future academic, professional, and personal endeavors and will provide you with the tools to succeed.

- Able to handle multiple tasks simultaneously.
- Can make decisions under pressure.
- Understands the importance of time management.
- Views constructive criticism as a growth opportunity
- Possesses a strong work ethic.
- Always striving to improve
- Coachable and willing to learn.
- Focused
- Aggressive
- Maintains a high energy level.
- Disciplined
- Self-motivated
- Understands accountability.
- Seeks and loves a challenge.
- Always prepared.
- Can execute a game plan.
- Understands the value of teamwork.
- Result-oriented
- Competitive nature
- Handles pressure well.
- Goal-oriented
- Possesses strong character.

- Confident

CHAMPIONS OF CHARACTER

"ATHLETIC TALENT MAY BE A GIFT, BUT CHARACTER HAS TO BE DEVELOPED."

As a member of the NAIA, we strive to earn the title of **Champions of Character**. As a student-athlete at Lawrence Tech, you are expected to live in accordance with the standards of the University, reflecting the core values of the Champions of Character program, and assist others in fulfilling their commitment to do the same.

Mission

The NAIA *Champions of Character* initiative will create an environment in which every NAIA student-athlete, coach, official, and spectator is committed to the true spirit of competition through the five core values: respect, integrity, responsibility, servant leadership, and sportsmanship.

Vision

The NAIA *Champions of Character* program is a response to the deteriorating culture of sport in America and focuses on character to reclaim the true spirit of competition, entitled *Champions of Character*. It is possibly NAIA's single most important initiative ever, and it complements the mission, values, and honor code of Lawrence Technological University.

Student-athletes, coaches, administrators, and spectators are challenged to take responsibility for their behavior both on and off the field of competition. We want coaches with the courage and ability to hold their athletes to "standards higher than victory." At Lawrence Technological University, our desire is to recruit, retain, and graduate young people who can demonstrate the values of our mission as well as the five core values of the *Champions of Character* program as detailed below:

Respect

Those associated with sport show respect by treating themselves, other people, institutions, and their sport according to the highest standards of conduct. It implies civilized and gracious behavior to players, coaches, fans, and parents.

Responsibility

Athletes show responsibility by making academic progress toward graduation their top priority. They solve problems rather than make excuses and are reliable team players. Students should be accountable for their actions and decisions, and coaches and administrators should maintain high standards of competence and conduct.

Integrity

For student-athletes and their coaches, integrity means keeping commitments and conducting themselves with honesty. Coaches must subscribe to the Coaches Code and Code of Ethics, and student-athletes must know and understand the Champions of Character Student-Athlete Pledge.

Servant Leadership

This core value refers to putting the group first and taking responsibility for personal and group roles while performing at one's best. Students demonstrating servant leadership have the primary purpose of serving others while striving to become personal and team leaders. The servant-leader provides a critical service to society and sets a great example.

Sportsmanship

We expect the conduct of educational sports to adhere to the highest standards of sportsmanship. Administrators, coaches, students, fans, and parents are expected to act appropriately even when others do not, and to demonstrate fairness and equity in all contests and relationships.

Champions of Character

Student-Athlete Pledge

Each game and practice I participate in will provide me with an opportunity to be a Champion of Character.

I pledge, as an NAIA student-athlete, to accept the five core character values of the NAIA and will do my best to represent the NAIA, Lawrence Tech, my teammates, and myself by:

- Respecting my opponent, the officials, my teammates, my coach, myself, and the game.
- Taking Responsibility for my actions in all areas of my life.
- Having the Integrity to stand by my word.
- Providing Servant Leadership where I serve others while striving to be a personal and team leader.
- Being an example of Sportsmanship by holding myself to the highest standards of fair play.

Participating in athletics goes beyond simply playing a game; it presents an opportunity to embody and uphold the values of sportsmanship, integrity, responsibility, respect, and servant leadership. By committing to the Champions of Character Student-Athlete Pledge, athletes pledge to be exemplary representatives of not only themselves but also their teams, Lawrence Tech, and the NAIA. This pledge reinforces the importance of demonstrating respect for opponents, officials, teammates, and oneself, as well as taking responsibility for one's actions both on and off the field. Additionally, it emphasizes the significance of integrity in upholding one's word and values, as well as providing servant leadership by serving others and leading by example. Lastly, it underscores the value of sportsmanship by adhering to the highest standards of fair play, fostering a culture of respect and integrity within athletic competition.

ALL STUDENT ATHLETES MUST SIGN

By signing below, I agree that I have read and understand everything in this handbook. I understand it is my responsibility to follow this handbook. Violation of any rules, policies, procedures, etc., described within may result in appropriate sanctions set forth by the athletic department.

Student Athlete Name: _____

Academic Institution: Lawrence Tech: _____

Intercollegiate Sport: _____

Signature: _____

Date: _____