



**Messiah University Athletics  
Student-Athlete Handbook  
2024-25**

Updated 10/30/24

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## **A Letter from the Executive Director of Athletics**

Welcome to Messiah Athletics!

We are extremely excited to have you here. As a student-athlete, you have the unique opportunity to use your talent and skills as a team player to represent Messiah. Your role as a student-athlete is one of leadership, responsibility and influence throughout campus. I am confident that you will fulfill this role well.

My hope is that the information in this handbook will help you during your time as a Falcon. Please familiarize yourself with the contents and as always do not hesitate to reach out to myself or any member of our staff to ask questions at any time.

Wearing a Messiah uniform is a privilege. Remember that you are representing Christ, your teammates, your family, and Messiah - in and out of uniform.

Your coaches and staff desire that you have the best experience possible at Messiah and have spent a lot of time working to ensure that you do. Enjoy this special time in your life, it goes by quickly! My prayer is that you will grow athletically, academically, spiritually and socially during your time here. Embrace every opportunity and support each other! I truly desire for you to have an amazing experience at Messiah.

Welcome to Messiah and Go Falcons!

Sarah Gustin-Hamrock  
[sgustinhamrock@messiah.edu](mailto:sgustinhamrock@messiah.edu)  
717-796-6820

## **SECTION 1: MESSIAH UNIVERSITY INTERCOLLEGIATE ATHLETICS PROGRAMS**

### **Mission Statement**

As an integral part of Messiah University, the intercollegiate athletics program emphasizes excellence in athletic and academic performance and seeks to develop athletes who strive to be scholar-servants; who demonstrate Christ like character in sportsmanship; and who exhibit fair play and ethical conduct in harmony with the ethos of the University. Messiah University's intercollegiate athletics program seeks to treat all student-athletes and all support personnel with respect as equal and valued persons.

### **Philosophy**

The Messiah University intercollegiate athletics program is committed to excellence in Christian higher education and embraces the evangelical heritage of the Christian faith. As part of that heritage, the athletics program integrates scripturally-based principles and promotes individual wholeness. The professional staff of the Athletics Department-administrators, coaches, and athletic trainers- seek to practice the spirit and mind of Christ, both in and out of the athletic arena. Messiah University expects its athletics representatives who serve in professional leadership roles to serve and adhere to institutional, conference, and national association guidelines and regulations. Intercollegiate athletics at Messiah University places a high priority on the student-athlete's educational experience and the successful completion of academic programs. The athletics program promotes an environment in which the activities of student-athletes and student support personnel are integrated into their larger educational experience.

### **Guiding Principles**

1. Athletics personnel shall seek to incorporate scriptural principles into each component of the athletics program so as to be consistent with the University's commitment to the integration of faith and learning.
2. Ultimate control of the University's athletics program rests with the Chief Executive Officer (President). Approval of the addition or deletion of intercollegiate sports programs is by action of the Community of Educators (COE) and the President.
3. Evaluation of one's performance as a coach or student-athlete shall emphasize the accomplishment of educationally valuable goals, more so than the results of contests.
4. The intercollegiate athletics program is part of the academic and educational program of the University. Its benefits should be extended to as many participants as possible, within the limits of available resources, while maintaining a high quality program.
5. Resources and supporting services shall be made available to all student-athletes in an equitable manner, regardless of gender or level of competence.
6. The athletics program shall be administered in a fiscally prudent manner that assures financial stability and provides adequate opportunities for athletics competition as part of the educational experience.

7. Educational enrichment opportunities via athletics participation, such as extended trips and international competition, shall be promoted within the context of fiscal prudence and diverse educational experiences.

**Student-Athlete Learning Objectives**

The following student-athlete learning objectives were developed to satisfy the institution’s assessment plan in compliance with the Middle Atlantic States Association certification board for higher education:

1. As part of the NCAA Division III philosophy and the mission of Messiah University athletics, Messiah University student-athletes will perform academically at or above the level of the general student body, 95<sup>th</sup> percentile in comparison with the Middle Atlantic Conference (MAC) student-athletes, and 90<sup>th</sup> percentile in comparison with all NCAA Division III institutions. (Cognitive Development)
2. The student-athlete at Messiah University will demonstrate an increased awareness and understanding of Christian faith and practice. Messiah University student-athletes will achieve the 75<sup>th</sup> percentile of service hours in comparison with the general student body. (Identity Development and Spiritual Formation)
3. Student-athletes at Messiah University will exhibit leadership qualities and civic engagement throughout their four years at Messiah University. (Leadership and Civic Engagement)
4. Increase the level of sportsmanship and character development of each student-athlete at Messiah University during their four years competing in intercollegiate athletics. (Interpersonal and Intrapersonal Competence)

**Governance**

President and Direct Report:	Dr. Kim Phipps
Executive Director of Athletics:	Sarah Gustin-Hamrock
Associate Athletics Director/SWA/Title IX Deputy:	Brooke Good
Associate Athletics Director for Facilities:	Brad McCarty
Assistant Director of Athletics for Compliance and Internal Operations:	Rico Plummer
Director of Athletic Communications	Patrick Berthelette
Faculty Athletics Representative:	Dr. Sean Strehlow
Director of Sports Medicine and Athletics Health Care Administrator:	Dr. Megan Fowler

**Intercollegiate Athletic Programs**

Messiah University is a member of the National Collegiate Athletic Association (NCAA) Division III and the Middle Atlantic Conference (MAC). Messiah University offers 22 intercollegiate sports, 11 men’s and 11 women’s. The NCAA Division III and the MAC do not offer athletically related financial aid. The Messiah University sport module consists of the following sports:

**Men's Sports**

Cross Country  
Soccer  
Basketball  
Track & Field (Indoor)  
Swimming  
Wrestling  
Baseball  
Lacrosse  
Tennis  
Track & Field (Outdoor)  
Volleyball

**Women's Sports**

Cross Country  
Field Hockey  
Soccer  
Volleyball  
Basketball  
Track & Field (Indoor)  
Swimming  
Lacrosse  
Tennis  
Track & Field (Outdoor)  
Softball

## SECTION 2: STANDARDS OF CONDUCT

Violations of standards of conduct impede the ability of Messiah University to provide an atmosphere that is conducive to learning and is supportive of achieving its mission. Generally, prohibited conduct for which a student is subject to discipline is defined as follows:

1. Behavior that violates Messiah University standards on personal integrity. This includes acts of dishonesty (e.g., cheating, plagiarism, or other forms of academic dishonesty), misrepresentation (e.g., lying or materially misrepresenting information to a University official), fraud, or forgery.
2. Behavior that disrupts or materially interferes with the basic rights of others and the educational functions of Messiah University.
3. Assault. Any physical attack on another person that prevents that person from conducting his or her customary affairs, puts that person in fear for his or her safety, and/or causes injury.
4. Harassment. Subjecting another person or group to abusive, threatening, intimidating, or harassing actions, including, but not limited to, those based on race, religion, gender, disability, age, economic status, ethnicity, national origin, or sexual orientation. This includes any verbal attack or interference with a person that prevents that person from conducting his or her customary affairs, puts that person in fear for his or her safety, or causes actual physical injury.
5. Sexual misconduct. This includes a broad range of behaviors, including sexual intercourse outside of marriage, same sex sexual expression, acts using force, threat, intimidation, or advantage gained by the offended student's mental or physical incapacity or impairment of which the offending student was aware or should have been aware.
6. Use, possession, manufacture, and/or distribution of illegal drugs, alcohol, or tobacco.
7. Theft or attempted theft of property and/or possession of stolen property.
8. Vandalism of any kind.
9. Possession, use, or distribution of firearms, ammunition, explosives, or other weapons. Weapons include, but not limited to, BB guns, paintball guns, CO2 guns, airsoft guns, pellet guns, water balloon launchers, bows and arrows, crossbows, knives, clubs, whips, spears, swords, martial arts weapons, machetes, etc. Gambling, profanity, and occult practices are prohibited. In addition, although difficult to detect, wrong attitudes such as greed, jealousy, pride, lust, prejudice, and factiousness are also prohibited.

**If a student-athlete is found to be in violation of a University policy, the Office of the Associate Dean of Students will be responsible for conducting their own investigation and establishing necessary sanctions. The head coach has the flexibility to administer additional sanctions upon the student-athlete, but these sanctions will not be considered by the Office of the Associate Dean of Students when establishing their own sanctions. When a violation occurs and the head coach is notified, it is a requirement for the head coach to meet with the Executive Director of Athletics to discuss the violation and possible additional sanctions that the head coach may impose.**

## **Policy on Amorous Relationships**

The purposes of this policy are: (1) to provide a safe and healthy environment for student-athletes so that they may reach their full potential as students and as athletes; and (2) to ensure that all coaches and other Athletics Department staff adhere to ethical practices and do not develop inappropriate relationships with student-athletes, regardless of their age or consent.

### **Definitions:**

- **Coach:** Any person serving as a head coach, assistant coach, graduate assistant coach, coaching intern, or volunteer coach in the Athletics Department.
- **Staff:** Any employee or student serving in the Athletics Department in an administrative, management, or support capacity, or in any capacity in which they supervise student-athletes or have responsibility for the provision of services or other benefits to student-athletes.
- **Supervisory Control or Authority:** This includes any responsibility with the potential to affect the student-athlete's participation in the athletics program, and includes the provision of direct services and benefits to the student-athlete, such as: training, health services, academic and student life program support, tutoring, counseling, eligibility determinations, program compliance, and control over the student-athlete's team.
- **Student-Athlete:** Any student of the University who is a member of a varsity athletics team as defined by University and NCAA regulations.
- **Amorous Relationship:** Any sexual, romantic, or dating relationship.

This policy strictly prohibits amorous relationships between any coach/staff member and any student-athlete. Every coach/staff member has an ethical obligation to maintain a professional relationship with student-athletes and to place the well-being of student-athletes ahead of the coach/staff member's personal interests. This responsibility includes the duty to provide a safe and healthy environment for the student-athlete to flourish, and to serve as a role model within the confines of a professional relationship. As a result, no amorous relationship between a coach/staff member and a student-athlete – regardless of the perception of consent by one or both participants – can exist without jeopardizing the professionalism of the coach/staff member-athlete relationship and creating a significant conflict of interest. The respect and trust the student-athlete places in a coach/staff member and the vulnerability of the student-athlete in that relationship make “consent” unreliable in this setting. Conflicts of interest are endemic to amorous relationships between coaches/staff members and student-athletes, and the costs to the athlete, the team, the athletics programs, and Messiah University, necessitate a strict prohibition on amorous relationships between coaches/staff members and student-athletes.

Even when the coach/staff member has no direct professional responsibility for that student-athlete, other student-athletes may perceive that the student-athlete who has a sexual relationship with a coach/staff member may receive preferential treatment from the coach/staff member or the coach's/staff member's colleagues. Such relationships are incompatible with the ethical obligations of the coach/staff member and the integrity of the

athletics program. Accordingly, the prohibition applies to relationships between all coaches/staff members and all student-athletes in the intercollegiate athletics program.

Messiah University may grant, in its sole discretion, an exception to this policy where an existing amorous relationship predates a student-athlete's or coach/staff member's affiliation with the University. The coach/staff member involved in the relationship is required to disclose the relationship immediately to the Executive Director of Athletics. Upon being informed of the existence of such a relationship, Messiah University will evaluate the situation to determine whether an exception to the policy can be made while still providing a safe and healthy environment for its student-athletes, ensuring its coach/staff members adhere to ethical practices, and eliminating any real or perceived conflicts of interest. If a policy exception is made, Messiah University will take all steps necessary it deems appropriate to ensure that the purpose of the policy is still met and both the student-athlete and coach/staff member understand their obligation thereunder.

Failure to disclose constitutes a violation of this policy and is grounds for disciplinary action, up to and including dismissal.

Reporting a Violation: Any person may allege a violation of this policy by contacting the Executive Director of Athletics, Associate Athletics Director/SWA/Title IX Deputy, or, if the person does not feel comfortable making the report to a person within the Athletics Department, to Messiah University's Affirmative Action Officer (Human Resource Office). Any person receiving such a report must immediately notify the Executive Director of Athletics. Any coach/staff member with information suggesting a possible violation of the policy must promptly report it to the Executive Director of Athletics, and the failure to do so will be considered a violation of Athletics Department policy. (If the report or information implicates the Executive Director of Athletics in a violation of the policy, it should be directed to the Messiah University's Affirmative Action Office instead.)

Investigation: Upon receiving such a report or information, the Executive Director of Athletics shall immediately notify the Messiah University's Affirmative Action Officer. Once on notice of a report or information of a possible violation of the policy, they will follow the Messiah University internal discrimination procedure. The investigation shall include interviews with any coaches, staff, and student-athletes with relevant information, and shall provide any coach or staff member accused of violating the policy with an opportunity to respond to the allegations. In investigating a possible violation of the policy, the standard of proof to be used is whether it is more likely than not that the policy was violated (a "preponderance of the evidence" standard, not the higher standard of proof used in criminal proceedings, "beyond reasonable doubt"). Using this standard, the investigation will result in a determination of whether this policy was violated.

Coordination of Information Relating to Violations of Other University Policy and/or Criminal Law: If the investigation leads to information suggesting that sexual harassment may have

occurred, it shall be promptly forwarded to the appropriate University officials responsible for enforcing the University sexual harassment policy. If the investigation leads to information suggesting potential criminal conduct, it shall be immediately forwarded to Messiah University legal counsel, who will determine, consistent with Pennsylvania State and local law, whether to notify appropriate law enforcement official. However, the enforcement of this policy shall not be delayed pending the results of a criminal investigation.

**Disciplinary Action:** If an investigation determines that a coach or staff member has violated the policy, that coach or staff member shall be subject to disciplinary action, up to and including dismissal. Any disciplinary action shall be taken in accordance with applicable contractual University policy.

**Confidentiality:** Complaints, reports and information relating to possible violations of this policy shall be handled as confidentially as possible without jeopardizing the enforcement of the policy, and the ability to conduct a fair investigation, or the safety of student-athletes and other persons connected with the athletics program. Information received in connection with a suspected violation of the policy shall be disseminated only on a “need to know” basis; that is, only when necessary to ensure compliance with the policy and/or to ensure the safety of student-athletes or others who come in contact with the athletics program.

**Retaliation:** Any retaliation for reporting a violation of this policy, or for participating in good faith in any investigation of a violation of this policy, is strictly prohibited. Any persons taking retaliatory action in violation of this policy shall themselves be subject to discipline, up to and including dismissal.

### **Policy on Student-Athlete Pregnancy**

The purpose of this policy is to develop guidelines to protect the health, confidentiality, and ability of pregnant student-athletes to participate in intercollegiate sports, while also assisting medical providers, coaches, and administrators with uniform guidelines that address this issue. This policy also prohibits retaliation against any student-athlete or employee in regard to the enforcement of this policy. This policy was developed based on NCAA guidelines for participation by a pregnant student-athlete in intercollegiate sports.

#### **What to do if you become pregnant?**

As soon as you learn that you are pregnant, you must inform your head coach and the head athletic trainer, as well as your personal physician, family members, and others with whom you feel safe or who can best support you. At Messiah University (“University”), we want to help you achieve your academic goals while protecting your physical and psychological health and the health of your pregnancy. Do not immediately assume that you must withdraw from your sport. You will not have to immediately withdraw from participation in your sport; however, you will be required to provide documentation to the head athletic trainer of medical clearance to participate in your intercollegiate sport by your primary care physician and/or OB/GYN within a timely manner.

### What happens to your team membership?

A student-athlete with a temporary condition is still expected to complete all academic tasks to the best of his/her ability, along with other student-athlete obligations. As long as you are in good academic standing with the University and you do not voluntarily withdraw from your team, federal law protects your membership on the team. This would include access to services provided to other student-athletes with injuries or temporary disabilities, such as academic tutoring, medical services, rehabilitation services, among others. You may have to earn back your specific playing position that you achieved before your pregnancy. Whether cleared to compete or not cleared to compete, your involvement with the intercollegiate sports team will be determined by the team's head coach, and will be determined on the same basis as any other student-athlete's involvement in the intercollegiate sports team. No coach or other athletics department personnel shall suggest to you or to any student-athlete that his or her continued participation on a team will be affected in any way by pregnancy, parental, or marital status. NCAA bylaws allow a female student-athlete to apply for an additional year of eligibility if her athletic career is interrupted by pregnancy.

### Who can help you?

Your head coach and the head athletic trainer will encourage you to seek help and advice from "neutral parties" outside the University's Department of Athletics. These may include Nurse Practitioners at the University's Engle Center, the Cumberland County Health Department, your team physician, your personal physician, or others.

### What is covered by your insurance?

Please consult your primary insurance company for pregnancy benefits. All costs and expenses of the pregnancy shall be the sole responsibility of the student-athlete and will not be covered by the University or by the University's Department of Athletics.

### How to continue training and competing?

If you decide that you would like to continue in your sport, and are initially cleared to do so, the University will help you assemble a decision-support team that consists of you, your personal medical provider(s), other healthcare professional(s), your head coach, the head athletic trainer, academic counselor, and others as appropriate. Your decision-support team will provide mandatory monitoring of your health and academic progress, and will assist you in your return to competition if that is your desire. You are required to provide documentation of medical clearance to participate in the intercollegiate sport by your primary care physician and/or OB/GYN on a routine basis (e.g., monthly or following scheduled doctor's visits throughout the pregnancy) in order to continue participation in the intercollegiate sport. In addition, you must sign a waiver releasing the University from any liability for injury to the fetus and/or any pregnancy-related injury to you as a result of your continuing as a member of your team during the pregnancy.

What if you're a male student-athlete whose partner becomes pregnant?

Obviously, you won't be affected by physical changes associated with pregnancy. However, you may suffer psychological stress, have concern about the health of your pregnant partner and her pregnancy, and question your readiness for fatherhood and the personal and financial obligations you face. We encourage you to take advantage of our psychological counseling services and join in any decision-support team your partner may have formed. You should also know that Title IX also protects you from being discriminated against because of your partner's pregnancy or your status as a parent.

What if you're under 18 years of age?

Parents or guardians must participate in the decision-support team if the student-athlete is less than 18 years of age. Parents must co-sign any waivers if the student-athlete is less than 18 years of age.

**Department of Athletics  
Pregnant Student-Athlete Waiver**

I, \_\_\_\_\_, understand that there are dangers and risks to which I may be exposed by participating in intercollegiate sports while pregnant. I understand that Messiah University, its trustees, employees, agents, volunteers, and students (collectively, the "University"), do not require me to participate in intercollegiate sports, but I want to do so and choose to participate voluntarily, despite the possible dangers and risks.

I understand that my participation in intercollegiate sports may involve significant physical exertion and that it is possible for me and/or my fetus to suffer a serious injury during practice, conditioning, travel, or participation in intercollegiate sports. I understand that such an injury could result in death or other serious physical and/or psychological harm and damage to me, my fetus, or my property. I have been warned of the significant non-obvious risks associated with intercollegiate sports, have full knowledge of these risks, and realize that I am responsible for my own safety and well-being and that of my fetus while participating in intercollegiate sports. I understand and agree that my participation in intercollegiate sports involves both known and unknown and anticipated and unanticipated risks that include, but are not limited to, injury, permanent disability, or death. I assume any and all responsibility and risks associated with my participation in intercollegiate sports and agree to use reasonable care while participating in these intercollegiate sports.

I acknowledge that I have sought medical attention and advisement for my pregnancy and intercollegiate sport-related issues according to the Messiah University Athletic Department Student-Athlete Pregnancy Policy. I acknowledge and agree that I am required to provide documentation to the Messiah University Head Athletic Trainer of medical clearance by my personal primary care physician and/or OB/GYN physician to participate in any intercollegiate sport in a timely manner. I further acknowledge and agree that in order to continue my

participation in any intercollegiate sport, I am required to provide documentation of medical clearance to participate by my personal physician and/or OB/GYN physician on a routine basis. I will be permitted to continue to participate in intercollegiate sports until such time that my personal physician, OB/GYN physician, and/or the Messiah University Head Athletic Trainer no longer medically clear me to participate in such activities.

I understand that according to the NCAA, I am entitled to continue my athletic and academic careers, and may apply, if I wish, for an additional year of athletic eligibility. I further understand and acknowledge that my involvement on any Messiah University intercollegiate sports team will be determined by the team's Head Coach on the same basis as any other student-athlete's involvement in the intercollegiate sports team.

In consideration of being permitted to participate in intercollegiate sports, I, on behalf of myself, my heirs, representatives, executors, successors, administrators, agents, and assigns, do hereby knowingly and fully waive, release, and agree to indemnify and hold harmless Messiah University, its Department of Athletics, its trustees, employees, agents, physicians, athletic trainers, volunteers, and students (collectively referred to as "Releasees"), from and against any present or future liability, claims or actions that may arise from injury or harm to me or my fetus, from my death or that of my fetus, from damage to my property, or for which I may be liable to another person, as a result of my participation in intercollegiate sports except for injury, death or damage resulting from the gross negligence or willful misconduct of the University. This Release and the rights of the parties shall be construed in accordance with the laws of the Commonwealth of Pennsylvania.

I, \_\_\_\_\_, have carefully read this entire Release, fully understand this Release, and am voluntarily signing this Release. I agree to be legally bound by this Release.

THIS IS A RELEASE OF YOUR RIGHTS. READ CAREFULLY BEFORE SIGNING.

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(Student-Athlete – print)	(Student-Athlete – signature)	(Date)
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(Parent/Guardian – print) (If applicable)	(Parent/Guardian – signature) (If student-athlete is under 18)	(Date)
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### **Messiah University Athletics Statement on Non-Violent and Peaceful Protests**

The Messiah University Department of Athletics recognizes and appreciates that both our Department and intercollegiate athletics teams are made up of individuals with diverse perspectives on any matter of issues. We value these perspectives, our Christian unity, and opportunities for empathetic and gracious dialogue. As a department, we care deeply about the promotion of transformative conversations that lead to unity within our diversity. We value the right of individual persons to stand for their beliefs, even to the point of non-violent and peaceful protest.

Please see the University policy on protests [here](#).

### **Statements on Sexual Discrimination/Harassment/Violence**

**Messiah University Statement:** As an expression of our Christian values, Messiah University is committed to creating an atmosphere of dignity and respect free from any form of harassment, sexual, racial, or otherwise. It is also the University's responsibility to uphold existing laws regarding a learning, living, and working environment free of harassment and discrimination. Further, Messiah University prohibits crimes of violence, including sexual violence, dating violence, domestic violence, stalking and hate crimes.

**NCAA Statement:** The NCAA is a voluntary membership organization dedicated to promoting and developing its core values of academics, well-being and fairness among the 1,100 member schools and more than 450,000 student-athletes who participate in college sports. Sexual discrimination, sexual harassment and sexual violence violate human decency and the Association's core values.

### **Messiah University Contact Information:**

- Hannah McBride – Title IX Coordinator ([hmcbride@messiah.edu](mailto:hmcbride@messiah.edu))
- Doug Wood – Dean of Students and Title IX Deputy ([dwood@messiah.edu](mailto:dwood@messiah.edu))
- Brad Neuenschwander – Director of Safety and Title IX Deputy ([bneuenschwander@messiah.edu](mailto:bneuenschwander@messiah.edu))
- Brooke Good – Title IX Deputy ([good@messiah.edu](mailto:good@messiah.edu))
- Emma Dougherty – Coordinator for IPV prevention, education, and response and confidential resource ([edougherty@messiah.edu](mailto:edougherty@messiah.edu))

### **Messiah University Athletics Interpersonal and Sexual Violence Prevention Policy and Procedures**

Messiah University Athletics policies prohibit all forms of power-based violence and work in tandem with University policies and procedures to prevent, address, and remedy harm when it occurs in our community. To that end, Messiah University Athletics prioritizes compliance with Title IX of the Education Amendments of 1972 (which prohibits discrimination on the basis of sex), the Violence Against Women Act of 1994 (which addresses the need to provide consistent

and accessible options to complainants), the Clery Act of 1990 (which requires documentation, reporting, and publicizing of crime statistics), and the NCAA Policy on Campus Sexual Violence (which addresses the need to provide additional accountability and support to collegiate athletics programs).

In accordance with the Association's sexual violence prevention efforts, the NCAA Board of Governors adopted this Association-wide policy, recommended by the NCAA Commission to Combat Campus Sexual Violence, in August 2017 to reinforce previous Association efforts. As this policy is reviewed and revised, institutions are required to adjust policies and procedures accordingly to maintain compliance.

The policy requires institutions to focus on sexual violence prevention each year by requiring annual attestation to be completed by the university President, Executive Director of Athletics and Title IX Coordinator. Annual attestation must confirm:

1. The Messiah University Athletics Department is fully knowledgeable about, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence. The Messiah University Interpersonal Violence and Sexual Misconduct Policy can be found at:  
[https://www.messiah.edu/download/downloads/id/4729/Interpersonal\\_Violence\\_Sexual\\_Misconduct\\_Policy.pdf](https://www.messiah.edu/download/downloads/id/4729/Interpersonal_Violence_Sexual_Misconduct_Policy.pdf)
2. Messiah University policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX Coordinator, are readily available within the department of athletics, and are provided to student-athletes.
3. All Messiah University student-athletes, coaches, and staff are required to attend annual education on sexual violence prevention, intervention, and response, to the extent allowable by state law.

Further, the athletics department will cooperate with University investigations into reports and matters related to sexual violence involving student-athletes and athletics department staff in a manner compliant with institutional policies for all Messiah University students.

In the 2021 edition of the policy, the NCAA has included three additional requirements for annual attestation to go into effect in the 2022-2023 academic year:

4. All incoming, continuing and transfer student-athletes are required to complete an annual disclosure related to their conduct that resulted in discipline through an interpersonal violence (including hazing) and/or sexual misconduct (including Title IX) proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence.  
\*\* Transfer student-athletes also must disclose whether such proceedings were

incomplete at the time of transfer. Failure to make a full and accurate disclosure could result in penalties, including loss of eligibility to participate in athletics and/or expulsion from the University as determined by the member institution.

5. Messiah University is required to take reasonable steps to confirm whether incoming, continuing and transfer student-athletes have been disciplined through an interpersonal violence (including hazing) and/or sexual misconduct (including Title IX) proceeding or criminally convicted of sexual, interpersonal or other acts of violence.\*\* In a manner consistent with federal and state law, all NCAA member institutions must share relevant discipline information including information regarding incomplete relevant proceedings as a result of transfer with other member institutions when a student-athlete attempts to enroll in a new college or university.
6. Messiah University chooses to recruit incoming student-athletes and accept transfer student-athletes, and as such has written procedures to gather information from the former institution(s) regarding student-athletes' discipline and/or pending processes related to interpersonal violence (including hazing) and/or sexual misconduct (including Title IX). Likewise, Messiah University is required to have a process that reasonably yields information to put any recruiting institution on notice that a transferring student has left Messiah University with an incomplete interpersonal violence (including hazing) and/or sexual misconduct (including Title IX) proceeding, was disciplined for interpersonal violence (including hazing) and/or sexual misconduct (including Title IX) and/or has a criminal conviction related to sexual, interpersonal or other acts of violence.\*\* Failure to establish and follow such policies and procedures could result in penalties for Messiah University.

To maintain compliance, Messiah University Athletics fulfills the NCAA policy attestation requirements through the following procedures:

Messiah University Athletics NCAA Disclosure Committee was established in 2022 to review the policy and corresponding procedures annually. The committee includes:

- Athletic Compliance Officer
- Executive Director of Athletics
- Title IX Coordinator or Interpersonal Violence and Sexual Misconduct Office designee
- Student Conduct Officer

This committee is engaged in the administration of the policy and is expected to conduct itself with integrity, fairness to all student-athletes, and in accordance with institutional policies. Bias or conflicts of interest are not tolerated, and no committee member may hold an additional role (such as coach) that may influence the eligibility of a student-athlete. Committee members are trained in institutional policies and procedures, including expectations of privacy and information protection.

### ***Messiah University Athletics Education***

- a. All coaches and staff within the Athletics department are required to attend in-person Interpersonal Violence and Sexual Misconduct training provided by the Coordinator for Interpersonal Violence Prevention and Education.
- b. All first-year or transfer student-athletes are required to attend the Interpersonal Violence and Sexual Misconduct orientation session during Welcome Week.
- c. All upper-class or returning student-athletes are required to attend the Interpersonal Violence and Sexual Misconduct compliance session that is integrated into the beginning of the year meetings through Athletics Compliance.
- d. Any students or staff members unable to attend the presentations are required to meet in person with the Athletics Compliance officer and/or review materials provided via digital platforms that include informative presentation and mandatory response elements.

### ***Information Gathering and Review***

The Messiah Admissions team reviews student applications for both new students and transfer students. The University application gathers information pertaining to criminal charges for all applicants. In the event that a student-athlete responds in the affirmative to any of those questions that request information regarding potential criminal charges the following will occur:

- a. The admissions counselor reviewing the file automatically sends the file to the admissions committee.
- b. The Director of Admissions works with the student conduct office to determine appropriate next steps.
- c. Depending on the nature of the crime, the student conduct office will potentially interview the student prior to admission decision.
- d. If necessary, Messiah may ask for additional references.
- e. The student conduct office weighs in on the decision to admit students under these circumstances.
- f. Messiah Admissions sends an accepted transfer student a “release of information form” to the current institution to facilitate the disclosure of the student-athlete’s discipline and/or pending processes related to interpersonal violence (including hazing) and/or sexual misconduct (including Title IX) and/or criminal convictions for sexual, interpersonal or other acts of

violence. The form must be completed prior to enrollment. The questions pertaining to conduct that are included on the form read as follows:

*The following questions are to be completed by the student conduct office at the current institution:*

- *Has this student been dismissed from your institution?*
- *Has this student been subject to any non-academic related disciplinary action?*
- *Is this student eligible to return to your institution?*

*If the answer to (1) or (2) above is yes or the answer to (3) is no, please explain on a separate sheet of paper.*

Based on the responses Messiah University receives, the student conduct office may be consulted for next steps.

- g. The Assistant Director of Athletics for Compliance and Internal Operations sends tracer forms to all incoming transfer students. This form includes questions to be signed by the Title IX Coordinator or student conduct administrator of the previous institution and serves as a data collection point to receive information pertaining to any previous investigations involving incoming transfer students.
- h. The Assistant Director of Athletics for Compliance and Internal Operations will introduce all required NCAA education and forms in person at the compliance education session including examples to describe how student-athletes should complete the disclosure form before the first date of competition. This communication will include how the form will be disseminated via a secure link in their email so they can complete it on their own for privacy. Student-athletes sign the forms via dynamic forms. Forms include:
  - NCAA Division III Summary of Regulations
  - Form 22-3c: Student-Athlete Statement
  - Form 22-3f: Drug Testing Consent
  - Form 22-4c: Student-Athlete Affirmation of Eligibility
  - Form 22-10c: General Amateurism and Eligibility Form for International and Select Student-Athletes (if applicable)
  - NCAA Banned Drug list links
  - Interpersonal Violence and Sexual Assault Disclosure Form and associated FERPA release

Once forms are submitted, an automatic response will confirm the student-athlete submitted the form and provide a summary of next steps for verification, including a reminder of the deadline for submission – prior to the first competition.

The Assistant Director of Athletics for Compliance and Internal Operations reviews all NCAA and Messiah required paperwork before the first date of competition and follows up with student-athletes if there are any missing signatures.

- a. Student-athlete completing the Interpersonal Violence and Sexual Misconduct Disclosure Form to indicate no discipline and/or pending processes related to interpersonal violence (including hazing) and/or sexual misconduct (including Title IX), will be afforded the same standards of trust extended to other students based on our expectations of integrity.
- b. In the event a student responds with an affirmative response to the disclosure form, the Assistant Director of Athletics for Compliance and Internal Operations will inform the student that the next step is verification and will discuss circumstances with the NCAA Disclosure Committee for next steps once verified.
- c. The NCAA Disclosure Committee Chair or University designee utilizes FERPA release form to reach out to appropriate contacts (i.e., student conduct official, Title IX Coordinator or Deputy Coordinator, prior educational institution, state records office, law enforcement agency, etc.) to verify information and circumstances student-athlete shared in the affirmative via the disclosure form.
- d. Response will follow institutional procedures for any incoming student who discloses similar information via the University admissions process.
- e. Student-athletes are not allowed to compete until all forms are completed.
- f. The University (via the NCAA Disclosure Committee) may engage specific action steps identified as necessary depending on the information student-athletes may disclose.
- g. Depending on the circumstances under consideration, appropriate follow-up may include (but is not limited to) the following options for individual care and/or community safety:
  - Invitation for a student-athlete to participate in education to support their emotional/relationship health
  - Invitation for a student-athlete to participate in mentorship to support their emotional/relational health
  - Scheduled meeting with student-athlete to discuss confidential resource options available for student-athletes

- Required risk/threat assessment for student-athlete to join community
  - Impact on participation eligibility and/or limitations, including suspension or removal from team
  - Impact on admission status
- h. The NCAA Disclosure Committee will review the circumstances and what practices and protocols Messiah University has utilized in similar, historic circumstances to develop and document a response to the student-athlete in question.
  - i. The NCAA Disclosure Committee will consider the responsibility of admitting student-athletes found culpable of interpersonal harm, given the transfer of liability to Messiah University should that student-athlete perpetrate harm in our community.
  - j. The NCAA Disclosure Committee will assign an appropriate response and the Athletic Director will be responsible for engaging accountability measures to ensure effective compliance.
  - k. When the University receives a request for verification from a college or university engaging a similar process for student-athletes, the University will verify the minimum information appropriate to comply – the University will only provide what is specifically requested by another University relating to sanctions, outcomes, formal complaints, and/or patterns of behavior. The University will not provide speculation, rumor or unsubstantiated allegations.
  - l. Responses will be routed to appropriate campus administrators for review and could include the NCAA Compliance Office, Student Conduct Office, or the Interpersonal Violence and Sexual Misconduct (includes Title IX) Office.

In all circumstances pertaining to the information gathered and reviewed under the NCAA Board of Governors Policy on Campus Sexual Violence, student-athlete privacy will be prioritized and protected. Messiah University reserves the right to alter the procedures set out to comply with this policy as deemed necessary to maintain compliance with federal and state laws.

No student-athlete will be penalized without being afforded reasonable due process appropriate to their circumstances. Messiah University reserves the right to limit the admission, enrollment, and rostering of any student-athlete in response to concerns related to conduct.

### SECTION 3: NCAA DIVISION III PHILOSOPHY STATEMENT

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

To achieve this end, Division III institutions:

- a. Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;
- b. Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (e.g., students, alumni, institutional personnel) than on the general public and its entertainment needs;
- c. Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;
- d. Primarily focus on intercollegiate athletics as a four-year, undergraduate experience;
- e. Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;
- f. Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs;
- g. Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;
- h. Assure that athletics participants are not treated differently from other members of the student body;
- i. Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience;
- j. Assure that athletic programs support the institution's educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution's athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission;
- k. Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;
- l. Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes;
- m. Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;

- n. Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;
- o. Provide equitable athletics opportunities for males and females and give equal emphasis to men's and women's sports;
- p. Support ethnic and gender diversity for all constituents;
- q. Give primary emphasis to regional in-season competition and conference championships; and
- r. Support student-athletes in their efforts to reach high levels of athletic performance, which may include competent coaching and appropriate competitive opportunities.

The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences. *(2019-2020 NCAA Division III Manual, p. 1)*

## SECTION 4: MIDDLE ATLANTIC CONFERENCE (MAC)

Messiah University is a member of the Middle Atlantic Conference (MAC). The MAC, which includes 16 member colleges and universities, is aligned into three separate conferences: the Middle Atlantic Conference, the Commonwealth Conference, and the Freedom Conference. Messiah College participates in the Commonwealth Conference.

### **Middle Atlantic Conference** (16 members)

Albright College	Lebanon Valley College
Alvernia University	Lycoming College
Arcadia University	Messiah University
Delaware Valley College	Misericordia University
DeSales University	Stevens Institute of Technology
Eastern University	Stevenson University
Fairleigh Dickinson University, Florham	Widener University
Hood College	Wilkes University
King's College	York College of PA

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### **Commonwealth Conference** (8 members)

Albright College  
Alvernia University  
Eastern University  
Hood College  
Messiah University  
Stevenson University  
Widener University  
York College

### **Freedom Conference** (8 members)

Arcadia University  
Delaware Valley College  
DeSales University  
Fairleigh Dickinson University, Florham  
King's College  
Lebanon Valley College  
Misericordia University  
Stevens Institute of Technology

### **Conference Awards Program**

The MAC provides awards as follows:

1. **Conference Championship Teams:** The Conference presents a championship plaque to each conference championship team. Championship plaques are displayed in the Hallway of Champions located in the Sollenberger Sports Center. In addition, each team member will receive an Under Armour championship t-shirt.
2. **Conference Champions (Individuals):** The Conference presents medals to the top finishers in individual championships (e.g., cross country, golf, swimming, tennis, track & field, wrestling).
3. **Player of the Year and Rookie of the Year Honors:** The Conference presents a plaque to the Player of the Year.
4. **Conference Tournament Most Valuable Player (MVP):** For team sports, the Conference presents an award to the Tournament's MVP.
5. **Player of the Week:** For all sports, the Conference recognizes a Player of the Week.

6. **Academic Honor Roll:** The Conference recognizes an Academic Honor Roll at the conclusion of each sport season (fall, winter, and spring). Student-athletes of sophomore class standing or higher, with a 3.20 or higher cumulative grade point average, are named to the Academic Honor Roll.

## SECTION 5: ELIGIBILITY INFORMATION

### **Eligibility (NCAA Bylaw 14)**

1. To be eligible for practice or competition, a student-athlete shall be enrolled in at least a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the institution. For purposes of this bylaw and its subsections, to be eligible for competition, a student-athlete shall be enrolled in no less than 12-semester-or-quarter hours, regardless of the institution's definition of minimum full-time program of studies. For practice only, a violation of this bylaw shall be considered an institutional violation per Constitution 2.8.1; however, it shall not affect the student-athlete's eligibility.
2. A student-athlete may practice or compete while enrolled in less than a minimum full-time program of studies, provided the student is enrolled in the final semester or quarter of the baccalaureate or graduate program and the institution certifies that the student is carrying (for credit) the courses necessary to complete degree requirements.
3. If a student-athlete's academic eligibility changes at the end of a quarter or semester, the student-athlete shall become eligible or ineligible to compete on the date his or her eligibility officially is certified by the appropriate institutional authority. In a case in which the student becomes eligible at the end of the term, the earliest date on which the student can become eligible to compete is the day after the date of the last scheduled examination listed in the institution's official calendar for the term that is ending. In a case in which the student becomes ineligible, the ineligibility shall become effective not later than the first day of classes of the following semester or quarter. In any case, if the student-athlete is academically eligible to compete at the time of the student-athlete's or the institution's first participation in an NCAA championship, he or she shall remain eligible for the remainder of the championship.
4. A student-athlete shall complete his or her seasons of participation during the first 10 semesters or 15 quarters in which the student is enrolled in a collegiate institution in at least a minimum full-time program of studies, as determined by the regulations of that institution.
5. A season of intercollegiate participation shall be counted in the student-athlete's sport when a student-athlete participates (practices or competes) during or after the first contest in the traditional segment following the student-athlete's initial participation of that academic year at that institution or when the student-athlete engages in intercollegiate competition during the nontraditional segment in that sport. This provision is applicable to intercollegiate athletics participation (practice or competition) conducted by a Division III collegiate institution at the varsity, junior varsity or freshman team level.
6. To be eligible to represent an institution in intercollegiate athletics competition, a student-athlete shall maintain satisfactory progress toward a baccalaureate or equivalent degree at that institution as determined by the regulations of that institution. As a general requirement, "satisfactory progress" is to be interpreted at each member institution by the academic authorities who determine the meaning of such

phrases for all students, subject to controlling legislation of the conference(s) or similar association of which the institution is a member.

### **Medical Hardship**

A student-athlete may be granted an additional year of participation (per NCAA Bylaw 14.2.4) by the conference or the Committee on Student-Athlete Reinstatement for reasons of “hardship.” Hardship is defined as an incapacity resulting from a season-ending injury or illness that has occurred under all of the following conditions:

- (a) The season-ending injury or illness occurs before the completion of the first half of the traditional playing season in that sport for the season being waived and results in incapacity to compete for the remainder of the traditional playing season. The first half of the traditional playing season is measured by the maximum contest or date of competition (whichever is applicable to that sport) limitation in each sport as set forth in Bylaw 17 plus one contest or date of competition; and
- (b) The season-ending injury or illness occurs when the student-athlete has not competed in more than one-third of the maximum contest or date of competition (whichever is applicable to that sport) limitation in each sport (as set forth in Bylaw 17) plus one contest or date of competition.
- (c) The following criteria are to be employed in the administration of the hardship waiver:
  - Nature of Injury/Illness
  - Medical Documentation
  - First-Half-of-Season Calculation (refer to Figure 14-1)
  - Reinjury in the Second Half of Season. A student-athlete, who suffers an injury in the first half of the traditional season, enters competition during the second half of the traditional season and then is unable to participate further as a result of aggravating the original injury does not qualify for the hardship waiver.

### **Faculty Athletics Representative (FAR)**

A Faculty Athletic Representative is a member of the faculty at an NCAA member institution. The FAR has been designated by the institution to serve as a liaison between the institution and the athletics department and also as a representative of the institution in conference and NCAA affairs. The role of the FAR is to ensure that the academic institution establishes and maintains the appropriate balance between academics and intercollegiate athletics.

Dr. Sean Strehlow is the FAR at Messiah University. Dr. Strehlow periodically attends Student Athlete Advisory Committee (SAAC) and Athletics Department meetings throughout the academic year. He is a major proponent of student-athlete academic awards and post-graduate scholarship opportunities via the NCAA.

**FIGURE 14-1**  
**Hardship Waiver Calculations – Standard Denominators Based on Bylaw 17 Maximums**

<b>Sport</b>	<b>Standard Denominator*</b>	<b>First Half of Playing Season</b>	<b>One-third of Contests or Dates of Competition</b>
Baseball	41	Before the start of the 21 <sup>st</sup> contest	14
Men's Basketball	26	Before the completion of the 13 <sup>th</sup> contest	9
Women's Basketball	26	Before the completion of the 13 <sup>th</sup> contest	9
Men's Cross Country	11#	Before the start of the sixth date of competition	4
Women's Cross Country	11#	Before the start of the sixth date of competition	4
Field Hockey	21	Before the start of the 11 <sup>th</sup> contest	7
Men's Lacrosse	18	Before the completion of the ninth date of competition	6
Women's Lacrosse	18	Before the completion of the ninth date of competition	6
Men's Soccer	21	Before the start of the 11 <sup>th</sup> contest	7
Women's Soccer	21	Before the start of the 11 <sup>th</sup> contest	7
Softball	41	Before the start of the 21 <sup>st</sup> contest	14
Men's Swimming	17	Before the start of the ninth date of competition	6
Women's Swimming	17	Before the start of the ninth date of competition	6
Men's Tennis	21	Before the start of the 11 <sup>th</sup> date of competition	7
Women's Tennis	21	Before the start of the 11 <sup>th</sup> date of competition	7
Men's Track and Field (Indoor)	9**	Before the start of the fifth date of competition	3
Men's Track and Field (Outdoor)	9**	Before the start of the fifth date of competition	3
Women's Track and Field (Indoor)	9**	Before the start of the fifth date of competition	3
Women's Track and Field (Outdoor)	9**	Before the start of the fifth date of competition	3
Men's Volleyball	23	Before the start of the 12 <sup>th</sup> date of competition	8
Women's Volleyball	23	Before the start of the 12 <sup>th</sup> date of competition	8
Wrestling	17	Before the start of the ninth date of competition	6

\*= Maximum number of contests or dates of competition plus one pursuant to Bylaw 14.2.5-(a)-(b)  
# = Maximum of nine dates of competition (Bylaw 17) plus two dates of competition pursuant to Bylaw 14.2.5.2.5.3  
\*\*= See Bylaw 14.2.5.2.5.1

## **Transfers**

The student-athlete who transferred to Messiah University is responsible to complete all required paperwork mandated by the NCAA and to meet with the Assistant Director for Compliance and Internal Operations prior to participation. The following NCAA bylaws must be met for transfers:

**14.5.5.1 General Rule.** A transfer student from a four-year institution shall not be eligible for intercollegiate competition until the student has fulfilled an academic year of residence at the certifying institution, unless the student qualifies for one of the transfer exceptions noted below. A transfer student (other than one under disciplinary suspension per bylaws 14.5.1.2) may qualify for an exception to the academic year of residence requirement provided he or she does not have an unfulfilled residence requirement at the institution from which he or she is transferring.

**14.5.5.1.1 Exception.** A student who transfers to the certifying institution shall be immediately eligible if:

- (a) The student has never practiced nor competed in intercollegiate athletics;
- (b) **The student transfers from a four-year collegiate institution and would have been academically and athletically eligible, at the time of transfer to the certifying institution had he or she remained at the previous institution;** or
- (c) The student transfers from a four-year collegiate institution that did not sponsor the student-athlete's sport and, while at that institution, the student-athlete:
  - (i) Successfully completed at least 24-semester or 36-quarter hours of transferable degree credit; and
  - (ii) Completed at least two full-semesters or three full-time quarters.

## **General Education Wellness Credit for Intercollegiate Athletics**

All undergraduate students must complete a one-credit Wellness course as a general education requirement. Students participating in a full season of an NCAA-sanctioned sport are eligible to enroll in WELL 139 Wellness for Student Athletes, which accounts for the physical activity student athletes obtain through participation in their sport.

Student athletes may register for WELL 139 at the time of course registration in the Fall and Spring for the next semester. Enrollment in WELL 139 requires instructor approval to confirm the registered student enrolls during an academic year in which the student is a member of a Messiah University NCAA-sanctioned athletics team. Satisfactory completion of this one-credit course meets the student's General Education Wellness requirement. If the student discontinues participation in the sport that year, they will be dropped from WELL139 and will need to take a different Wellness course.

**If you have any questions about the wellness course, please contact Casey Stone ([cstone@messiah.edu](mailto:cstone@messiah.edu)).**

### **Sunday Competition**

Intercollegiate athletics teams at Messiah University will not compete on Sundays during the regular season (including trips during college breaks; rescheduled contests). In exceptional circumstances, the Executive Director of Athletics, in consultation with the Vice Provost/Dean of Students, has the authority to allow competition, only after the head coach has discussed this with the student-athletes. During Middle Atlantic Conference and NCAA postseason play, Messiah University is allowed to host/participate on Sundays.

### **Missed Classes**

Messiah University student-athletes are considered representatives of the institution; as such, it is the responsibility of each student-athlete to assure that participation in practice and competition is done so without the sacrifice of academic achievement. The following NCAA bylaws apply to all Messiah University student-athletes:

**17.1.4.2 Missed Class Time:** A student-athlete shall not miss class for the following:

- (a) Practice activities in any segment; and
- (b) Competition in the nontraditional segment.

**17.1.4.2.1 Exceptions:** A student-athlete may miss class for practice activities in the following circumstances:

- (a) When a team is traveling to an away-from-home contest and the practice is in conjunction with the contest; and
- (b) Student-athletes representing the host institution shall be permitted to miss class time for practice activities scheduled in conjunction with an NCAA championship.

As a NCAA Division III institution, Messiah University's emphasis is on the academic success of each student-athlete. Our student-athletes are here, first and foremost, to receive an outstanding education. The Messiah University community recognizes that cocurricular activities and intercollegiate athletics have a significant positive effect on students who choose to participate.

Student-athletes are required to prioritize academic responsibilities over athletics practice sessions. In general, the daily time of intercollegiate practices is 4:00-6:30 p.m. There will, however, be days when an athletics contest conflicts with class schedules. The following action steps will be conducted to minimize potential conflicts with faculty members:

1. Head coaches are responsible to complete prior to their respective season a Student Absence form located on the Self-Service menu.
2. The Athletics Department, in coordination with the Faculty Athletics Representative (FAR), will send to all faculty members a schedule of away contests and departure times for fall, winter, and spring sports teams.
3. Ultimately, the student-athletes are responsible to meet with the individual faculty member a week in advance to discuss submission of assignments, quizzes, exams, etc.

4. The FAR will be the intermediate between student-athlete and faculty member if warranted.

### **Chapel**

Chapel attendance is required of all undergraduate students. Each student is required to attend 14 approved chapels per semester. Students who exceed the allowable number of absences will be placed on Chapel Probation. Since student-athletes are expected to be exemplary models, an active chapel probation status is likely to negatively impact one's eligibility for service in a student leadership position (e.g., team captain role).

### **Community Covenant**

In the motto "Christ Preeminent" the Messiah University community affirms that life draws meaning from submission to Christ and service to others. Our philosophy statement affirms the triune God as the creator of all that is, the source of all truth. As beings created in the image of God, we have special responsibilities and challenges. In our community of believers-scholars we affirm the interrelatedness of what we believe, the way we live, and the way we learn. Our search for truth and commitment to Christ connect us not only to each other but also to God's creation and God's people throughout history.

Within this community, it is not easy to find the right balance of challenge and support for each individual. Personal freedom and community obligation sometimes seem to be in tension as individuals work to integrate belief and behavior. The growth-producing process benefits from the dynamics of a diverse but concerned community, as well as the sense that the lordship of Christ and a commitment to being part of the body of Christ are key values to guide us. With the task before us of searching for truth and promoting personal growth, we join together in the hope of achieving more together than we could separately. We agree to pursue the obligations and challenges of community membership with integrity, respecting our institutional heritage and practicing accountability.

### **Academic Eligibility/Probation**

According to NCAA guidelines, each individual institution establishes its own benchmark grade point averages for eligibility. At Messiah University, those standards are:

- First Year Students: 1.80 cumulative grade point average
- Sophomores: 1.90 cumulative grade point average
- Juniors and Seniors: 2.00 cumulative grade point average

Academic eligibility is checked twice during the academic year: prior to the start of the fall semester and prior to the start of January Term. Student-athletes placed on academic probation may practice with their respective team while on campus, but may not compete, suit up, or travel with the team. In addition, student-athletes must meet all NCAA eligibility requirements, including being a full-time student. At Messiah University, the student-athlete must be enrolled in a minimum of 12 credits to be considered full-time (Note: PHED 102 Intercollegiate Sports cannot be calculated for full-time status).

A fifth-year student-athlete who would like to complete their fourth year of eligibility has two options to be eligible:

- Do not complete all requirements for an undergraduate degree on time, thus eliminating the possibility of walking with their peers at Commencement; or
- Graduate on time and participate in Commencement ceremonies and enroll in a Master's Degree program at Messiah University (six credits per semester at the graduate level signifies full-time status for athletics eligibility).

### **Role of Boosters**

As a community committed to following Christian principles in every aspect of University life, Messiah University pursues excellence in athletics within the framework of institutional control and operational integrity. According to NCAA rules that govern Messiah University athletics, compliance extends beyond students and faculty at Messiah University to include alumni, parents, friends and other boosters who have any stake in the institution as indicated by status as a former athlete, donor to the University's athletic program, arranger of employment for athletes or promoter of athletics. Once identified as institutional representatives of athletic interests, those individuals retain the status for life.

Members of the athletics staff and representatives of the athletics interest are prohibited from providing any extra benefit to a prospective or current athlete or acquaintance which is not available to the general student body of Messiah University. Ultimately, Messiah University is responsible for actions by those who are classified as institutional representatives.

## SECTION 6: NCAA/MAC/MESSIAH UNIVERSITY ATHLETICS DEPARTMENT POLICIES

### **NCAA Banned-Drug Classes**

The institution and the student-athlete will be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified. It is your responsibility as a student-athlete to check with the appropriate athletics staff before using any substance.

1. The NCAA Bans the Following Classes of Drugs:
  - a. Stimulants;
  - b. Anabolic Agents;
  - c. Alcohol and Beta Blockers;
  - d. Diuretics and Other Masking Agents;
  - e. Street Drugs;
  - f. Peptide Hormones and Analogues;
  - g. Anti-estrogens; and
  - h. Beta-2 Agonists.
2. Drugs and Procedures Subject to Restrictions:
  - a. Blood Doping;
  - b. Local Anesthetics;
  - c. Manipulation of Urine Samples;
  - d. Beta-2 Agonists permitted only by prescription and inhalation; and
  - e. Caffeine if concentration in urine exceeds 1.5 micrograms/ml.
3. NCAA Nutritional/Dietary Supplements Warning:

**Note:** Before consuming any nutritional/dietary supplement product, review the product with your athletics department staff.

  - a. Dietary supplements are not well regulated and may cause a positive drug test result.
  - b. Student-athletes have tested positive and lost their eligibility using dietary supplements.
  - c. Many dietary supplements are contaminated with banned drugs not listed on the label.
  - d. Any product containing a dietary supplement ingredient is taken at your own risk.

To view a full disclosure of NCAA banned substances, go to [NCAA BANNED DRUG LIST](#).

### **Gambling**

The NCAA 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 the intercollegiate athletics community. Sports wagering demeans the competition and competitors alike by a message that is contrary to the purposes and meaning of "sport." Sports competition should be appreciated for the inherent benefits related to participation of student-athletes, coaches and institutions in fair contests, not the amount of money wagered on the outcome of the competition.

**NCAA Bylaw 10.3 Sports Wagering Activities:** The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletic competition:

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

**NCAA Bylaw 10.3.1 Scope of Application:** The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the Association conducts championship competition, in bowl subdivision football and in emerging sports for women.

**NCAA Bylaw 10.3.2 Sanctions:** The following sanctions for violations of Bylaw 10.3 shall apply:

- a) A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins ("point shaving") or who participates in any sports wagering activity involving the student-athlete's institution shall permanently lose all remaining regular-season and postseason eligibility in all sports.
- b) A student-athlete who participates in any sports wagering activity, through the Internet, a bookmaker or a parlay card, shall be ineligible for all regular-season and postseason competition for a minimum period of one year from the date of the institution's determination that a violation has occurred and shall be charged with a loss of a minimum of one season of eligibility. If the student-athlete is later determined to have been involved in a later violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.

**NCAA Bylaw 10.4:** Prospective student-athletes and enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Committee on Student-Athlete Reinstatement for restoration of eligibility. Institutional staff members found in violation of the provisions of this regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another institution.

### **Hazing**

The Messiah University Athletics Department adheres to the NCAA principle of Health and Safety of student-athletes which states that "it is the responsibility of each member institution to protect the health of and provide a safe environment for each of its participating student-

athletes.” (NCAA Division III Manual 2.2.3). In addition, the department follows Messiah University’s institutional policies regarding hazing:

Messiah University and Pennsylvania Law prohibit hazing in any form. Hazing is any activity expected of someone joining an athletic team (or to maintain full status in a group, etc.) that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person’s willingness to participate. The term shall include, but is not limited to, any brutality of a physical nature, exposure to the elements, and forced consumption of any food, liquor, drug or other substance, or any other forced physical activity that could adversely affect the physical health and safety of the individual. It also includes any activity that subjects the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or any other forced activity that could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property.

All initiation activities are subject to the approval of the Athletics Director. This regulation governs on and off-campus initiation activities including privately owned facilities and/or property. Athletic teams are responsible for any activity in violation of this policy by any individual or group affiliated with the organization, unless it is proven that the group or individual activity was independent of, and occurred without the knowledge or consent of, the recognized team. Such responsibility will apply equally to situations in which one or more members knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it. Consent of those hazed will not be accepted as a defense for hazing activities.

The Dean of Students in accordance with Messiah University Student Disciplinary Procedures will conduct administrative hearings of alleged violations of this policy. Violations of this policy may result in sanctions for the student involved as well as the entire athletic team. The severity of the sanctions for a hazing offense will be determined in proportion to the hazing activity. In addition to Messiah University’s Anti-Hazing Policy, athletic teams and/or individuals may be held responsible for criminal misconduct in violation of the Pennsylvania Anti-Hazing Law, a third-degree misdemeanor punishable by up to a year’s imprisonment.

#### **Playing and Practice Season (NCAA Bylaw 17)**

1. The playing (i.e., practice and competition) season for a particular sport is the period of time between the date of an institution’s first officially recognized practice session and the date of the institution’s last practice session or date of competition, whichever occurs later. An institution is permitted to conduct athletically related activities in each academic year only during the playing season as regulated for each sport in accordance with the provisions of this bylaw. The institution must conduct the same playing season for varsity and sub-varsity teams in the same sport.
2. Segment limitations are applicable to all team sports that are listed under Bylaw 17.02.13.1, except for basketball, football and rowing, and all individual sports listed

under Bylaw 17.02.13.2, except golf and tennis. The segments shall be defined as follows:

- (a) Traditional Segment – The portion of the playing season that concludes with the NCAA championship in the sport shall be known as the “traditional segment.”
  - (b) Nontraditional Segment – The remaining portion of the playing season shall be known as the “nontraditional segment.”
3. During the playing season, all athletically related activities shall be prohibited during one calendar day per week, except during the following:
- (a) Participation during NCAA championships;
  - (b) Participation between academic terms when classes are not in session or during the institution’s preseason practice that occurs before the first day of classes; or
  - (c) Participation during an institution’s official vacation period when classes are not in session.

#### **Self-Release Form (NCAA Bylaw 13.1.1.2.1)**

Using a form made available by the NCAA national office, a student-athlete who attends a Division III institution may issue, on his or her own behalf, permission for another Division III institution to contact the student-athlete about a potential transfer. The student-athlete shall forward this form to the Executive Director of Athletics at the institution of interest. Contact between the student-athlete and institution may occur during the 30-day period beginning with the date the permission to contact form is signed by the student-athlete. An additional form must be issued for contact to occur or continue beyond the initial 30-day period.

#### **Privacy and Disclosure Requirements (NCAA Bylaw 13.1.1.2.1.1)**

During the initial 30-day period, the institution in receipt of the form shall not notify the student-athlete’s current institution of the contact. At the completion of the 30-day period, if the student-athlete decides to transfer to the institution in receipt of the form, the institution in receipt of the form shall notify the student-athlete’s current institution within a seven-day period of the form’s expiration date that the self-release was issued. At the completion of the initial 30-day period, if the student-athlete decides not to pursue the transfer, the institution in receipt of the form shall not notify the student-athlete’s current institution of the contact at any time. If the student-athlete is undecided at the end of the 30-day period, the initial contact must remain private unless and until the student-athlete issues a second permission to contact form. Upon receipt of the second permission to contact form, the institution in receipt of the form shall notify the student-athlete’s current institution within seven days that a second release was issued.

#### **Social Networking Policy**

The Department of Athletics understands the popularity and usefulness of social networking sites (Facebook, Twitter, LinkedIn, YouTube, TikTok, message boards, etc.) and supports their use by student-athletes provided:

1. No offensive or inappropriate pictures are posted;

2. No offensive or inappropriate comments are posted (“trash talk” with other institutions; remarks regarding coaching staff); and
3. Photos and/or comments posted on these sites do not depict team-related or college-identifiable activities (including wearing/using team uniforms or gear inappropriately).

Student-athletes must remember that they are representatives of Messiah University and are in the public eye more so than other students. Please keep the following in mind as you participate on social networking websites:

1. Before participating in any online community, understand that anything posted online is available to anyone in the world. Any text or photo placed online becomes the property of the site(s) and is completely out of your control the moment it is placed online—even if you limit access to your site.
2. You should not post any information, photos or other items online that could embarrass you, your family, your team, the Department of Athletics or Messiah University. This includes information that may be posted by others on your page.

Messiah University Athletic Department Policies:

- The head coach is the main administrator of any official team social media account.
- An assistant coach, student manager, or student-athlete may have posting access with prior approval by the Athletics Communication Office, provided a staff member or coach is the main administrator of the account and has oversight at all times.
- The user name and password for all accounts should be on file with the Athletics Communication Office.
- Do not post anything that is confidential, sensitive, private, or offensive; do not comment on athlete injuries, rosters, playbooks, officiating, or any other team information that should be kept confidential.
- Follow all applicable laws, NCAA rules, and University and Athletics department policies and guidelines; if you are unsure about current NCAA social media policies, please contact the Athletics Communication Office.
- Follow all Social Media site rules and terms of use.
- Respect copyright and fair use.
- Official team social media account access is a privilege and can be removed at any time.

If a student-athlete’s profile and its contents are found to be inappropriate in accordance with the aforementioned behaviors, he or she will be subject to the following penalties:

1. A meeting with the Athletics Director and Head Coach
2. Penalties as determined by the Athletics Department, including but not limited to possible suspension from his or her intercollegiate team
3. The Middle Atlantic Conference (MAC) and the NCAA may impose additional penalties

### **Team Travel Policies**

The Athletics Department provides funding via operational budgets for travel to official athletics-related functions. The mode of transportation, length of stay, and size of party are administered consistently for all programs by Department guidelines and regulations.

Specific Athletics Department guidelines include the following:

1. Team travel must always take place in an officially-approved mode of travel. An officially contracted member of the coaching staff must accompany student-athletes to and from all athletics contests (including travel to airports). If University vehicles are the mode of travel, a student-athlete, trainer, or manager may not function as the vehicle operator unless he/she has met University requirements to do so, otherwise only a member of the coaching staff or other approved athletics staff member shall operate any University vehicle utilized for official athletics travel.
2. All members of the official traveling party must travel with the team to and from the athletics contest. The Department of Athletics member who is officially responsible for the team for a given athletics contest may grant an exception to this requirement under the following conditions:
  - **Parent Transportation Release and Waiver:** Parent/Guardian signature required to provide transportation for their son/daughter to and/or from an athletics event/contest and agree not to transport anyone other than the child.
  - **Transportation Release and Waiver:** The student-athlete is 18 years or older and the travel destination is within one hour (60 miles) from departure site. A valid reason (i.e., late exam, internship) must be submitted with the request. A Parent/Guardian signature is required. The student-athlete also agrees not to transport anyone other than themselves.

**Note:** The Department of Athletics' preference in this type of situation is that an assistant coach will drive the student-athlete to the destination in a college-approved vehicle (a coach cannot drive a personal vehicle with a student in this situation).
  - **Waiver of Liability – Special Circumstances:** During an extended team trip (i.e., holidays, spring recess) and a student-athlete would like to travel with parents of another student-athlete to a specific location (i.e., meals, amusement park), the student-athlete must complete the Waiver of Liability form prior to leaving the team location.
3. Official travel party size and distance will dictate the mode of transportation to be utilized. A travel party of 14 or less shall utilize a University van. Squad sizes of 15 or more may utilize a chartered coach if the round-trip distance exceeds 100 miles.
4. Teams traveling more than 1,000 miles round-trip may be considered for air travel. All air travel must be approved by the Executive Director of Athletics. A minimum of one member of the coaching staff must be present on each flight with student-athletes.
5. In all cases, the time of departure from campus and the time of return to campus must be requested by the Department of Athletics member officially responsible for the group travel, and such departure and return times must be approved by the Faculty Athletics Representative (FAR) and Athletics Director.
6. Team trips during vacation periods (i.e., Christmas break, Spring break) for extended travel must be approved by the Executive Director of Athletics prior to making any arrangements for such trips. The general guidelines include the following:

- Approval for the trip must be granted before any request for funding is submitted to any of the possible funding sources, including fundraising and regular operating budget.
- Expenses (i.e., transportation, meals, lodging) may be paid for practice sessions only if they are associated with an away-from-home contest, conducted within the state, or are no more than 100 miles from campus.
- Regular operational funds may be made available for extended trips during vacation periods to the extent of what it would cost if the group would normally remain on campus during the same time period.
- It is not an expectation, nor is it considered normal, that all teams will schedule an extended trip each academic year.
- Funding for extended trips may be requested through fundraising activities.
- When institutional resources and fund raising efforts fail to meet projected expenses, the program director and the student-athletes are expected to make up the difference.
- All funds for extended trips must be approved and accounted for prior to contractual commitments. This requirement must be satisfied a minimum of 45 days prior to the projected date of departure. In instances of insufficient funds, the trip may be canceled.
- Any practice on an extended trip must take place either at the competition site or on a direct route between two competition sites. It is not permissible to schedule practice sessions at other locations to provide entertainment for team members.

**Bylaw 16.8.1.2 Competition While Representing Institution.** An institution may provide actual and necessary travel expenses (e.g., transportation, lodging and meals) for a student-athlete to represent the institution in competition, provided the student-athlete is eligible for intercollegiate competition.

7. All teams shall seek comparable quality hotel lodging. The length of stay for each team shall be comparable and contingent on the timing of the event. The University will not accept charges to individual student-athlete rooms for phone calls, room service, or movie rentals. Each team member shall have access to their own bed, unless prior agreement is made.
8. When traveling to athletics events away from campus, it is expected that all athletics personnel shall be attired in a professional manner. The wearing of team warm-ups is acceptable. T-shirts, jeans, and any form of “cut-offs” are not appropriate attire for members of the athletics travel party. The individual officially responsible for the traveling party is responsible to enforce travel attire expectations.
9. When operating a vehicle with college personnel and student-athletes as passengers, the driver is not allowed to use a cell phone, texting, or any other hand held device while operating a vehicle. If it is necessary for the driver to use a cell phone, he/she is required to pull safely off the road.
10. Messiah University, via its regular operational budget, does not pay for any non-University person(s) to travel with a team. Non-University personnel who may be

considered a part of the group's travel party must pay their own expenses, unless approved by the Executive Director of Athletics. In addition, non-University personnel who travel with the team will be required to sign an Assumption of Risk and Liability Release form prior to travel.

### **Rec Sports and Club Sport Activities**

Messiah University offers many extracurricular activities that enhance the collegiate experience, including rec sports and club sports. With the growth of Messiah University's rec sports and club sport program there has been an increase in intercollegiate athlete participation in these activities. Unfortunately, there has also been a rise in injuries sustained by intercollegiate athletes in rec sports and club sport activities. While the Department of Athletics imposes no restrictions on you participating in such activities, however, some caution is advised. The Department of Athletics will not pay excess medical costs as outlined in the intercollegiate athletic injury claim procedure for injuries incurred in rec sports and club sports. The insurance procedures mentioned in this handbook apply to bona-fide intercollegiate athletic injuries only, per NCAA rules.

**According to NCAA bylaws, if a student-athlete participates on either a two-year or a four-year collegiate institution's club team and the institution sponsors the specific sport on the varsity intercollegiate level, the year(s) of participation on the club team counts toward the number of seasons of eligibility.**

### **Messiah University Student-Athlete's Name, Image and Likeness Policy**

Effective July 1, 2021, the NCAA adopted an interim name, image and likeness policy which allows student-athletes to earn compensation for the commercial use of their personal name, image and/or likeness (NIL). The compensation shall be commensurate with the fair market value of the student-athlete's NIL. It may not be provided in exchange, in whole or in part, for a current or prospective student-athlete to attend, participate or perform at a particular institution of higher education.

This is a working policy for student-athletes that Messiah is implementing in a rapidly evolving area. As such, this policy will be subject to ongoing review and revision as circumstances, laws and regulations change.

### **Permissible NIL Activities:**

Student-athletes' **PERMISSIBLE** use of their NIL may involve a wide range of activities including but not limited to:

- Traditional commercials or advertisements for products or services
- Student-athletes developing and promoting their own business
- Personal appearances
- Student-athletes running their own camps or clinics
- Providing private lessons (and using their name or image to promote those lessons)

- Sponsored social media posts
- Autograph sessions

There are no limits on the amount of income a student-athlete may earn from NIL activities, provided any compensation earned is at fair market value and for work actually performed.

**Disclosure, Report & Review:**

Consistent with Pennsylvania’s NIL law, student-athletes must disclose any NIL activities at least seven (7) calendar days prior to entering into an agreement for the proposed activity. All NIL activities must be documented and reported to Messiah University’s Assistant Director of Athletics for Compliance and Internal Operations, Rico Plummer at [rplummer@messiah.edu](mailto:rplummer@messiah.edu).

**Non-Permissible NIL Activities:**

Student-athletes’ **NON-PERMISSIBLE**\* use of their NIL includes endorsements of:

- Tobacco and electronic smoking devices
- Alcohol products
- Illegal substances or activities
- Banned athletic substances
- Pharmaceutical (prescription and/or dangerous controlled substances)
- Gambling, including, but not limited to, sports betting
- Adult entertainment

**NOTE: NCAA RULES PROHIBITING PAY-FOR PLAY AND IMPERMISSIBLE RECRUITING INCENTIVES REMAIN IN EFFECT.**

**Institutional Restrictions**

Messiah may prohibit a student-athlete's involvement in any NIL activities that conflict with existing institutional sponsorship arrangements. We may also prohibit a student-athlete's involvement in NIL activities based on other relevant considerations, such as it posing a conflict with our institutional mission and values.

**Facility, Logo & Uniform Usage:**

The use of Messiah facilities and logos for NIL activities is NOT permitted. In addition, the Middle Atlantic Conferences (MAC) prohibits student-athletes from using the MAC logo for personal use related to NIL activities. Uniforms and equipment may be used but only with the prior approval of the head coach.

**Additional Information:**

- International student-athletes should confer with the International Student Programs office to understand any visa limitations cause by NIL activities.
- Student-athletes should be aware that NIL income would likely be considered taxable income and could impact need-based financial aid.

- Student-athletes should consult with an appropriate tax professional about the tax implications of any compensation earned.
- Messiah may not facilitate agreements between third parties and student-athletes at this time.
- Student-athletes may not receive compensation which is conditioned or contingent on enrolling at, or continuing enrollment at any specific collegiate institution, or on any specific athletic performance or achievement.
- Student-athletes may not miss required educational obligations (e.g. class, exams or scheduled tutor/mentor sessions) or required team activities for any NIL activities.
- Student-athletes may not engage in NIL activities while participating in required institutional activities or while representing the institution.

For additional information, please refer to the NCAA's NIL Policy Q&A document link

\*Non-permissible activities reflect current Pennsylvania law and other restrictions that are consistent with, and in support of, Messiah's mission and values.



**NAME, IMAGE AND LIKENESS (NIL) DISCLOSURE FORM**

Proposed use of Name Image and/or Likeness

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Compensation Agreement (dollar amount, trade or equivalent):

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List all involved parties (business, facility to be used, platform, social media site and/or any agent used):

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Please initial below to indicate that you agree to the following:

\_\_\_ I have read and understand Messiah University Student-Athlete’s Name, Image and Likeness Policy and how it applies to my NIL activities.

\_\_\_ To the extent required by state law/executive action and/or institutional policy, I have provided complete and accurate information regarding any and all activities involving use of my name, image and likeness, including compensation arrangements and information about individuals and entities involved in the activity.

\_\_\_ I am aware that compensation for NIL activities may impact my need-based financial aid.

*International SAs only:*

\_\_\_ I am aware that, as an international student-athlete, compensation for my NIL activities may be limited or prohibited by my immigration status or U.S. immigration law.

\_\_\_\_\_  
Student-Athlete

\_\_\_\_\_  
Date

## **SECTION 7: CONFLICT RESOLUTION (STUDENT-ATHLETE/COACH)**

Due to the nature of intercollegiate athletics, there will be situations where a conflict develops between a student-athlete and head coach. In cases when the Executive Director of Athletics is approached by a student-athlete, h/she is immediately asked if a meeting has taken place with the head coach. If the answer is no, then there will be no meeting with the Executive Director of Athletics. If the student-athlete has met with the head coach with no satisfactory results, then a meeting will take place involving the student-athlete, head coach and Executive Director of Athletics.

When a parent contacts the Executive Director of Athletics for a meeting regarding an issue with their son/daughter with a head coach, the following steps must be followed:

1. The student-athlete meets with the head coach to seek resolution.
2. If reconciliation is not reached, then the student-athlete will meet with the Executive Director of Athletics and head coach to discuss the situation.
3. If the student-athlete and/or parents are not satisfied with the progress made, then a parent meeting with the student-athlete and head coach will be arranged.
4. If there is still not an amicable resolution to the situation, a parent meeting will be established with the student-athlete, head coach and Executive Director of Athletics, if deemed necessary by the Executive Director of Athletics, for approximately one hour. If the parents do not want their son/daughter in the meeting, there will be no meeting. If a meeting does take place and the parents/student-athlete are still not satisfied with the result, their next course of action is to contact the Vice Provost/Dean of Students to arrange a meeting.

## SECTION 8: ATHLETIC TRAINING INFORMATION

### General Guidelines

The Messiah University Sports Medicine department seeks to provide high level healthcare services to its student-athletes competing in NCAA Division III athletics. The multi-skilled staff will use data driven decision-making, best practice guidelines, and patient preferences to achieve the best possible health related quality of life of the student-athletes. The athletic trainers are committed to treating each individual with respect and professional, comprehensive, and humane care while seeking to maintain the individual's dignity and privacy, educating and advocating for the patient to allow the patient to make informed choices in the care of his/her health.

The following are general guidelines of the Athletic Training Department:

1. All student-athletes must complete set-up and paperwork on the athlete portal (instructions are available on gomessiah.com under the Sports Medicine page). Additionally, all baseline concussion examinations and pre-participation physical must be uploaded before participation in sport may begin.
2. Hours of operation:
  - The Athletic Training Room will be open and staffed consistently with a Certified Athletic Trainer from 12:00 p.m. until 30 minutes after the last practice Monday-Friday for evaluation, taping, treatment, and rehabilitation. On occasion, there are also appointments available before 12:00 p.m.
  - Student-athletes are expected to make an appointment to be seen for injury evaluation and/or treatment/rehabilitation. If a student-athlete does not make an appointment, he/she can come as a walk-in, however, with the understanding that there may be a wait involved.
3. An ATC will be assigned to each sport during the traditional playing season. During the non-traditional segment, an ATC will only be on-site during the contest date.
4. The Parent/Guardian of any athlete whose injuries require care in a medical treatment facility (i.e., hospital) will be notified immediately with the consent of the student-athlete.
5. Prior to resuming athletic competition, a student-athlete who had an injury and/or sickness must be cleared by an ATC and/or physician.
6. If a student-athlete sustains an injury or develops an illness outside the normal athletic practice session or competition, the student-athlete is responsible to report the injury to the athletic training staff and head coach immediately.
7. When an athletic team is away from campus and a student-athlete requires attention by a physician (i.e., hospital, rehabilitation), a member of the coaching staff must be present. The coaching staff member is required to understand the latest regulations of HIPAA when transporting a student-athlete to the visit.

## **Insurance**

All student-athletes must provide evidence of primary health insurance before participation in NCAA intercollegiate athletics. The NCAA requires member institutions to verify that there is insurance coverage for medical expenses resulting from athletically related injuries sustained while participating in defined covered events. Messiah University has purchased an Accident Medical Expense Intercollegiate Sports Policy for the 2023-24 policy year. This summary is intended to help the institution satisfy the NCAA insurance requirements. Important to note: the secondary, athletic insurance serves as the secondary insurance, and will NOT take the place of primary insurance. It is the responsibility of the insurance policy carrier to understand the limitations of the primary insurance policy, and report when coverage has lapsed.

**COVERED ACTIVITIES** – The policy covers injury resulting from accident which occurs during the Sports Coverage Period for the Insured Person’s Team while he/she is:

- a. Participating as a rostered member of an intercollegiate sports team in a supervised, scheduled game/event, an official tournament game/event, a practice session of the team, or an association endorsed event (official strength and conditioning session); or
- b. Traveling directly to or from a game or practice sessions as a member of a team.

## **Sickle Cell Trait Policy**

The NCAA has recommended that all student-athletes make known to the Athletics Department their sickle cell trait status. The presence of the sickle cell trait does not exclude a student-athlete from participation in intercollegiate athletics. The sickle cell trait is a hereditary gene which has the potential to cause red blood cells to collapse or “sickle” and collect within the blood stream blocking the normal flow of blood to muscles and other tissues. Sickling of red blood cells is at higher risk with bouts of intense exercise. Other factors include exercise at higher altitudes, in extreme heat, student-athletes who are in a dehydrated state, or those suffering from asthma.

As such, Messiah University, in compliance with the NCAA, requires all student-athletes to provide proof of sickle cell trait status via the Sickle Cell Verification Form signed by a physician. Most student-athletes have been tested at birth for the sickle cell trait and thus do not need to be retested provided they can produce proof of former testing via the Sickle Cell Trait Verification Form. Student-athletes who do not wish to divulge their sickle cell trait status must submit the Sickle Cell Testing Waiver Form. These student-athletes will be provided with education and counseling materials regarding the sickle cell trait and athletics participation.

## **Other Sports Medicine Policies**

All other Sports Medicine policies can be found on the Sports Medicine webpage on [www.gomessiah.com](http://www.gomessiah.com).

## SECTION 9: ATHLETIC COMMUNICATIONS

As a Messiah University student-athlete, you are a visible representative of the University. The institution actively seeks to enhance awareness of its intercollegiate athletics program, primarily through the Athletic Communications Office.

The Athletic Communications Office's primary responsibilities include:

- Website Content (game stories, award announcements, and special announcements);
- Statistics (live stats, season compilations, reporting to conference and national offices);
- Social Media (content and updates to Instagram, Twitter, Facebook, YouTube);
- Publications (game programs, special event programs);
- Record Books (updated game, season, and career for each sport);
- General Information (rosters, schedules, biographies);
- Photography and Video (maintains archive of action and head shots for all sports);
- Award Nominations (MAC, NCAA, and other national organizations); and
- External Promotion of Messiah Athletics

All student-athletes will be asked to pose for individual and team photos. Additionally, some will be asked to cooperate with the Athletic Communications Office for interviews or a variety of other projects to promote Messiah Athletics.

**Promotion of NCAA Championships, Events, Activities or Programs.** The NCAA requires student-athletes to authorize the NCAA [or a third party acting on behalf of the NCAA (e.g., host institution, conference, local organizing committee)] to use your name or picture in accordance with NCAA Bylaw 12.5, including to promote NCAA championships or other NCAA events, activities or programs.

### **Social Media**

The Messiah Athletic Communications office will leverage multiple social media platforms to promote and enhance the student-athlete experience. To these ends, the office will tag Messiah student-athletes in posts. Those student-athletes who wish not to be tagged should alert the Messiah Athletic Communications Office by email or in person.

### **Photography**

The Messiah Athletic Communications office handles all photography on gamedays as well as maintains head shots and team pictures for all sports. Photographs are available for purchase and download at [GoMessiah.com/photos](http://GoMessiah.com/photos).

## SECTION 10: STUDENT LEADERSHIP OPPORTUNITIES

### **Student-Athlete Advisory Committee (SAAC)**

The membership is composed of two voting members from each of the varsity intercollegiate teams. Their purpose is to assist in the evaluation of the Messiah University Athletics program and make recommendations to the Executive Director of Athletics for the improvement of the student-athlete's academic, athletic, and social experience. It also provides an avenue for the student-athlete population to more effectively communicate with the Messiah University athletic administration and provide suggestions on programs designed to serve their needs. Additional goals of the organization are to encourage unity, common purpose, and camaraderie between and among all athletes in the program. Student-athletes are involved in creating and implementing project and programs for the campus and local community. These opportunities encourage academic achievement, health promotion, social responsibility, and leadership.

### **Messiah University SAAC Goals:**

1. Represent student-athletes to the athletics administration and other campus administrators:
  - a) Generate a student-athlete voice within the Athletics Department and Messiah University;
  - b) Receive feedback from student-athletes regarding policies, procedures, and structure;
  - c) Distribute information to student-athletes;
  - d) Serve as a liaison between the committee and his/her team; and
  - e) Encourage student-athletes to be named on campus-wide committees.
2. Encourage communication, support, and unity among and between varsity teams and student-athletes.
3. Increase awareness of athletic programs:
  - a) Get involved in, or develop, programs that allow for student-athlete outreach and support and nurture growth and development in area high schools and other parts of the community; and
  - b) Promote awareness of Messiah University athletics on campus and in the community.
4. Provide feedback on NCAA legislation and suggest potential NCAA legislation.
5. Encourage service opportunities with community partners.

### **Membership Requirements:**

1. Each SAAC member must possess commitment and excitement in creating and sustaining a supportive Messiah Athletics community.
2. Each SAAC member must promote Christ-like attitudes and actions throughout their respective teams.
3. Each SAAC member must be enrolled at Messiah as a student and be a rostered athlete or athletic training student for a varsity athletics team.

4. Each SAAC member has the responsibility to support and carry out the mission and purpose for Messiah SAAC, while displaying leadership and respect in the Messiah community.
  - a. At least one SAAC representative per team is required to attend each SAAC meeting, however each Messiah SAAC member is encouraged to attend all meetings and SAAC events.

SAAC Advisor

Brooke Good

Head Field Hockey Coach

Associate Director of Athletics – Senior Woman Administrator

**MSACC - Messiah Student Athletes of Color Council**

The purpose of this organization is to: Proselytize a safe haven for uncomfortable conversations about race from the student athletes perspective. Moreover, encouraging deep-seated dialogue amongst the student athletes and their coaches. Our group will be similar to other multicultural groups on campus but, unique in the shared athletic experiences of each member.

Our mission is to equip diverse leaders on campus that reflect the Christian faith and empower those to be agents of change; while amplifying underrepresented student-athletes and celebrating cultural differences.

Bylaws:

- Educate our fellow athletes and coaches on matters of race and how to acknowledge racial injustice in sport
- Amplify the voices of student athletes of color on campus by creating opportunities to educate and share their realities with fellow student athletes and faculty
- Promoting a safe space for student athletes dedicated to equality in order to unite all student athletes through conversation
- Offering resources to student-athletes of color that promote healthy and reconciliatory dialogue on race as it relates to the Christian faith
- Collaborate with other multicultural groups and organizations on campus to serve the common good of Messiah University students

MSACC Advisors:

Rico Plummer, Assistant Director of Athletics for Internal Operations & Compliance

## **AROMA--A Revolution of Missional Athletes**

*“But thanks be to God, who always leads us in triumphal procession in Christ and through us spreads everywhere the fragrance of the knowledge of him.*

*For we are to God the aroma of Christ among those who are being saved and those who are perishing.”*

2 Corinthians 2:14-15

AROMA is the sports ministry arm of our Athletic Department which seeks to have an impact on our teams, our campus, our community and our world for the glory of God.

### **Our Mission...**

to empower Messiah University students to participate in God's Kingdom through sports.

### **Core Values:**

1. *Empowered by Identity*
  - There is nothing more empowering than knowing your true identity in Christ.
2. *Participating in the Kingdom*
  - God has invited us to live a greater story by joining his mission to bring the Kingdom of Heaven to earth.
3. *Revolution of Sports*
  - Sports are a powerful tool, a universal language, and using sports to bring God glory is revolutionary.

### **Vision Statement:**

AROMA's vision is to enrich the Messiah athletic experience-- making it *the best* place in the country to be a college athlete. We believe the pathway to this is in aligning our purpose in life with our purpose in sport-glorifying God. AROMA is joining forces to accomplish the Athletic Department's two primary goals - Pursuing Athletic Excellence, and Developing Christian Character. We believe that by providing student-athletes with opportunities to participate in the Kingdom of God through sport, there is a shift in paradigm of the true purpose of sports. For the first time, many student athletes realize they can use their gifting in athletics to spread the Gospel. Student athletes are no longer placing their identity in their performance on the field, but in their identity in Christ. We believe that students who know their true identity, are empowered to pursue athletic excellence *from* their Christian character. As this becomes the new normal on our campus, we believe it creates 'A Revolution of Missional Athletes'.

## SECTION 11: STUDENT-ATHLETE EVALUATION

### **Student-Athlete Experience Survey**

At the conclusion of each season, student-athletes will have the opportunity to complete a Student-Athlete Experience Survey. The survey is an important component of personnel evaluation and a tool utilized for assessment purposes within the Department of Athletics at Messiah University. The following depicts specific areas of the Student-Athlete Evaluation:

- Team travel
- Team rapport
- Equipment
- University housing and dining
- University experience
- Sports Medicine
- Coach feedback
- Assistant Coach feedback
- Aroma/spiritual growth
- Athletics administration

### **Senior Exit Interview**

Graduating senior student-athletes will be given the option of a Senior Exit Interview regarding their experiences within the Athletics Department. The Senior Exit Interview will be either an online instrument or an in-person interview to aid the Athletics Department in assessing the Student-Athlete Learning Objectives.

## SECTION 12: AWARDS PROGRAM

### **National Champions**

If an individual or team wins a NCAA Division III National Championship, a championship ring will be purchased by the Falcon Athletic Network (F.A.N.). The head coach is responsible for the design and ordering of the rings.

### **Senior Scholar Athlete Awards**

Head coaches are to submit senior student-athletes' names to the Senior Scholar Athlete Committee (Faculty Athletic Representative, Dean of Students, Executive Director of Athletics, and Director of Athletic Communications) by the end of the fall semester who have achieved a 3.50 minimum cumulative grade point average while proving to be outstanding performers in their sport. Six total student-athletes – one male and one female from each of the fall, winter, and spring athletic seasons – will be selected as finalists and be recognized at the Messiah University Athletics Hall of Honor Banquet. One male and one female recipient will be announced at the conclusion of the spring season

### **NCAA Postgraduate Internship Program**

The NCAA offers one-year internships at its national office in Indianapolis, Indiana, providing on-the-job learning experiences for college graduates from four-year NCAA member institutions who express an interest in pursuing a career in the administration of intercollegiate athletics. These are paid, twelve-month positions that include benefits. The NCAA offers the following internship positions: administrative services, accounting, championships, marketing, communications, education and community engagement, executive, inclusion, governance, public relations and regulatory affairs. Internship applicants will select their top two areas of interest on the online application. Applications for internships are available at [www.ncaa.org](http://www.ncaa.org). The deadline to apply is September 7, 2020.

### **NCAA Postgraduate Scholarship Program**

The NCAA awards 126 postgraduate scholarships a year to student-athletes who have excelled academically and athletically. Athletics participation is limited to those sports for which the NCAA conducts a championship or designates as emerging sports. Students must be nominated in the academic year in which they complete their final season of eligibility for intercollegiate athletics under NCAA legislation. Nominees must have a minimum grade-point average of 3.200 (based on a maximum 4.000) or its equivalent and must be nominated by the Faculty Athletics Representative (FAR) or Executive Director of Athletics of a NCAA member institution. A candidate must have signified the intention to continue academic work beyond the baccalaureate degree as a graduate student. During each sports season (fall, winter, spring), there are 21 scholarships available for both women and men. A proportionate number of awards in each category are allocated for Divisions I, II and III, with the remaining at-large scholarships selected without division restrictions. The \$10,000 scholarships are one-time, non-renewable grants.

The following deadline dates of applications are approximate and may vary a few days each year: Fall-January 15, 2021, Winter-March 4, 2021, and Spring-June 4, 2021.

### **NCAA Ethnic Minority and Women's Enhancement Graduate Scholarships**

The goal of the enhancement program is to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics through postgraduate scholarships. Thirteen scholarships to ethnic minorities and thirteen scholarships to women are available annually to college graduates who will be entering into the first year of their initial postgraduate studies. The applicant must be seeking admission or have been accepted into a sports administration or other program that will help the applicant obtain a career in intercollegiate athletics, such as athletics administrator, coach, athletic trainer or other career that provides a direct service to intercollegiate athletics. Each award is valued at \$10,000. All former student-athletes who earned an undergraduate degree from an NCAA member school are eligible to be nominated by that school for an NCAA graduate degree scholarship, regardless of when they received their undergraduate degree.

All application materials must be submitted by February 8, 2021. The scholarship will be for use during the 2021-22 academic year only.

### **Walter Byers Postgraduate Scholarship Program**

In 1988, the NCAA established the Walter Byers Postgraduate Scholarship Program as a means of recognizing the contributions of the former executive director through encouraging excellence in academic performance by student-athletes. Under this program, one male and one female student-athlete annually will be awarded a postgraduate scholarship in recognition of outstanding academic achievement and potential for success in postgraduate study. It is intended that an individual named a Byers Scholar will be recognized as one who has combined the best elements of mind and body to achieve national distinction for his or her achievements, and promises to be a future leader in his or her chosen field of career service.

The Walter Byers Postgraduate Scholarship Program is separate and distinct from the NCAA Postgraduate Scholarship Program, which provides numerous annual wards with smaller stipends. The basic stipend for each Byers Scholarship shall be \$24,000 for an academic year. If the graduate school where the Byers Scholar is enrolled provides evidence of satisfactory performance and progress, the grant may be renewed for a second year. Therefore, in any single year, \$96,000 worth of scholarships are awarded (\$48,000 to the current year's recipients and \$48,000 to the previous year's awardees for their second year of graduate school).

If you satisfy the qualifications listed below please contact your Faculty Athletics Representative (FAR) or chief academics officer about obtaining his or her nomination and the application packet.

1. Have an overall undergraduate cumulative grade-point average of 3.500 or better (based on a maximum 4.000), or the equivalent in other recognized grading systems;

2. Have competed in intercollegiate athletics as a member of a varsity team at an NCAA member institution;
3. Be a graduating senior or be enrolled in graduate study at an NCAA member institution;
4. Have intentions of applying for admission into a graduate degree program at a properly accredited, nonprofit educational institution or into a post-baccalaureate professional degree program at a professionally accredited law school, medical school, or the equivalent, without restriction as to the national site of the institution;
5. Be committed to work on a full-time basis toward a graduate degree or a post-baccalaureate professional degree;
6. Have evidenced superior character and leadership;
7. Have demonstrated that participation in athletics and community service has been a positive influence on the nominee's personal and intellectual development;
8. Enroll into a graduate degree program within five years of being named a Byers Scholar and,
9. United States citizenship is not a required criterion to satisfy eligibility requirements.

Awards from other sources will not disqualify an applicant, except that an awardee may not use more than one NCAA graduate scholarship.

### **Jim McKay Graduate Scholarship**

In 2008, the National Collegiate Athletic Association established the Jim McKay Scholarship to recognize the immense contributions and legacy of pioneer sports journalist Jim McKay. Annually, one male and one female student or student-athlete will be awarded a one-time \$10,000 Jim McKay scholarship in recognition of outstanding academic achievement and their potential to make a major contribution to the sports communication industry or public relations. McKay scholars will be recognized as having a unique aptitude and commitment to the communications field while displaying the highest level of professional integrity, including the principles of truthfulness, accuracy, objectivity, impartiality, fairness and public accountability, with the element of compassion that so infused McKay's long and storied career. While McKay scholars do not need a major in communications or journalism, they should **demonstrate achievement in sport communication, public relations or at least show an interest in contributing to the field.**

If you satisfy the qualifications listed below please contact your Faculty Athletics Representative (FAR) or chief academics officer about obtaining his or her nomination and the application packet.

1. Have an overall undergraduate cumulative grade-point average of 3.500 or better (based on a maximum 4.000), or the equivalent in other recognized grading systems;
2. Are in their final season of NCAA athletics eligibility or will not be using any remaining athletics eligibility;

3. Be enrolled in graduate study at an NCAA member institution or be a graduating senior committed to enrolling in a graduate degree program within five years of being named a McKay Scholar;
4. Demonstrate efforts in the communication field or have an interest beyond their major to contribute to sports communication;
5. Ascribe to the highest levels of integrity, including the principles of truthfulness, accuracy, objectivity, impartiality, fairness and public accountability;
6. Have evidenced superior character and leadership;
7. Have an understanding and appreciation for the legacy of Jim McKay, his contributions to sport broadcasting and specifically his award-winning oratory on the 1972 Olympic Games in Munich.