



**UNIVERSITY OF MONTEVALLO
STUDENT-ATHLETE HANDBOOK
2023-24**

University of Montevallo Athletics Department 2023-24 Student-Athlete Handbook

The 2023-24 University of Montevallo Student-Athlete Handbook provides information for all student-athletes on the NCAA, Gulf South Conference, Peach Belt Conference, Conference Carolinas and New South Intercollegiate Swim Conference and institutional rules, regulations and policies for athletic participation. If you have questions regarding information in any of the handbook sections, please contact your coach or a member of the athletic administration for clarification.

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Section 1: University of Montevallo Athletic Department Mission Statement

The University of Montevallo Athletics Department provides the opportunity to develop student-athletes through success in academics and competition to prepare for excellence in life. We protect the mental and physical health of our student-athletes. We provide a fair, equitable and inclusive environment for all student-athletes and staff, regardless of gender, race or ethnicity. We promote good sportsmanship and engage our University and surrounding communities.

Vision Statement

To excel in academics and athletics at the national level while providing a championship experience.



Introduction

Participation in intercollegiate athletics at the University of Montevallo is a privilege. As a required condition for any student-athlete to be a member of a University of Montevallo team, he or she must agree to follow the University's Student Code of Conduct and the Montevallo Athletics Expectations and Standards Policy. The ongoing monitoring of student-athletes is in the best interest of both the student-athletes and the University. Montevallo student-athletes are to represent the University of Montevallo personally in a manner that is representative of the high standards of the programs of excellence in both academics and extracurricular activities. The Athletics Department strives for gender equity by providing equitable athletic opportunities for both men and women and developing and sustaining programs, which help all student-athletes, achieve their potential academically, athletically and developmentally. Montevallo Athletics makes every effort to employ coaches and staff members who are capable of performing as professionals in an educational community where high standards of integrity and ethical behavior, as well as sportsmanship are expected of its members. The Department places great emphasis upon retention and graduation rate, trying to increase these numbers toward an ideal 100%. Finally, Montevallo Athletics will continue to recruit student-athletes that are academically and athletically prepared for a competitive University environment.

Section 2: Code of Conduct and Sportsmanship

Purpose of Expectations and Standards Policy

1. To maintain good physical and mental health habits and strong sense of community among all student-athletes.
2. To hold accountable any student-athlete who may be using or experiencing problems with alcohol or drugs and refer them to treatment and support them as needed.
3. To identify inappropriate behavior patterns and provide a means of intervention and treatment (e.g. education and counseling).
4. To help ensure that every student-athlete is medically and emotionally competent to participate in healthy and competitive athletic play.
5. To ensure that all Montevallo student-athletes are exemplary representatives of the University, on campus, in athletic play, in the community, and when representing the University.

1. Standards of Conduct

Every student-athlete is expected to conduct himself or herself in a manner that exhibits honor and respect to the team, department, University and surrounding community for the duration of his or her tenure as a student-athlete. In addition, student-athletes are accountable to the following authorities:

- State and federal laws, both civil and criminal
- University of Montevallo Student Code of Conduct
- Montevallo Athletics Expectations and Standards Policy
- National Collegiate Athletic Association (NCAA)
- Gulf South Conference (GSC)
- Peach Belt Conference (PBC)
- Conference Carolinas (CC)
- New South Intercollegiate Swim Conference (NSISC)
- Team Rules

2. Definitions

Student-Athlete. Once a student is accorded the status of a varsity athlete, including redshirt years, he or she is expected to act in accordance with the Expectations and Standards Policy until the completion of eligibility, including semester and summer breaks.

Team Function. An athletic team function is defined as any team gathering, whether on or off campus, formal or informal, where the intent or reason to gather is to conduct business or engage in any athletic or social activity related to the team's purpose, and organized, and arranged or initiated by the Athletics staff, or team members.

Sportsmanship. Sportsmanship shall be defined in accordance with the standards of NCAA, GSC, PBC, CC and the Montevallo Athletics Expectations and Standards Policy. Sportsmanship is respect for oneself, teammates, coaches, officials, opponents and property. All student-athletes are obligated to represent themselves, the team, the Athletic Department, the University, their families and their communities with the highest level of sportsmanship.

Prohibited Conduct

Student Athletes are expected to uphold the University of Montevallo Student Code of Conduct. At all times, student-athletes are required to conduct themselves in a manner respectful of themselves, their team, the University and its Athletics Department, game officials, opponents, and property. Student-athletes are to refrain from disrespectful conduct such as unsportsmanlike conduct: profane, abusive, demeaning, harassing, threatening, or obscene expression.

Disrespectful conduct will be reviewed by the Head Coach and Director of Athletics and may result in disciplinary action.

- A. Academic Dishonesty - As defined by the University of Montevallo Student Code of Conduct in the Fledgling. In addition, coaches and athletics staff may impose additional penalties based on violations of team rules.
- B. Alcohol - As defined by the University of Montevallo Student Code of Conduct in the Fledgling.
- C. Other Drugs - As defined by the University of Montevallo Student Code of Conduct in the Fledgling and NCAA banned substances.
- D. Nutritional or Dietary Supplements - Many nutritional/dietary supplements contain substances banned by the NCAA. Supplement use may lead to a positive NCAA drug test and may affect the eligibility of student-athletes. To avoid this violation, if a question arises, the student-athletes should contact the Athletic Training Staff.
- E. Failure to Disclose Medical Condition and/or Injury - Student-athletes must disclose any medical condition and/or injury to their head coach and the Athletic Training Staff.
- F. Hazing - As defined by the University of Montevallo Student Code of Conduct in the Fledgling.
- G. Violence - As defined by the University of Montevallo Student Code of Conduct in the Fledgling.
- H. Gambling - As defined by the University of Montevallo Student Code of Conduct in the Fledgling to include the following: Student-athletes shall not solicit or accept a bet on any intercollegiate competition, solicit or bet on any intercollegiate team, accept a bet on any team representing an institution, or provide information to individuals involved in organized gambling activities involving intercollegiate competition.
- I. Unexcused Class Absences and Poor Academic Performance - Student-athletes are expected to attend class regularly and punctually, and to fulfill course load and academic performance requirements. Failure to meet such obligations may affect team play, scholarship and eligibility to participate in team sport(s).
- J. Failure to Meet Team Obligations - Student-athletes must complete training requirements; arrive promptly for team practices, meetings, and departures for away games and other team events; and otherwise fulfill their responsibilities as team members (e.g. curfew, dress code, athletic training appointments, etc.).
- K. Conduct Unbecoming of a Montevallo Student-Athlete - Behavior that reflects negatively on them, their team, the Athletics Department, or the University may be grounds for disciplinary action.
- L. Conduct Unbecoming of a Student Host - Behavior that reflects negatively on them, their team, the Athletics Department, or the University may be grounds for disciplinary action. These behaviors include but are not limited to: mistreatment of prospective student-athletes, not providing appropriate transportation, providing alcohol to prospective students, consuming alcohol, abusive language, sexual misconduct, etc.

Implementation of the Policy

At the beginning of each academic year, a mandatory presentation will be made to all student-athletes to review the Montevallo and NCAA drug policies and where to find the Student-Athlete handbook online. Additionally, each coaching staff will review their team policies and have student-athletes sign off on the understanding and receipt of the policies.

Enforcement of the Policy

Possible infractions not covered by the University of Montevallo Student Code of Conduct will be administered by the Director of Athletics or Sport Administrator.

1. Any member of the Department of Athletics may report a violation of the Policy.
2. Any member of Campus Police may report a violation of the Policy.
3. All reports must be based on first-hand knowledge and will remain confidential.

4. All reports of violation must be submitted to the Director of Athletics or designee.
5. The Director of Athletics or Sport Administrator will notify the student-athlete and the coach of the respective sport of the violation and appropriate sanctions.

Sanctions and Disciplinary Process

All athletic disciplinary hearings will be heard by the Director of Athletics or Sport Administrator.

- A. Violation of Team Rules - Head Coaches will establish team rules consistent with the Expectations and Standards Policy. Team rules shall be in writing and distributed to team members at the start of each academic year. The Head Coach and Director of Athletics and/or Sport Administrator each have the authority to impose sanctions for the violation of team rules.
- B. Violation of Rules or Policies other than Team Rules---For violations of rules and policies other than team rules (e.g., violations of NCAA rules, University of Montevallo Student Code of Conduct, etc.) the Head Coach may impose sanctions with the approval of the Director of Athletics, or designee.
 1. Violations of the University of Montevallo Student Code of Conduct as found in the University of Montevallo Student Handbook will be handled in accordance with University policy as deemed appropriate by the Vice President for Student Affairs. The University Code of Conduct is listed in the Fledgling. The student discipline procedures for such violations will be followed as stated in the University of Montevallo Student Handbook. Additional sanctions may be placed on the student-athletes from the Director of Athletics and/or head coach for such violations.
 2. The Director of Athletics, as stated in the Athletics Expectations and Standards Policy, will handle violations of the Montevallo Athletics Expectations and Standards Policy that fall outside the University of Montevallo Student Code of Conduct (e.g. behavior not in keeping with the University of Montevallo Athletics' Expectations and Standards Policy, actions that warrant law enforcement).
- C. Violation of Criminal Law - Student-athletes arrested for, or charged with, violating the criminal law may be placed on immediate suspension from involvement in team activity pending further investigation. The Head Coach and/or Director of Athletics may, for violation of criminal law, impose team sanctions on the student-athlete.
- D. Multi-Sport Athletes - Multi-sport athletes will not be relieved of any sanctions previously imposed in connection with rules violation while participating in another team sport when changing sports.
- E. Possible sanctions include but are not limited to:
 1. Warning - The issuance of a written warning
 2. Probation - Special status with conditions imposed for a limited time
 3. Community Service - At the direction of the Athletics Department
 4. Restitution - Payment for damaged property
 5. Temporary Suspension - Removal of a student-athlete from all Athletics Department activities, including participation in team events, for a limited time
 6. Interim Suspension - Removal of a student-athlete from all Athletics Department activities, including participation in team events, for a specified period of no less than one season
 7. Expulsion - Permanent removal from a team and/or Athletics Department activities
 8. Cancellation of Financial Aid - Termination of athletic-related financial aid at first opportunity allowable by NCAA regulations.

First Violation

The Director of Athletics, in consultation with the University Student Conduct Officer, can place restrictions on a student-athlete for serious non-compliance of the University of Montevallo Standard of Conduct. For first time violations in an academic year, the student-athlete will be placed on suspension for one game. The student-athlete is allowed to practice, participate in conditioning, and may attend team functions. Travel may be approved by the Director of Athletics if suspension is satisfied during a multi-game trip. If the violation occurs after the last competition of the regular season, the student-athlete will serve their suspension at the beginning of the following academic year. The student-athlete will also have 10 hours of community service to be approved by the Director of Athletics.

Second Violation

The restrictions placed on a student-athlete that violates the University of Montevallo Standard of Conduct for the second time in an academic year will be placed on suspension for two games. The student-athlete is not allowed to practice, participate in conditioning, or travel, but may attend team meetings. If the violation occurs after the last competition of the regular season, the student-athlete will serve their suspension at the beginning of the following academic year. The student-athlete will also have 20 hours of community service to be approved by the Director of Athletics.

Third Violation

The restrictions placed on a student-athlete that violates the Montevallo Athletics Expectations and Standards Policy for the third time in an academic year will be placed on suspension indefinitely from athletic play. The student-athlete is not allowed to practice, participate in athletic competition, conditioning, and travel or team functions.

***THE SANCTIONS FOUND IN THIS POLICY ARE MINIMUM REQUIREMENTS TO BE MET BY EACH STUDENT-ATHLETE WHO VIOLATE THE POLICY. EACH HEAD COACH MAY IMPLEMENT MORE STRINGENT SANCTIONS TO MEET INDIVIDUAL TEAM RULES. ALL SANCTIONS BY ALL COACHES AND ATHLETICS ADMINISTRATORS MUST BE SUBMITTED TO THE DIRECTOR OF ATHLETICS FOR APPROVAL.**

Referral to Counseling

Student-athletes who, in the judgment of their team coach, trainer, or Director of Athletics evidence a need for professional assistance will be referred to appropriate counseling resources. It is the student-athlete's responsibility to follow up on this referral and to adhere to professional recommendations. Failure to comply may result in additional university action.

Records Privacy

Federal and State law and related University policy governing the access to student records applies to the administration of this Policy.

Transfers and Releases

A request must be made to the Compliance Office by a student-athlete to be released from UM and be allowed to communicate with other collegiate institutions about the possibility of transferring. Student-athletes will not be granted permission to use the one-time transfer exception within conference. Once the Compliance Office is contacted, the following process will occur:

1. The student-athlete's sport coach will be contacted.
2. The student-athlete must complete the Transfer Portal form and NCAA Module. The student-athlete will be entered into the NCAA Transfer Portal within seven calendar days.
3. All issued apparel/equipment must be returned.

4. The student-athlete may or may not be permitted to practice with the team once they are entered into the transfer portal.
5. The student-athlete may or may not be permitted to continue attending team functions once they are entered into the transfer portal.
6. The student-athlete may or may not be allowed to continue workouts with Strength & Conditioning personnel once they are entered into the transfer portal.

Drug Testing

Student-athletes are required to consent in writing to drug testing under the terms of NCAA policy on drug testing, as a condition of the privilege of participating in intercollegiate sports. Failure to provide such consent shall result in immediate suspension and possible permanent expulsion from the team.

Section 3: Behavioral Policies for Student-Athletes

The following policies apply to all student-athletes and will be enforced by the head coach, Director of Athletics or appropriate University Official. It shall be the head coach's responsibility to establish and enforce additional team regulations for his/her particular sport. All student-athletes are expected to comply with established team and training rules.

1. Athletics aid may be reduced or cancelled during the period of the award if the student-athlete:
 - renders himself/herself ineligible for intercollegiate competition;
 - fraudulently misrepresents any information on an application, letter of intent or financial aid agreement
 - engages in serious misconduct warranting substantial disciplinary penalty;
 - voluntarily withdraws from a sport for personal reasons;
 - violates institutional code of conduct, student-athlete handbook or team code of conduct/rules;
 - moves off campus.
2. Student-athletes are expected to attend all classes. Missing classes except for scheduled games will not be tolerated. Missing class to attend practice is a violation of NCAA rules.
3. Possession and/or use of a controlled substance may be deemed sufficient cause for immediate dismissal from the team and for possible disciplinary action by University authorities.
4. The purchase and/or consumption of alcoholic beverages by student-athletes or student employees, regardless of age, on any road trip, or while representing the University, is strictly forbidden and will result in disciplinary action which may include suspension or dismissal from the team.
5. No play or game personnel may use any form of tobacco product, including e-cigarettes and vaping during athletic practices and contests or in any athletic facility (indoors or outdoors).
6. Participation in gambling activities that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card, or any other method employed by organized gambling, is a violation of NCAA regulations.
7. All student-athletes are expected to display acceptable behavior on and off the playing field. Fighting, verbal abuse, taunting, hazing activities and foul language are not acceptable.
8. Competing student-athletes must travel to and from events with the team unless prior consent has been granted. A student-athlete may travel with parent(s) or guardian(s) provided prior approval has been received by the coach, Director of Athletics or Sport Administrator. Student-athletes in some cases may be allowed to drive themselves. Student-athletes driving themselves must complete a liability waiver. The Travel Approval Form is listed in the back of this handbook. Any exceptions must be approved by the Director of Athletics, Senior Woman Administrator and Sport Administrator prior to traveling to/from the event.
9. Participation in game ceremonies, team and athletics department-sponsored activities is expected of each student-athlete.
10. Game uniforms are to be worn only at games or upon other occasions as specified by the coach. All apparel is the property of the University and must be returned at the end of the playing season to the head coach. Failure to return apparel and equipment will result in a fine, up to the cost of replacement, and a hold will be placed on your student account.

11. Attendance at training sessions and practices must take precedence over non-athletic meetings and events. Exceptions are at the discretion of the head coach.

12. The student-athlete is expected to participate in all practices and games. Participation while injured or ill will be at the discretion of the athletic training staff. Other circumstances must be communicated to and approved by the head coach.

13. Each year, sport administrators will speak to select seniors. Since you as a student-athlete have an "insider's" view of the Athletic Department, we value your experiences and opinions. The quality of facilities, equipment and coaching are just a few of the areas that a student-athlete will be asked to evaluate. In addition, graduating senior student-athletes will be asked to participate in an oral interview. All information provided is kept strictly confidential. No names will be attached to any information. All answers and suggestions will be compiled and reviewed by the Director of Athletics and staff.

14. Student-athletes should also understand the Student Code of Conduct listed in the Fledgling. Violations of that code are subject to the University's disciplinary processes which apply to all students. Severe violations can result in loss of athletic eligibility.

Section 4: NCAA Compliance Rules for Student-Athletes

14.01.2 Academic Status

To be eligible to represent an institution in intercollegiate athletic competition, a student-athlete shall be enrolled in at least a minimum full-time program of studies, be in good academic standing and maintain satisfactory progress toward a baccalaureate or equivalent degree. A waiver of the minimum full-time enrollment requirement may be granted for a student enrolled in the final term of the baccalaureate program. Also, a student may represent the institution while enrolled as a graduate or professional student or while enrolled and seeking a second baccalaureate degree at the same institution.

14.01.2.1 Good Academic Standing

To be eligible to represent an institution in intercollegiate athletics competition, a student-athlete shall be in good academic standing as determined by the academic authorities who determine the meaning of such phrases for all students of the institution, subject to controlling legislation of the conference(s) or similar association of which the institution is a member. The definition of good academic standing applied to student-athletes shall be a standard at least as demanding as the minimum standard applied to all students in order to participate in extracurricular activities at the institution.

14.01.3 Compliance with Other NCAA and Conference Legislation

To be eligible to represent the University in intercollegiate athletics competition, a student-athlete shall be in compliance with all applicable provisions of the constitution and bylaws of the Association and all rules and regulations of the University and the conference(s) of which the institution is a member. Specific attention is called to legislation affecting eligibility in the following areas.

14.01.3.1 Amateurism.

A student-athlete shall not be eligible for participation in an intercollegiate sport if the individual takes or has taken pay, or has accepted the promise of pay in any form, for participation in that sport, or if the individual has violated any of the other regulations related to amateurism set forth in Bylaw 12.

You cannot have signed or promised to sign with an agent, semi-professional or professional team or anyone else who offers to help manage your professional career. If you have received prize money, you may also be ineligible. Please contact the Director of Compliance if any of these things have occurred.

14.01.3.2 Awards, Benefits and Expenses.

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

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

Unethical conduct consists of, but is not limited to:

- Fraudulence in connection with entrance or placement exam;
- Engaging in any athletics competition under an assumed name or with intent otherwise to deceive;
- Dishonesty in evading or violating NCAA regulations; or
- Knowingly furnishing the NCAA or the individual's institution false or misleading information concerning the student's involvement in or knowledge of matters relevant to a possible violation of NCAA regulations.

14.01.3.4 Financial Aid

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

14.1.3. Student-Athlete Statement

Prior to participation in intercollegiate competition each academic year, a student-athlete shall sign a statement in a form prescribed by the Council in which the student-athlete submits information related to eligibility, recruitment, financial aid, amateur status and involvement in organized gambling activities related to intercollegiate athletics competition under the Associations' governing legislation. Failure to complete and sign the statement shall result in the student-athlete's ineligibility for participation in all intercollegiate competition. Violations of this bylaw do not affect a student-athlete's eligibility if the violation occurred due to an institutional administrative error or oversight, and the student-athlete subsequently signs the form; however, the violation shall be considered an institutional violation per Constitution 2.8.1.

14.1.4. Drug-Testing Consent Form

Each academic year, a student-athlete shall sign a form prescribed by the Management Council in which the student-athlete consents to be tested for the use of drugs prohibited by NCAA legislation. Failure to complete and sign the consent form before practice or competition, or before the Monday of the fourth week of classes, whichever is earlier, shall result in the student-athletes's ineligibility for participation (i.e., practice and competition) in all intercollegiate athletics. Violations of this bylaw do not affect a student-athlete's eligibility if the violation occurred due to an institutional administrative error or oversight, and the student-athlete subsequently signs the form; however, the violation shall be considered an institutional violation per Constitution 2.8.1

14.1.5 Student-Athlete Health Insurance Portability and Accountability Act (HIPPA) Authorization/Buckley Amendment Consent Form—Disclosure of Protected Health Information.

Each academic year, a student-athlete may voluntarily sign a statement or a from prescribed by the Management Council in which the student-athlete authorizes/consents to the institution's physicians, athletics trainers and health care personnel to disclose the student-athlete's injury/illness and participation information associated with the student-athlete's training and participation in intercollegiate athletics to the NCAA and to its Injury Surveillance Program (ISP), agents and employees for the purpose of conducting research into the reduction of athletics injuries. The authorization/consent by the student-athlete is voluntary and is not required for the student-athlete to be eligible to participate.

NAME, IMAGE & LIKENESS

What is NIL?

NIL stands for "Name, Image, and Likeness" and refers to NCAA guidance that will allow student-athletes to earn compensation for the use of their name, image or likeness. This new legislation will allow student-athletes to earn compensation in ways that were previously impermissible under NCAA rules.

How will student-athletes be able to capitalize on NIL?

Under the new rules, student-athletes will be able to use their name, image or likeness, just like other students at UM, to earn compensation for any of the following activities:

- Social media promotions and influencer activities
- Starting their own business
- Appearance in TV or print advertisements

- Other endorsements of a third-party
- Providing private sport lessons or running a camp or clinic
- Personal appearances

NIL Policies

- Student-athletes may earn compensation for their name, image, and likeness ("NIL"). Such compensation must align with fair market value.
- Student-athletes are required to disclose NIL agreements and/or proposed contracts to the Athletics Compliance Department.
- The University of Montevallo, the UM Athletics Department, coaches, institutional staff members, or boosters may not compensate or arrange for compensation to a current or prospective intercollegiate athlete for her or his NIL.
- Compensation may not be provided to a current or prospective student-athlete in exchange for athletic performance or attendance at UM.
- Compensation can come in the form of money, goods or services.
- Student-athletes are not permitted to miss class, other academic obligations, or team activities for NIL endeavors.
- Use of any registered marks, logos, verbiage or designs owned and protected by the University of Montevallo is not permitted without receiving prior written permission.
- Student-athletes are not permitted to enter into NIL agreements that conflict with team contracts and/or negatively impact or reflect adversely on UM or the UM Athletics Department.
- Student-athletes will not be permitted to enter into NIL agreements with products or services prohibited by other NCAA regulations (e.g. gambling, tobacco products).
- The use of Athletics Department facilities will require approval in advance (location agreements, including waiver of liability forms and applicable rental fees).
- Student-athletes may secure professional representation, ONLY for NIL purposes and NOT for future professional athletic contract negotiations. Representatives must either be a registered Athlete Agent in the State of Alabama, or an attorney that is a member in good standing of the Alabama State Bar.
- The duration of a contract for representation of a student-athlete for the use of his or her NIL may not extend beyond participation in their athletic program at UM.
- International student-athletes should not enter into any NIL agreements without guidance from the Athletics Compliance Department and UM's DSO to guard against any potential immigration issues.
- Compensation from NIL activity will be considered taxable income and, as such, may need to be factored into whether a student-athlete is required to file taxes.
- Pell Grant or need-based financial aid could be impacted because of compensation earned from NIL activity. Questions should be directed to the UM Student Aid Office.

FAQs for Montevallo Athletics Supporters and University of Montevallo Employees

- May a booster or fan enter into an agreement with a University of Montevallo ("UM") student-athlete ("SA") for the use of the SA's name, image, or likeness ("NIL") in exchange for money, goods or services?

Yes, subject to the restrictions imposed by [Alabama law \(PDF\)](#). Before entering such a contract, the SA is required to disclose any proposed contract for use of their NIL to UM. It is possible, and likely, that federal laws and NCAA legislation will ultimately provide a nationwide, uniform approach to NIL governance, at which point restrictions on these agreements are subject to change.

- May UM employees assist me with arranging for student-athletes to utilize their NIL for compensation with my business, etc.?

No. UM employees may not arrange for our SAs to participate in NIL contracts or activities; however, we may forward information about legitimate NIL-opportunities to [Katie O'Brien](#). The information will be routed by compliance to the student-athletes for their consideration. Alabama NIL law otherwise precludes the institution from providing NIL compensation, and Alabama law generally prohibits the use of state resources for private gain.

- May an SA receive NIL-compensation based on the SA's athletic performance at UM?

No.

- May a booster or fan compensate an SA for the SA's NIL when the SA is engaged in official team activities?

No. For example, if a SA is at a fan event that has been organized by UM, or at an away-from-home competition, you may not compensate the SA for the SA's autograph or photo because the SA is engaged in official team activities. If the SA is participating in an activity that was organized by UM, then it is an official team activity.

- How long may an SA's NIL-related contract last?

The duration of the SA's NIL contract may not extend beyond the SA's participation in the UM intercollegiate athletics program.

- Are there limitations on the compensation or opportunities that can be provided to a SA for use of their NIL?

Yes. Compensation for NIL use shall be commensurate with the market value. Additionally, SAs are not permitted to enter into an endorsement contract, or otherwise receive compensation, from any of the following categories or brands:

- A tobacco company or brand, including alternative nicotine products
- Any alcoholic beverage company or brand
- Any seller or distributor of a controlled substance, including but not limited to, marijuana
- Any adult entertainment business
- Any casino or entities that sponsor or promote gambling activities

Additionally, UM may prohibit an SA from receiving compensation for use of their NIL from entities or individuals that, in the reasonable and good faith judgment of UM, negatively impacts or reflects adversely on UM.

Other examples of prohibited compensation for SA NIL activity include:

- Where the SA is not a US citizen and the SA's visa generally prohibits employment
 - In exchange for property owned by UM (e.g., current jersey or equipment)
 - Where UM determines that a term of a contract for NIL compensation conflicts with a term of a contract held by UM
- Can UM's marks, logos or other intellectual property be used in a proposed NIL-contract with a UM SA (e.g., SA filming endorsement ad while wearing UM hat or jersey)?
No. Alabama state law prohibits SAs from receiving compensation for use of their NIL in a way that also uses any registered or licensed marks, logos, verbiage, or designs of UM without prior written consent.
 - May a booster, fan or UM employee provide NIL-compensation to a prospective student-athlete ("PSA")?

No. Alabama law prevents the use of compensation for NIL as an inducement to attend or enroll in or continue attending a specific postsecondary institution. Generally, PSAs participate in competition governed by state athletics associations that have amateurism rules which prohibit a PSA from using his/her NIL for compensation.

- May a contract for NIL compensation stipulate that an SA must compete for, or attend, UM (or any other NCAA member school)?

No.

Helpful links:

- [Name, Image and Likeness: NCAA Overview.](#)
- [Name, Image and Likeness: State and Federal Landscape.](#)
- [Name, Image and Likeness: NCAA Office of Legal Affairs.](#)
- [Name, Image and Likeness: Resources Overview.](#)
- [Name, Image and Likeness: NCAA Quick Guide to New Policy](#)
- [Name, Image and Likeness: NCAA Q&A](#)
- [Name, Image and Likeness: NCAA Policy Key Takeaways](#)
- [Name, Image and Likeness: Reporting Form](#)
- [Name, Image and Likeness: NCAA Financial Aid](#)
- [Name, Image and Likeness: NCAA Cycle of Individual](#)
- [Alabama Law \(PDF\)](#)

Section 5: Academic Policies and Procedures

Class Attendance

Each student is expected to attend all classes for which he/she is enrolled. The attendance policy for each course is determined by the instructor of the course. This policy shall be made known to the class at the beginning of each semester. It is the student's responsibility to know the policy on attendance for each course in which he/she is enrolled. It is the responsibility of student-athletes to attend every class session held when they are not ill, involved with a personal emergency, or traveling with the team. Consistent class attendance and participation are essential to academic success. Poor class attendance is a major factor in nearly all cases of academic failure.

Absences Due to Illness - student-athletes should contact their instructors at the earliest opportunity preferably prior to the class meeting (especially if any graded work is scheduled).

Absences Due to Emergencies - student-athletes should notify the Dean of Students and the Athletics Office if they must leave the University for any extended period of time because of hospitalization, injuries, or family problems. Instructors will be contacted, but it is the responsibility of the student-athlete to arrange for any makeup work.

Absences Due to Team Travel - student-athletes should inform their instructors of their status as a student-athlete at the beginning of each semester. In addition, instructors should be reminded of forthcoming absences at least 2-4 class days in advance. Absences can be verified by the instructors by consulting the weekly athletics travel roster. Arrangements should be made ahead of time to make up all missed assignments, exams, quizzes, labs, etc.

The student-athlete is responsible for making arrangements ahead of time for any missed quizzes, tests, presentations, etc. Papers should be handed in prior to missing class unless prior arrangements have been made.

Drop-add procedures

Students may drop and/or add courses during the specified period, as indicated in the University Calendar, either on Banner Self-Service or in the major department. A student who is considering either dropping or adding a course should discuss the proposed change with the academic adviser.

A student-athlete who finds it necessary to drop a course must complete the proper form with the Compliance Office.

Academic Status

Academic status is expressed in a quality point index. A student's quality point index is found by dividing the sum of quality points by the sum of "Hours Attempted". For analysis of academic status Montevallo computes both a semester index and a cumulative index. To be eligible for graduation, a student must have a Montevallo cumulative quality point index of 2.00 or higher.

Good Standing

Students must have at least a 2.0 cumulative University of Montevallo grade-point average (UM GPA) to maintain academic good standing. Graduate students should consult their program for GPA requirements for good standing.

Academic warning

At the end of each semester, a student will be placed on academic warning when his or her cumulative UM GPA is below 2.0 but above the appropriate minimum academic progress standard as defined previously. A student may be removed from academic warning only by attaining a minimum 2.0 cumulative GPA. Academic warning will be noted on the student's academic transcript. Academic warning does not restrict registration for a subsequent term.

Freshman academic warning

A first-time freshman will be placed on Freshman Academic Warning for one regular semester if his or her cumulative UM GPA is below 2.0. First-time freshmen are students with fewer than 30 earned hours with no prior enrollment at a postsecondary institution at the undergraduate level. This includes students enrolled at UM during the fall semester who first attended college during the prior summer term, as well as students who entered UM with college-level credit earned prior to graduating from high school.

Freshman Academic Warning will be noted on the student's academic transcript. Freshman Academic Warning does not restrict registration for a subsequent term. Students placed on Freshman Academic Warning are urged to schedule an appointment with their adviser to review academic progress prior to the first day of classes in the subsequent term.

Academic suspension

A student may not attend the University during the period of his or her suspension. Students should be aware that once they are placed on suspension from the University, they are no longer making satisfactory academic progress as required for continued receipt of financial aid. Students petitioning for reinstatement to the University under the procedure outlined in the following must apply separately to the Office of Student Financial Services in order to regain financial aid. A student may not transfer to the University any credits earned at another college or university while on suspension.

Academic suspension typically results from a student's failure to demonstrate satisfactory academic progress; however, it is also possible for a student to be suspended as a result of academic dishonesty (see policy on Academic Dishonesty).

First-time freshmen may be placed on Freshman Academic Warning but are not subject to suspension for failure to meet minimum standards for academic progress until the end of their second regular semester at UM. Freshmen may, however, be suspended as a result of academic dishonesty. All other students are subject to suspension at the end of any regular semester when they fail to meet minimum standards for academic progress or may be suspended as a result of academic dishonesty.

First Suspension

A student who does not maintain minimum academic progress, as defined previously, will be suspended from study for one regular semester, and the suspension will be noted on the student's official transcript. A student placed on First Suspension may attend the summer term at UM in an attempt to improve his or her GPA. If summer enrollment results in the student meeting minimum academic progress standards, the student will be permitted to enroll for the fall semester.

A student may also petition the Department Chair for his/her major to be allowed to continue enrollment in the next regular semester through the reinstatement review process. For a student who has not declared a major or who has more than one major, the Provost will determine the appropriate party to consider reinstatement.

If the student's reinstatement petition is denied and the student does not meet standards for minimum academic progress through courses completed during the summer term at UM, the student will not be permitted to enroll in the next regular semester.

Following the one semester suspension, the student may apply for readmission and will be required to earn a semester UM GPA of 2.0 or higher on 12 or 13 semester hours (unless the Dean approves a reduced number of hours) in order to continue enrollment. The student will then be required to meet the minimum standards for academic progress in subsequent semesters.

Second Suspension

A student who returns from his or her first academic suspension and does not earn a semester GPA of 2.0 or higher on the required number of semester hours or who in a future semester fails to meet minimum standards for academic progress will be suspended for two regular semesters. A student placed on Second Suspension will be allowed to enroll in the summer term. If summer enrollment results in the student meeting the minimum academic progress standards, the student will be permitted to enroll for the fall semester.

A student may also petition the Reinstatement Committee in his or her college to be allowed to continue enrollment in the next regular semester. For a student who has not declared a major or who has more than one major, the Provost will identify the Reinstatement Committee.

If the student's reinstatement petition is denied and the student does not meet standards for minimum academic progress through courses completed during the summer term at UM, the student will not be permitted to enroll for the next two regular semesters.

Following the two-semester suspension, the student may apply for readmission and will be required to earn a semester GPA of 2.0 or higher on 12 or 13 semester hours (unless the Dean approves a reduced number of hours) in the next regular semester in order to continue enrollment. The student will then be required to meet the minimum standards for academic progress in subsequent semesters.

Indefinite Suspension

A student who returns from his or her second academic suspension and does not earn a semester UM GPA of 2.0 or higher on the required number of semester hours or who in a future semester fails to meet minimum standards for academic progress will be placed on Indefinite Suspension and may not enroll in any term (including summer). An appeal will not be considered by the College Reinstatement Committee until the student has been out of school for a minimum of two regular semesters.

Special Conditions Policy

Students who are not in good academic standing may not be eligible to participate in certain extracurricular activities. If a student is ineligible for participation in an extracurricular activity due to not being in good academic standing, the student may submit a written appeal to the Dean of Students. The Dean of Students (or designee) will consult with the student's academic advisor, the student's professors for the most recent term, and the faculty/staff representative (if applicable) for the student group. After consultation, the Dean of Students (or designee) will then render a decision on the student's eligibility for participation in extracurricular activities. The decision is final.

President's List and Dean's List

Students who earn at least 12 semester hours and a minimum 3.8 GPA during a semester are placed on the President's List for that term. Those students who earn at least 12 semester hours and between a 3.5 and a 3.79 GPA during a semester are placed on the Dean's List for that term. The designations appear on the transcript.

All-Academic Teams

Student-athletes who meet the requirements for their conference academic awards will be nominated by the Media Relations department.

Section 6: Athletics Eligibility

Eligibility

Only full-time students are eligible to represent the University in extracurricular or co-curricular activities. For undergraduates, full-time students must carry twelve or more hours in the fall and spring semesters. For graduate students, full-time student must carry 9 or more hours in the fall and spring semesters. Academically, students must possess a cumulative quality point index of 2.00 on all UM coursework and must be making satisfactory progress towards a degree. Satisfactory progress is defined as the successful completion of 24 semester hours during the academic year (fall, spring, and summer). However, an exception to the undergraduate full-time course load is permitted during the final semester before graduation. In addition student-athletes are required to make progress toward a degree. Beginning with the junior year, a student-athlete must take a minimum of 12 hours applicable to their specific degree program.

Except for reasons of academic and nonacademic suspension or dismissal, students who possess a cumulative quality point index of 2.00 on all UM coursework will be eligible to represent the University in extracurricular or co-curricular activities until the next full-time semester. Students who are ineligible academically to represent the University will regain their eligibility as soon as they attain a cumulative 2.00 quality point index on all UM coursework.

Under ordinary circumstances, full-time transfer students become eligible to represent the University upon enrollment in the University of Montevallo as a full-time student. Once enrolled, transfer students must maintain the same academic standards established for all students.

Eligibility Requirements

The student-athlete is required to meet all university academic requirements as well as the eligibility rules of the national associations and affiliate conferences. Specifically these requirements are as follows:

Twelve Hour Rule

All undergraduate students competing in intercollegiate varsity and junior varsity teams **must be enrolled** in at least 12 semester hours of course work **at all times** during the playing season and during any postseason competition. Graduate students **must be enrolled** in at least 9 semester hours or course work **at all times** during the playing season and during any postseason competition.

- Undergraduate students cannot drop below 12 hours for even one day. If you are making course changes that could involve a temporary drop below 12 hours, be sure to add a new course into your schedule before dropping the old course.
- The only exceptions are for graduate students and seniors who need less than 12 hours to graduate as certified by the registrar's office.

Nine Hour Rule

All students participating in intercollegiate athletics must pass nine hours each semester to remain eligible for the following semester.

Satisfactory Academic Progress

All undergraduate students must satisfactorily complete 24 semester hours of acceptable degree credit during each year of University enrollment and prior to the beginning of each new season of competition. This is an average of 12 hours per semester. Eighteen of the 24 hours must be passed during the regular academic year. Only six hours may be counted in the summer toward the required 24 hours.

Division II:

The calculation of the grade-point average used to fulfill "satisfactory completion" requirements shall be based upon hours earned or accepted for degree credit in a specific baccalaureate

program. Consult the current *University of Montevallo Bulletin* for requirements for specific programs and degrees.

Designated Degree Program

Student-athletes shall designate a program of studies leading toward a specific degree by the beginning of the junior year or fifth full time semester. Student-athletes shall declare their major with the Registrar's Office at the beginning of their fifth semester. A minimum of 12 hours per semester must count toward your designated degree program beginning with your fifth full-time semester in school.

You have 10 semesters of full-time enrollment to complete four years of eligibility. You use one of these 10 semesters if you attend the first day of classes while enrolled full-time. You use one season of eligibility if you compete in any outside competition (including scrimmages with outside competition) during a season in an intercollegiate sport.

You may be eligible for an additional year of eligibility if you are granted a medical hardship waiver. To qualify for this waiver, you must have an injury or illness that results in an incapacity to compete for the remainder of the season, the injury or illness occurs prior to the first competition of the second half of the playing season and not have participated in three contests or dates of competition or 30% of the maximum permissible number of contests or dates of competition set forth in Bylaw 17.

Section 7: Playing and Practice Season Regulations

Countable Athletically Related Activities – In Season

- Practice – includes team and individual instruction
- Competition
- Required weight-training and conditioning activities held at the direction of or supervised by an institutional staff member
- Individual skill-related activities requested by a student-athlete or workouts required by or supervised by the member of the institution's coaching staff
- On-site activities called by a member(s) of a team that is considered as a requisite for participation in that sport (e.g. captain's practice)
- Film or videotape reviews of athletic practices or contests
- Required participation in camps, clinics or workshops
- Meetings initiated by coaches or other institutional staff members on athletically related matter
- Visiting the competition site in the sports of cross country and golf

Daily and Weekly Time Limitations – Playing Season

- Student-athletes' participation in countable athletically related activities shall be limited to four hours per day, 20 hours per week.
- Student-athlete's are required to have one day off during the playing season. A team travel day may be considered as a day off, provided no countable athletically related activities occur during that day.
- All competition counts as 3 hours, regardless of actual duration.
- A practice round of golf may exceed the four hours per day limitation, but the weekly limit of 20 is still in effect. A practice round on the day prior to the start of a collegiate golf tournament at the tournament site shall count as three hours, regardless of the duration of the round.
- Hourly and weekly limitations do not go into effect until the first day of classes or the first date of competition, whichever occurs first.
- Hourly and weekly limitations are not in effect during the academic year between terms when classes are not in session (e.g. Christmas Break, Spring Break, etc.)
- See Bylaw 17.02 for a detailed description of Countable Athletically Related Activities.

Practice Prohibited After Competition

Practice may not be conducted at any time (including vacation periods) following competition, except between contests, rounds or events during a multi-day or multi-event competition (e.g. doubleheaders in baseball, rounds of golf in a multi-day tournament).

Countable Athletically Related Activities – Outside the Playing Season

- Out-of-season limits: 15 hours per week
- Required weight training and conditioning activities held at the direction of or supervised by an institutional staff member
- No Countable Athletically Related Activities permitted outside the playing season during an institutional period (e.g. Thanksgiving, Christmas, Spring Break and Summer Vacation.)
- Student-Athletes are required to have two off days during the non-championship segment.
- Between the end of the DII championship, or the end of the nonchampionship segment, and one week prior to the beginning of the institution's final examination period, a student-athletes' participation in weight training, condition and skill instruction shall be limited to a maximum of eight hours per week, of which not more than four hours per week may be spent on skill instruction. During this period, team activities shall not be permitted. It is permissible for more than one group of student-athletes from the same team to participate in skill instruction in different facilities at the same time. The number of student-

athletes permitted to participate varies according to the starting squad size - a maximum of four for teams with six or fewer and no more than six for larger starting squad sizes.

- All countable athletically related activities outside the playing season are prohibited one week prior to the beginning of the institution's final examination period through the conclusion of the institution's final examinations. Participation in voluntary individual workouts monitored by strength and conditioning personnel for safety purposes per Bylaw 17.02.14 shall not count against the weekly hour limitation.
- Some exceptions apply for the sports of golf and tennis. Please ask the Compliance Office for more information.

Section 8: Financial Aid

Financial aid in the form of athletic grants is available to all participants of each intercollegiate team on recommendation by the coach of each sport and approval by the Director of Athletics and the Director of Student Financial Services. Athletic grant-in-aids are made available in a package with all other financial aid that is available to all college students who can demonstrate a need factor through the completion of financial aid materials. The amount of athletic aid is subject to the regulations of the national associations governing the men and women sport programs, as well as state and federal grant regulations.

University Charges Not Covered by the Full Grant-In-Aid:

- Orientation Fee
- Residence Halls deposit
- Cost of treatment for non-athletically related injuries
- School insurance policy
- Library fines
- Fines for damage to university property
- School supplies, reference books, pens, notebooks, etc.
- Vehicle Registration Fee, parking fines, etc.
- Lost textbooks, keys, Montevallo IDs

Student-Athlete Employment

If your coach or another staff member helps you find employment, keep in mind that you are representing the Department of Athletics and the University. Employment contacts made on your behalf are made in compliance with departmental and NCAA rules and regulations.

Report this type of employment to the compliance officer.

Rules of Employment

The following rules are applicable to any type of student-athlete employment:

- The work performed must be useful;
- The rate of pay must be the normal rate of pay for duties performed;
- The hours paid must be the hours worked;
- Payment in advance of hours worked is not permitted; and transportation to work may be provided only if transportation is available to employees.

Renewal or Non-renewal of Athletics Financial Aid (15.6.5)

It is the policy of the Montevallo Athletics Department to honor its financial commitment to each student-athlete in accordance with NCAA (15.3) and the Gulf South Conference rules. An athletics aid award may be issued for a period of not more than one (1) academic year (15.5.3.1).

Reduction and Cancellation (15.6.4)

Institutional financial aid may be canceled during the period of the award if the recipient:

1. Renders himself or herself ineligible for intercollegiate competition; or
2. Fraudulently misrepresents any information on an application, letter of intent or financial aid agreement; or
3. Engages in serious misconduct warranting substantial disciplinary penalty, or
4. Voluntarily withdraws from a sport for personal reasons.

Upon recommendation of the head coach, all returning student-athletes eligible to receive athletics aid shall be notified in writing by the Director of Financial Aid on or before July 1 prior to the academic year in which the aid to be effective.

In the event that any student-athlete is removed from the official NCAA squad list, either for voluntary reasons or dismissal by the coach or administration, any athletic-based financial aid will be prorated from the date of the roster change. If the student-athlete believes there are extenuating circumstances for leaving the roster, he/she may appeal this decision to the Director of Student Financial Services. The Director of Student Financial Services and a committee will meet with the student-athlete, followed by a meeting with the coaching staff and/or athletic administration. The student-athlete will be informed of the committee's decision once all meetings are concluded.

Hearing Opportunity Required (15.6.2.4)

If the grant-in-aid is not renewed, the student-athlete must receive an appeal procedure letter in order to be notified of the right to appeal. The student-athlete who has had his/her financial aid reduced or cancelled may request a hearing to appeal the action. The student-athlete shall submit a written request to the Director of Student Financial Services.

The student-athlete will be given fourteen (14) working days from the date of the non-renewal notification letter in which to notify the Director of Student Financial Services of intent to appeal the decision. The expiration of this fourteen (14) working day period will conclude the student-athlete's right to appeal.

Section 9: Sports Medicine Policies and Procedures

The Athletics Department has six Certified Athletic Trainers that are available to all athletic teams. The athletic trainers are responsible for administering the documentation of all injuries that occur in our athletics programs, recommend doctor and/or hospital referrals. The Head Athletic Trainer will coordinate the insurance claims processing with the Director of Athletics.

PRIVACY POLICY – This policy describes how medical information about you may be used and disclosed. Please review it carefully. If you have any questions, please contact the Head Athletic Trainer.

UM provides health care to our student-athletes in partnership with physicians and other professionals/organizations. All sports medicine-athletic training personnel will follow the Medical Privacy Policy. In addition, we are a clinically integrated care setting, and we have many doctors and other providers giving care to student-athletes. For convenience of our student-athletes, we post this policy as part of our student-athlete handbook on the UM athletic department website. This policy serves as the notice required under Federal law to be given to student-athletes by UM and all members of our medical staff and all other health care professionals who treat you at any of our medical facilities. The health care providers covered by this “organized health care arrangement” (“OHCA”) will share protected health information with each other, as necessary to carry out your treatment, payment for treatment, and health care operations relating to the OHCA. This arrangement does not mean that the persons participating in the OHCA are involved in a joint business arrangement, or that they are responsible for the acts of one another.

As a student-athlete at UM, you have the right to privacy concerning your medical plan of care. Medical record information and your relationship with your medical staff are considered private. Your diagnosis and course of treatment are available only to those directly involved with your care. Unless you tell us otherwise, we will make every effort to give your family medical updates as appropriate. We create a record of the care and services you receive to provide quality care and to comply with legal requirements. This Notice applies to all of the records of your care that we maintain, whether created by our medical staff or your doctor. Your personal doctor may have different policies or notices regarding the doctor’s use and disclosure of your medical information created in the doctor’s office. We are required by law to keep medical information about you private, give you this Notice of our legal duties and privacy practices with respect to medical information about you and follow the terms of the Notice that is currently in effect.

We may use and disclose medical information about you for treatment (such as sending medical information about you to a specialist as part as a referral); to obtain payment for treatment (such as sending billing information to your insurance company); and to support our health care operations (such as comparing patient data to improve treatment methods). We may disclose medical information and/or participation status to athletic coaches and strength and conditioning coaches for your health and safety. We may disclose information to university administrators and academic counselors to support your academic progress. We may release information to the sports information staff regarding your participation status.

Regarding your medical information, you have the right to look at or get a copy of medical information that we use to make decisions about your care. You have the right to a personal representative to assist you in reviewing your medical information. If you believe that information in your records is incorrect or incomplete, you have the right to request that we amend the records. You have the right to a list of those instances where we have disclosed medical information about you, other than for treatment, payment, health care operations or where you specifically authorized a disclosure. You may request, in writing, that we do not use or disclose medical information about you for specific cases or circumstances.

We reserve the right change the terms of this policy at any time. Changes will apply to medical information we already hold, as well as new information we receive after the change occurs. If we change our policy, we will post the new policy in our athletic training facilities and on our Web site at <http://www.montevallofalcons.com/sports/2016/9/20/sports-medicine.aspx>. You can receive a copy of the current policy at any time. You will also be asked to acknowledge in writing your receipt of this notice on our Student-Athlete Authorization/Consent for Disclosure of Protected Health Information.

PREGNANCY POLICY – As soon as the student-athlete suspects or learns that she is pregnant, we would encourage her to tell her coach and Athletic Trainer, as well as her personal physician, her religious advisor, family members, and others important to her.

1. The Head Athletic Trainer can provide information on where the student-athlete can access timely medical and obstetrical care.
2. Her coach or Athletic Trainer will encourage her to seek help and advice from “neutral parties” outside the UM Department of Intercollegiate Athletics.
3. We will work with the student-athlete confidentially to make certain that appropriate decisions are made to ensure the health of the student-athlete and her child.
4. The student-athlete must be informed of the NCAA rule that permits a one-year extension of the five-year period of eligibility for a female student-athlete for reasons of pregnancy.
5. A scholarship will not be cancelled should the student-athlete become pregnant and makes a request to remain on scholarship during the year of her pregnancy. Based on the fact that NCAA scholarships are awarded on a one-year renewal basis for four years, once the student-athlete returns from pregnancy leave, she must have a discussion with her coach regarding future scholarship allocation. Although a student-athlete will not be cancelled from scholarship during the year of pregnancy, she cannot be guaranteed renewal the following year or subsequent years (this is in keeping with NCAA regulations regarding scholarship renewals). The student-athlete needs to make an appointment with the head coach as soon after her return to school as possible or as soon as she knows she will be returning as a full-time student. If the head coach decides not to renew the scholarship the year after the athlete returns from her pregnancy year on scholarship, she will be notified before July 1 as NCAA regulations mandate. If the student-athlete’s scholarship is not renewed, she will be advised of her right to appeal.
6. The continued participation will be considered by the athlete, team physician and the UM Department of Intercollegiate Athletics. The final decision regarding participation of the pregnant student-athlete is the responsibility of the UM Team Physician in consultation with the student-athlete’s obstetrician.
7. The student-athlete must inform the head coach, NCAA compliance officer or team Athletic Trainer if she intends to request to stay on the roster during the pregnancy year and whether or not she intends to request a sixth year of eligibility.

PHYSICALS

All student-athletes participating in Collegiate Athletics MUST complete, in all honesty, a comprehensive medical questionnaire and pass a physical examination signed by a medical doctor prior to practice or competition. If any diagnostic tests are deemed necessary to medically clear the student-athlete, any/all costs associated with obtaining those tests will be the responsibility of the student-athlete and/or their parents. Student-athletes may submit medical documentation from their primary and/or treating physician for review by the UM Team Physician. The UM Team Physician may re-examine and change the student-athlete’s eligibility status at any time.

PRE-EXISTING INJURY/CONDITION

All student-athletes are required, as part of their medical eligibility, to complete a comprehensive medical history questionnaire accurately and truthfully. Any information that is omitted, false, or intentionally withheld will result in the student-athlete and/or parents

being financially responsible for any/all expenses incurred and for any/all medical treatment for the injury/condition determined.

The Athletics Department secondary insurance policy will not cover any injury/condition that occurred outside of the student-athlete's participation and/or eligibility in intercollegiate athletics at the University of Montevallo.

UM student-athletes will be given the opportunity to sign a Pre-Existing Condition Waiver if deemed appropriate by the UM Team physician that they may participate with their pre-existing condition. By signing the waiver they agree to all contents of the waiver without exception.

REPORTING AN INJURY

Report injuries immediately (report to your coach if the athletic trainer is not present). If an injury should occur after facility hours, please notify your head coach. All student-athletes must report *all injuries or illnesses* to the Sports Medicine Staff within 24 hours. Accordingly, the student-athlete's respective coach will be notified in a timely fashion so practice and/or competition adjustments can be made.

UM athletics' secondary insurance claims WILL NOT be made for injuries that are not reported to the Sports Medicine Staff in a timely manner. Any injury that is not reported to the UM Sports Medicine-Athletic Training Staff and/or seen by an UM Team Physician within 60 days of occurrence is not eligible for benefits through the UM Department of Intercollegiate athletics secondary insurance plan and becomes the financial responsibility of the student-athlete and/or their parents.

INSURANCE COVERAGE

All student-athletes are required to have primary insurance coverage that will cover athletic related injuries. A student-athlete is not permitted to practice or compete until they have proof of insurance. It is the student-athlete's responsibility to notify the Athletic Training Staff that they are uninsured. UM athletics provides secondary insurance coverage for each and every student-athlete eligible to participate in practice and/or competition. The UM athletics secondary insurance will not cover injuries sustained in non-intercollegiate activities, unsupervised intercollegiate related activities, or for general medical conditions. The UM athletics secondary insurance policy is designed to supplement the student-athlete's personal primary insurance policy. Any portion of a claim that is left outstanding by personal insurance will be filed to the UM secondary insurance and paid based on reasonable and customary charges. This policy will not necessarily cover all out of pocket expense and those are the responsibility of the student-athlete. Please do not allow your primary insurance plan to expire or terminate. The UM secondary insurance will not cover if there is no primary insurance claim. Any amount will be the responsibility of the student-athlete and/or their parents.

At the beginning of each school year the student-athlete and his or her guardian will be required to provide the Head Athletic Trainer with information regarding personal and/or family medical insurance coverage. This information shall include the name of the insurance company, address, relevant policy numbers and front and back copies of the policy card. No student-athlete will be allowed to participate in any practice or competition until the Parent's Insurance Form has been completed in full.

Any changes in insurance and/or coverage must be reported to the athletic training staff immediately. New insurance forms must be completed and signed. Copies of the new insurance cards are also required. Failure to comply will cause a delay in processing the claim and the possibility of the account being turned over to collection thus making it the responsibility of the student-athlete.

If there is a need to purchase insurance for the upcoming school year and assistance is needed, please contact the Sports Medicine Staff for policy information and availability.

INJURY/INSURANCE POLICIES

- The UM Athletic Department requires all student-athletes to have personal primary insurance coverage that will cover intercollegiate athletic injuries.
- Your parent/guardian should not cancel your primary health insurance as the UM athletic department carries accidental medical coverage only on student athletes. This policy is secondary to the student-athlete's personal insurance and only covers supervised activities within intercollegiate athletics. This policy will not cover if there is no primary insurance. There is no coverage for general medical conditions or injuries that are sustained away from supervised intercollegiate activity.
- All injuries must be reported to and evaluated by the UM Sports Medicine-Athletic Training Staff within 24 hours of occurrence. (Exception—EMS transport or hospitalization) Failure to report injuries to the athletic trainer voids University responsibility. Also, failure to meet scheduled physician's appointments or to provide accurate insurance information may void any University responsibility for athletically related injuries or illnesses.
- If medical referral is deemed necessary, the student-athlete will be given an appointment with an UM team physician and will take all insurance information with them.
- The student-athlete's personal insurance will be primary and the UM accidental medical policy will be secondary.
- The student-athlete is responsible for any co-pays or deductibles from their personal insurance. The UM accidental medical policy will cover after the primary insurance has been filed.
- The UM accidental insurance policy will only cover injuries sustained during intercollegiate activities which are supervised by a member of the UM coaching staff. (Open gyms, intramurals, individual conditioning, training, skill sessions without supervision are not covered).
- All injuries that meet policy terms and conditions shall have a medical injury "Proof of Loss" form completed and forwarded to the UM athletic department's insurance company along with a copy of the student-athlete's insurance information (signed parent's insurance form) and a HIPAA release form signed by the student-athlete.
- The UM accidental medical insurance company will coordinate payment with the student-athlete's primary insurance.
- University of Montevallo assumes no financial responsibility whatsoever for any uninsured medical expenses or significant out-of-pocket expenses in the event of injury.
- Insurance claims will not be filed to the UM athletic department's insurance company for any injury/condition deemed pre-existing to enrollment at UM.
- Falsification of any document with the intent to deceive an insurance company is considered fraud. Documents will not be changed for the purpose of filing a claim on a pre-existing condition or injury that was not disclosed on their medical history form or reported during their pre-participation physical exam.
- Student-athletes/parents should forward, by mail or FAX, copies of any bills they receive in order for proper follow-up. These should be directed to the office of the head athletic trainer. The FAX number is 205.665.6614.
- Failure to follow the UM Intercollegiate Athletic Department injury/insurance policy and/or prescribed treatments/rehabilitation will result in the student-athlete assuming all financial responsibility for the injury.

It is the responsibility of the student-athlete and/or parents to provide changes in their personal primary insurance information during the course of the school year. Failure to submit changes in personal primary insurance will cause delay in claim processing and can eventually cause a claim to be turned over to collection. Claims that do go to collection are the student-athlete's

responsibility but can be reimbursed by the UM Intercollegiate Athletic Department's insurance plan providing the claim meets policy terms and conditions and reimbursement has also been filed to the student-athlete's personal primary insurance if such policy is in effect.

HMO INSURANCE POLICY

If a student-athlete's primary insurance is an HMO, the University of Montevallo Athletic Training Department strongly encourages the student-athlete and/or his/her parent(s)/guardian(s) to change the primary care physician (PCP) to a University of Montevallo Team Physician or local physician who is possibly in your network. Some HMO policies have "away from home care" when the student-athlete is out-of network. Please call your insurance company's customer service department for questions and relocation of your PCP. This will allow the student-athlete to have a network of physicians in the Birmingham area, as well as better access to care. You can opt to purchase a primary athletic injury insurance policy through the Sports Medicine Department. Please see the Head Athletic Trainer if you are interested in this option.

ATHLETIC TRAINING ROOM HOURS

Athletic Training Room Hours of Operation/Procedure: Monday-Friday by appointment only. Additional hours according to practice/game times.

- Evaluations are done on a walk-in basis.
- Illnesses should be reported early AM to ensure medical referral if necessary.
- Athletes must sign-in before receiving any type of care.
- All long-term (daily) rehab must be scheduled by appointment.
- Additional Athletic Training Room rules are posted in the Athletic Training Room.

STANDARD MEDICAL PROCEDURES AND REFERRALS

The Standard Medical Procedure (Assessment, Treatment, Care and Referral) for any injured or ill student-athlete is:

1. When injured or ill, the student-athlete will report to the athletic training room for evaluation/assessment.
2. The Athletic Trainer will assess the injury and, as a result, one of the following will be done:
The student-athlete will:
 - a. Be evaluated, treated and released (cleared/not cleared for participation).
 - b. Be evaluated, treated and instructed to return the following day for further treatment, rehabilitation, or clearance for participation.
 - c. Be evaluated and referred to Student Health Services for consultation if a second assessment is needed because the injury/illness cannot clearly be assessed. After consultation, a decision is made regarding initial treatment and follow-up care.
 - d. Be evaluated and referred to a designated UM team physician(s) or another appropriate medical specialist as soon as possible. The team physician's decision is final and will be followed. Any Certified Athletic Trainer, coach, or student-athlete with a concern about a specific diagnosis will be discussed with the Head Athletic Trainer, who will present the concern to the team physician(s) if appropriate.
 - e. Be evaluated, treated and transported in case of immediate medical emergency (via EMS) to appropriate hospital facilities. In such cases, campus security, the team physician(s), and the Head Athletic Trainer, if not present, will be notified. In cases of severe medical injuries or illnesses, the Director of Athletics and University Spokesperson will be notified by the Head Athletic Trainer.
3. UM student-athletes will be referred to UM team physicians only. Referrals may be made to Student Health Services at the discretion of the Athletic Trainer. The only exception will be for local student-athletes that are existing patients with local area physicians. These referrals will go through the team's Athletic Trainer to insure proper team physician notification and clearance. These student-athletes may also be required to be seen by a UM team physician at the discretion of the Head Athletic Trainer.
4. At no time will a coach make a medical referral or have a prescription ordered by a non-UM team physician for an UM student-athlete.

5. Our team physician(s) have the final responsibility and say regarding injuries to our student-athletes. This includes pre-participation clearance in the way of a physical examination. The team's Athletic Trainer is, alone, responsible for all referrals and follow-up referrals as needed.

6. In the absence of a team physician, the team's Athletic Trainer is responsible for determining when an athlete may continue participation in any practice or game. Post-injury, the team's Athletic Trainer in conjunction with the team physician(s) will determine when a student-athlete may return to participation. Only the team's Athletic Trainer, under the supervision of the team physician, will determine the types and lengths of continuation/discontinuation of treatments or rehabilitation of student-athletes.

7. To facilitate proper medical procedure and care for all injured/ill student-athletes, a medical status report will be completed on all student-athletes who cannot participate normally due to injury or illness and be kept on file in the Head Athletic Trainer's office. Communication with all head coaches may be done with a formal electronic report or verbally on a daily basis.

MEDICAL COVERAGE

The Athletics Department will not cover medical expenses other than those for a specific injury suffered during actual participation in official college practice or game competition. Student-athletes who receive treatment by a medical source without specific authorization from the Athletics Department do so at their own expense.

All medical expenses incurred by a student-athlete due to injury at practice or competition must be filed first with the student's insurance company. Montevallo will not file their insurance until an Explanation of Benefits form has been received from the student's insurance company. The student-athlete and/or the parents are responsible for providing the athletic trainer with the Explanation of Benefits within a timely manner.

All arrangements for the care of injuries are to be made before the student-athlete leaves college or graduates. The University will not accept any responsibilities after an athlete has graduated.

Inclusion of Transgender Student-Athletes

Reason for policy

To provide transgender student-athletes with fair and equal opportunities within the intercollegiate athletics program, and to provide guidance for implementing the procedures outlined below to ensure the safety, privacy, and dignity of transgender student-athletes and their teammates.

What Does Transgender Mean?

"Transgender" describes an individual whose gender identity (one's internal psychological identification as a boy/man or girl/woman) does not match the person's sex at birth. For example, a male-to-female (MTF) transgender person is someone who was born with a male body, but who identifies as a girl or a woman. A female-to-male (FTM) transgender person is someone who was born with a female body, but who identifies as a boy or a man.

It is important that all people recognize and respect the transgender person's identification as a man or a woman. In order to feel comfortable and to express their gender identity, transgender people may take a variety of steps: changing their names and self-referencing pronouns to better match their gender identity; choosing clothes, hairstyles, or other aspects of self-presentation that reflect their gender identity; and generally living, and presenting themselves to others, consistently with their gender identity. Some, but not all, transgender people take hormones or undergo surgical procedures to change their bodies to better reflect their gender identity.

Some people are confused by the difference between transgender people and people who have intersex conditions. The key feature of being transgender is having a psychological identification as a man or a woman that differs from the person's sex at birth. Apart from having a gender identity that is different than their bodies, transgender people are not born with physical characteristics that

distinguish them from others. In contrast, people with intersex conditions (which may also be called a “Disorders of Sex Development”), are born with physically mixed or atypical bodies with respect to sexual characteristics such as chromosomes, internal reproductive organs and genitalia, and external genitalia.

An increasing number of high school- and college-aged young people are identifying as transgender (or trans), meaning that their internal sense of their gender identity is different from the gender they were assigned at birth. These students challenge educators to rethink an understanding of gender as universally fixed at birth. Educators must be open to this challenge to create educational institutions that value and meet the needs of all students. Once we recognize that transgender young people are part of school communities across the United States, educational leaders have a responsibility to ensure that these students have access to equal opportunities in all academic and extracurricular activities in a safe and respectful school environment.

Athletics programs are widely accepted as integral parts of the college experience. The benefits of athletics participation include many positive effects on physical, social, and emotional well-being. Playing sports can provide student-athletes with important lessons about self-discipline, teamwork, success, and failure—as well as the joy and shared excitement that being a member of a sports team can bring. For some students, playing on collegiate sports teams leads to future careers in athletics as competitors, coaches, administrators, and athletic trainers. All students, including those who are transgender, deserve access to these benefits. Though the needs of transgender college students have received some attention in recent years, this issue has not been adequately addressed in the context of athletics. Few collegiate athletics programs, administrators, or coaches have been prepared to fairly, systematically, and effectively address a transgender student’s interest in participating in athletics. The majority of intercollegiate athletics programs have no policy governing the inclusion of transgender student-athletes, and most coaches have not received any direction for accommodating a transgender student who wants to play on a sports team. In fact, most intercollegiate athletics programs have not received the information to address even basic accommodations such as knowing what pronouns or names to use when referring to a transgender student, where a transgender student should change clothes for practice or competition, or what bathroom or shower that student should use. The best practices and recommended policies within this resource will provide athletics administrators and others involved in intercollegiate athletics with the information and tools to support participation

NCAA Guiding Principles

Policies governing the participation of transgender student-athletes should be informed by the following principles, and be included in the institution’s transgender student-athlete policy statement:

1. Participation in intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student-athletes should have equal opportunity to participate in sports.
3. The integrity of women’s sports should be preserved.
4. Policies governing sports should be based on sound medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
7. The legitimate privacy interests of all student-athletes should be protected.
8. The medical privacy of transgender students should be preserved.
9. Athletics administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.

10. Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

NCAA Policy on Transgender Student-Athlete Participation

The following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

1. A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.
2. A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men or women's team.
- A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

NCAA - The student-athlete's responsibilities

1. In order to avoid challenges to a transgender student's participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit the request to participate on a sports team in writing to the director of athletics upon matriculation or when the decision to undergo hormonal treatment is made.
2. The request should include a letter from the student's physician documenting the student-athlete's intention to transition or the student's transition status if the process has already been initiated. This letter should identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant.

NCAA - The school's responsibilities

1. The director of athletics should meet with the student to review eligibility requirements and procedure for approval of transgender participation.
2. If hormone treatment is involved in the student-athlete's transition, the director of athletics should notify the NCAA of the student's request to participate with a medical exception request.
3. To assist in educating and in development of institutional policy and practice, a Transgender Participation Committee should be established. Members of the committee should represent a cross section of the institutional staff with student well-being interests, and include representation from the following departments: office of general counsel, health and counseling, faculty/academic affairs, and athletics.
4. All discussions among involved parties and required written supporting documentation should be kept confidential, unless the student-athlete makes a specific request otherwise. All information about an individual student's transgender identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidentially.

Best practices and Guidelines for Inclusion of Transgender student-athletes

Part 3 below describes best practices — the actions that coaches, administrators and student-athletes can take to assure the inclusion of transgender student-athletes. Although these practices specifically address transgender student-athletes, they can be used to address discrimination

based on other factors as well, such as race, religion, class, and sexual orientation. The first part of this section describes general best practices for everyone. The next sections identify best practices recommended specifically to athletics administrators, coaches, student-athletes, and athletics staff who interact with the media.

Overall Best Practices

1. Provide Equal Opportunity — Colleges and universities often have legal obligations to provide equal opportunity to student-athletes and to personnel, including coaches. All those involved in athletics should be aware of these obligations, and treat them as core values, guiding policies and practices. Transgender discrimination may be a part of a systemic problem where the broader environment is unfriendly or discriminatory toward lesbian, gay, bisexual, and transgender people. This can negatively affect all men and women who participate in athletic competition. If discrimination is accepted as part of the common practices of an athletics department, this will undermine the core principle of equal opportunity.

2. Value Diversity — In creating guidelines or best practices for including transgender student-athletes, it is important to place this conversation in the context of the athletics department's broad commitments to safety, fairness, and respect for all participants. It helps when athletics department leadership, including coaches, value all aspects of diversity. Collegiate athletics provides an opportunity for students to compete with and against others who come from different races, cultures, religions, sexual orientations, gender identities and expressions, and social classes, but all of whom share the common goal of achieving athletic excellence. Valuing this common ground enhances the social and competitive experience for all. Athletics administrators should make their commitment to valuing diversity explicit in media interviews and other public speaking opportunities as well as in meetings with athletics department staff. That diversity-valuing approach then shapes and informs activities throughout the athletics department and is conveyed to coaches and student-athletes. Everyone should also understand how these core values are important to team success and to individual team member development. Teams that value each member's contribution to the unit, while respecting individual differences, provide a foundation for the whole team and each member of the team to focus on achieving their athletic and academic goals.

3. Establish policy — when diversity values are explicit, athletics departments, institutions, state, and national governing organizations are in a position to develop specific policy statements that reflect a commitment to these values. These policy statements, if followed, protect schools, administrators, student-athletes, and coaches from litigation and other negative consequences. Coaches should know that they may have a transgender student-athlete on their teams and should be equipped to make that experience a positive one for the athlete and teammates. Parents should communicate the importance of these values in meetings with prospective coaches and athletics administrators. Student-athletes can discuss these values with new team members and in public speaking opportunities.

Best Practices for Athletics Administrators

Best practices for athletics administrators focus on policy development, discrimination prevention, education, enforcement procedures, and consequences. These best practices will be helpful to a wide range of athletics administrators in organizations including colleges and universities, collegiate sport-governing organizations, coaches associations, and athletics conferences.

1. If the school does not have an inclusive non-discrimination and harassment policy, work with other school administrators to adopt a policy that includes gender identity and expression.

2. Respect the right to privacy of all student-athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.

3. Become knowledgeable about collegiate non-discrimination and harassment policies that include gender identity and expression.

4. Include gender identity and expression in departmental non-discrimination statements on all official department documents and web sites.

5. Become aware of state and federal non-discrimination laws that prohibit discrimination based on gender identity and expression (see Part 4 Appendix C for a list of relevant federal and state laws).
6. Adopt an effective and fair athletics departmental policy addressing the participation of transgender student-athletes that is consistent with school policy and state or federal non-discrimination laws.
7. Educate all members of the athletics department community (including staff, student-athletes, and parents) about departmental and school policy regarding the participation of transgender student-athletes in athletics.
8. Educate yourself about transgender identity, preferred terminology, and current scientific perspectives on the participation of transgender student-athletes on men and women's sports teams.
9. Work with athletics conferences of which your school is a member to adopt fair and effective policies governing the participation of transgender student-athletes.
10. Recommend that your athletics conference sponsor educational programs for coaches and student-athletes on the inclusion of transgender student-athletes, preferred terminology, and understanding transgender identity.
11. Recommend that professional associations for athletics administrators sponsor educational programs on the inclusion of transgender student-athletes, preferred terminology, understanding transgender identity, and adopting fair and effective policies.
12. Educate all members of the sports information department about transgender identity, preferred terminology, department policies governing the participation of transgender student-athletes, and confidentiality requirements when discussing transgender student-athlete participation with the media.

UM Athletics Policy

Student-Athlete Responsibility

1. Notification: A student-athlete who plans to initiate, is in the process of, or has completed hormone treatment, as part of a gender transition shall submit a written request to participate in intercollegiate athletics to the Associate Athletics Director/Senior Women's Administrator upon matriculation to the University of Montevallo or when a decision to undergo hormone treatment is made.
2. The student-athlete's written request shall include a letter from his/her physician documenting the student-athlete's intent to transition or the student-athletes's transition status if the process has already been initiated. The physician's letter shall identify the prescribed hormone treatment and documentation of the student-athlete's testosterone levels, if relevant.

UM Athletics Responsibility

1. Prior to intercollegiate athletics participation, the Associate AD/SWA and Director of Sports Medicine will meet with the student-athlete to review eligibility requirements including the procedure for requesting an NCAA medical exception, if applicable.
2. The Director of Athletics, Associate AD/SWA, and Director of Sports Medicine in consultation with the Faculty Athletics Representative will render a decision regarding student-athlete's eligibility. (Who else do we need to list as consultants on our campus? Augusta mentioned their office of Diversity/Inclusion)
3. All discussions among involved parties and required written supporting documentation shall be kept confidential, unless the student-athlete makes a specific request otherwise. All information about a student-athlete's transgender identity and medical information,

including physician's information provided pursuant to this policy, shall be maintained confidentially.

4. Home Facilities: Changing areas, showers, bathrooms: Transgender student-athletes will be able to use the locker room, showers, and bathroom facilities consistent with the student-athlete's gender identity. Every effort will be made to have private, enclosed changing areas, showers, and bathrooms for use by any student-athlete who desires such accommodations. When requested by the transgender student-athlete, the athletics department will make every effort to provide separate changing, showering, and bathroom facilities for his/her use, however transgender student-athletes will not be required to use separate facilities.
5. Away Competition: If a transgender student-athlete requires a particular accommodation, the Associate AD/SWA, in consultation with the transgender student-athlete, will contact his/her counterparts at other institutions to ensure the student-athlete has access to facilities that are comfortable and safe. This notification will maintain the student-athlete's confidentiality. Under no circumstances will the student-athlete's identity as a transgender individual be disclosed without his/her expressed permission. Transgender student-athletes will be assigned hotel rooms based on their gender identity, with recognition that any student-athlete who needs extra privacy should be accommodated whenever possible.
6. Language: In all cases, teammates, coaches, and administrators will refer to transgender student-athletes by the student-athlete's preferred name. Pronoun references to transgender student-athletes will reflect the student-athlete's gender and pronoun preferences.
7. Apparel: All team members will have access to uniforms that are appropriate for their sport and their comfort level. No student-athlete will be required to wear a gendered uniform that conflicts with his/her gender identity.
8. Enforcement: Any member of Athletics found to have violated this policy by threatening to withhold athletic opportunities, harassing a student-athlete based on the student-athlete's gender identity, or expression, or by breaching medical confidentiality, will be subject to disciplinary action. Any member of the Athletics Department who become aware of conduct that violates this policy should report the conduct immediately to the Director of Athletics and/or Associate AD/SWA. (Do we need to talk about retaliation or mention the University's non-discrimination policy?)
9. Education: All members of the Athletics Department will receive information and education about transgender identities, institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and academic climate for all students, including transgender students.

Section 10: Drug Testing Policy

NCAA Drug Testing

The NCAA randomly tests student-athletes for banned substances. If you have tested positive for a NCAA banned substance, you will lose your eligibility for a minimum of one year and will not be able to participate in athletic activities at any NCAA institution for a minimum of one calendar year following the positive test.

Drug Testing Consent Form

The Drug Testing Consent Form that you sign prior to participation each academic year states:

A student-athlete who is found to have utilized a substance on the list of banned drugs, as set forth in Bylaw 31.2.3.1 shall be declared ineligible for further participation in regular-season and postseason competition in all sports in accordance with the provisions in Bylaw 18.4.1.4. The certifying institution may appeal to the NCAA Eligibility Committee for restoration of the student-athlete's eligibility if the institution concludes that circumstances warrant restoration. (Bylaw 18.4.1.4.5)

A student-athlete who tests positive (in accordance with the testing methods authorized by the NCAA Executive Committee) shall be charged with loss of a minimum of one season of competition or a minimum of the equivalent of one full season of competition if the season of competition has not yet begun for that student athlete. The student-athlete shall remain ineligible for all regular-season and postseason competition during the time period ending on calendar year (e.g., 365 days) after the student-athlete's positive drug test, and until the student-athlete retests negative (in accordance with the testing methods authorized by the Executive Committee) and the student-athlete's eligibility is restored by the Eligibility Committee.

If the student-athlete tests positive a second time for the use of any drug, other than a "street drug" as defined in Bylaw 31.2.3.1, he or she shall lose all remaining regular-season and postseason eligibility in all sports. In addition, the penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a banned drug.

If the student-athlete tests positive for the use of a "street drug" after being restored to eligibility, he or she shall be ineligible for competition during 50 percent of a season of competition in all sports and also shall remain ineligible until the prescribed penalty is fulfilled and he or she tests negative. (Bylaw 18.4.1.4..2)

UNIVERSITY OF MONTEVALLO SUBSTANCE ABUSE TESTING GUIDELINES

The University of Montevallo does not condone the use, sale or possession of illegal drugs or drug paraphernalia or the abuse of alcohol/tobacco. According to NCAA regulations, athletes must sign a drug testing consent form before participation in the University of Montevallo athletic program. This form must be signed before the student-athlete can attend any university or team conditioning, practice, or competition. Any athlete under the age of 18 will require a parental (or legal guardian) consent on the form. Consent forms are kept on file by the Athletic Department and will be available for examination by a representative of the NCAA.

UM will conduct drug testing for student-athletes, which will be separate and distinct from any NCAA testing which may occur. Student-athlete will be defined as any individual who appears on the official NCAA_squad list for their respective sport at the time of selection. The student-athlete may be drug tested randomly or by reasonable suspicion / just cause. An athlete may be required to be drug tested in or out of season as long as he/she is considered a student-athlete (including summer term). If eligibility has expired but the student-athlete continues to receive aid, he/she may be tested. The Athletic Department also reserves the right to test athletes who are suspected of drug use. The selection process may also include team testing, pre-season testing, post-season/championship testing, re-entry testing and follow-up testing.

In addition to the testing set forth above, the NCAA will require additional drug testing. This testing can be done year round, as long as the student athlete is receiving athletic aid of any kind. The list of banned substances can be found at www.ncaa.org/health-safety while additional information can be found at <https://dfsaxis.com/users/login>. The password for access is **ncaa2**.

The University of Montevallo reserves the right to amend, alter, or modify this document at any time for any reason without prior notice.

DRUG TESTING PROGRAM

During the academic year, student-athletes will be subjected to random drug testing. The student-athlete may or may not be given advanced notice of the drug test. Drug testing will be provided by an outside independent agency contracted by the University to provide such service. Drug testing will be conducted on selective (Individualized Reasonable Suspicion Testing) and random basis, usually with unannounced tests. Notification of the student-athlete and head coach by phone or through direct personal contact will take place no more than 24 hours prior to the scheduled test. Upon notification the student-athlete should do nothing out of the ordinary from a dietary standpoint (overhydrate) and present at the test site at the predetermined time with a picture ID. Student-athletes may be subjected to testing during the entrance physical examination, or at anytime throughout the academic year. A student-athlete who tries to deceive, mislead or cheat the test, will be charged with a positive test. A student-athlete who refuses to participate in a drug test, or fails to report for a scheduled test within the allotted time, will be considered medically ineligible, see **Refusal/Failure to Be Tested**.

INDIVIDUALIZED REASONABLE SUSPICION TESTING

Any student-athlete may be subject to testing at any time when, in the judgment of the Director of Athletics, there is reasonable cause to suspect that the student-athlete is engaged in the use of any of the drugs prohibited by these testing guidelines. Such individualized reasonable suspicion may be based on information from any source deemed reliable by the Director of Athletics. The content of the information may include, but is not limited to: (1) observed possession or use of substances that reasonably appear to be drugs of the type prohibited, (2) arrest or conviction for a criminal offense related to the possession, use, or trafficking of drugs of the type prohibited, and/or (3) observed abnormal appearance, conduct or behavior, including absence from academic duties, training or competition; reasonably interpretable as being caused by the use of drugs of the type prohibited.

ALCOHOL OR OTHER DRUG RELATED BAD BEHAVIOR

Alcoholism is a progressive disorder that often leads to serious physical and psychological illnesses as well as unacceptable social behavior. Any student-athlete who chooses to consume alcohol will be held accountable for any alcohol related incident in which he/she is involved, whether there are legal implications or not. If a student-athlete is involved in an alcohol related incident with legal implications under campus, state, or federal laws, he or she will be subjected to the same or similar sanctions as those for a positive drug test. If a student-athlete is involved in an obvious alcohol related incident that is without legal implications, the head coach, athletic director, and head athletic trainer will determine if the circumstances warrant counseling intervention and/or any additional sanctions. The University will not be required to test the student-athlete in order to enforce this provision.

BANNED SUBSTANCES

Use of any of the following drugs, except as may be prescribed by a qualified physician to treat an individual's medical condition, by a member of any UM intercollegiate athletic squad, whether or not such use occurs before, during, or after the season, is expressly prohibited. If a student-athlete is selected for testing and is under a doctor's care they should be prepared to provide any and all necessary documentation at the time of testing.

2023-24 NCAA Banned Drugs

1. The NCAA bans the following classes of drugs.

- a. Stimulants;
- b. Anabolic Agents;
- c. Alcohol and Beta Blockers (banned for rifle only);
- d. Diuretics and masking agents;
- e. Narcotics
- f. Cannabinoids
- g. Peptide Hormones, growth factors, related substances and mimetics;
- h. Hormone and metabolic modulators (Anti-estrogens); and
- i. Beta-2 Agonists.

***Note:** Any substance chemically/pharmacologically related to all classes listed above and with no current approval by any governmental regulatory health authority for human therapeutic use (e.g., drugs under pre-clinical or clinical development or discontinued, designer drugs, substances approved only for veterinary use) is also banned. The institution and the student-athlete shall be held accountable for all drugs within the banned-drug class regardless of whether they have been specifically identified. Examples of substances under each class can be found at ncaa.org/drugtesting. There is no complete list of banned substances.*

The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

2. Drugs and Procedures Subject to Restrictions.

- a. Blood and gene doping;
- b. Local anesthetics (permitted under some conditions);
- c. Manipulation of urine samples;
- d. Beta-2 agonists (permitted only by inhalation with prescription);
- e. Tampering of urine samples

3. Nutritional/Dietary Supplements Warning.

Before consuming any nutritional/dietary supplement product, review the product with your athletics department staff!

(1) Nutritional/Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test result.

(2) Student-athletes have tested positive and lost their eligibility using dietary supplements.

(3) Any product containing a dietary supplement ingredient is taken at your own risk.

Some Examples of NCAA Banned Substances in Each Drug Class

NOTE: There is no complete list of banned substances. DO NOT rely on this list to rule out any supplement ingredient.

Check with your athletics department staff before using any medication or supplement.

1. Stimulants.

e.g., amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); methylhexanamine; etc.

Exceptions: phenylephrine and pseudoephedrine are not banned.

2. Anabolic Agents (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione).

e.g., boldenone; clenbuterol; DHEA (7-Keto); nandrolone; stanozolol; testosterone; methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.

3. Alcohol and Beta Blockers (banned for rifle only).

e.g., alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

4. Diuretics and Other Masking Agents (water pills).

e.g., bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone);
triameterene; trichlormethiazide; etc.

5. Illicit Drugs.

e.g., heroin; marijuana; tetrahydrocannabinol (THC); and synthetic cannabinoids (e.g., Spice, K2, JWH-018, JWH-073).

6. Peptide Hormones and Analogues.

e.g., growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); etc.

7. Anti-Estrogens.

e.g., anastrozole; tamoxifen; formestane; 3,17-dioxo-etiochol-1,4,6-triene (ATD); etc.

8. Beta-2 Agonists:

e.g., bambuterol; formoterol; salbutamol; salmeterol; etc.

Any substance that is chemically related to the class, even if it is not listed as an example, is also banned (unless otherwise noted)!

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting Drug Free Sport Axis, 877/202-0769 or <https://dfsaxis.com/users/login> password ncaa1, ncaa2 or ncaa3.

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

The above list is for example purposes only; the student-athlete should be advised that they can be tested for any substance at any time. They should also understand that institutional testing may use lower tolerance levels than NCAA testing in order to produce a positive test result.

Whereas the use of cocaine, heroin and hallucinogens have the ability to lead one to self destruction, driving while under the influence of drugs or alcohol has the ability to harm others as well as the offender. Consequently, UM reserves the right to deal appropriately with anyone determined to have operated a vehicle while impaired by drugs or alcohol. The individual will be subject to the implications of an institutional positive drug test under the department's Substance Abuse Program policies.

SPECIMEN COLLECTION PROCEDURES

1. Upon entering the collection station, the athlete will provide photo identification and/or a client representative/site coordinator will identify the athlete and the athlete will officially enter the station.
2. The athlete will select a sealed collection beaker from a supply of such and will record his/her initials on the collection beaker's lid.
3. A collector, serving as validator, will monitor the furnishing of the specimen by observation in order to assure the integrity of the specimen until a volume of at least 50 mL is provided (100 mL if testing for anabolic steroids).
4. Validators who are of the same gender as the athlete must observe the voiding process and should be members of the official drug-testing crew. The procedure does not allow for validators to stand outside the immediate area or outside the restroom. The athlete must urinate in full view of the validator (validator must observe flow of urine). The validator must request the athlete raise his/her shirt high enough to observe the midsection area completely ruling out any attempt to manipulate or substitute a sample.
5. Athletes may not carry any item other than his/her beaker into the restroom when providing a specimen. Any problem or concern should be brought to the attention of the collection crew chief or client representation for documentation. Athletes will rinse and dry hands, with water only, prior to urination, and wash with soap and water following urination.
6. Once a specimen is provided, the athlete is responsible for keeping the collection beaker closed and controlled.
7. Fluids and food given to athletes who have difficulty voiding must be from sealed containers (approved by the collector) that are opened and consumed in the station. These items must be caffeine- and alcohol-free and free of any other banned substances.
8. If the specimen is incomplete, the athlete must remain in the collection station until the sample is completed. During this period, the athlete is responsible for keeping the collection beaker closed and controlled.
9. If the specimen is incomplete and the athlete must leave the collection station for a reason approved by the collector, specimen must be discarded.
10. Upon return to the collection station, the athlete will begin the collection procedure again.
11. Once an adequate volume of the specimen is provided, the collector who monitored the furnishing of the specimen by observation will sign that the specimen was directly validated and a collector will check the specific gravity and if in range measure the pH of the urine in the presence of the athlete.
12. If the urine has a specific gravity below 1.005 (1.010 if measured with a reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
13. If the urine has a pH greater than 7.5 (with reagent strip) or less than 4.5 (with reagent strip), the specimen will be discarded by the athlete. The athlete must remain in the collection station until another specimen is provided. The athlete will provide another specimen.
14. If the urine has a specific gravity above 1.005 (1.010 if measured with a reagent strip) and the urine has a pH between 4.5 and 7.5 inclusive, the specimen will be processed and sent to the laboratory.
15. The laboratory will make final determination of specimen adequacy.
16. If the laboratory determines that an athlete's specimen is inadequate for analysis, at the client's discretion, another specimen may be collected.
17. If an athlete is suspected of manipulating specimens (e.g., via dilution), the client will have the authority to perform additional tests on the athlete.
18. Once a specimen has been provided that meets the on-site specific gravity and pH parameters, the athlete will select a specimen collection kit and a uniquely numbered Chain of Custody Form from a supply of such.
19. A collector will record the specific gravity and pH values.

20. The collector will pour approximately 35 mL of the specimen into the "A vial" and the remaining amount (approximately 15 mL) into the "B vial" (another A=35 mL, B=15 mL in a second split sample kit for anabolic steroid testing, which will be shipped to a WADA accredited laboratory) in the presence of the athlete. Therefore, two split sample kits will be used when testing for both "drugs of abuse" and anabolic steroids. The vials will be packaged identically, but shipped to two different laboratories.
21. The collector will place the cap on each vial in the presence of the athlete; the collector will then seal each vial in the required manner under the observation of the athlete and witness (if present).
22. Vials and chain of custody forms (if any) sent to the laboratory shall not contain the name of the athlete.
23. All sealed specimens will be secured in a shipping case. The collector will prepare the case for forwarding.
24. The athlete, collector and witness (if present) will sign certifying that the procedures were followed as described in the protocol. Any deviation from the procedures must be described and recorded. If deviations are alleged, the athlete will be required to provide another specimen.
25. After the collection has been completed, the specimens will be forwarded to the laboratory and copies of any forms forwarded to the designated persons.
26. The specimens become the property of the client.
27. If the athlete does not comply with the collection process, the collector will notify the client representative/site coordinator and third party administrator responsible for management of the drug-testing program.

SANCTIONS FOR POSITIVE TEST RESULTS

In the event that a sample tests positive at the laboratory, the Director of Athletics, Sport Administrator and Head Athletic Trainer will be notified. The notification will include the name of the person with the positive test as well as the substance category that was violated. At that time the following sanctions will be applied.

1st Positive Test

1. Notification will be made to the Head Coach and student-athlete. In addition if a female student-athlete is involved the Senior Woman Administrator will also be notified.
2. Student-athlete will attend counseling set up by the Athletic Department with UM Counseling Center. If the student-athlete desires counseling other than what is set up by the Athletic Department, a referral will be made to an outside provider. The UM Athletic Department will not pay for outside referrals. The initial counseling session must be scheduled within 7 days after student-athlete is notified of positive test. Number of counseling sessions will be determined by counseling agency and/or UM Athletic Department.
3. Student-athlete must sign the Student Release of Information Form.
4. Student-athlete will be suspended for 10% of competition during Championship/Traditional season (cannot be scrimmage or exhibition). Partial games will be rounded to the nearest whole number game. For example: 10% suspension of 10 scheduled games in a season will result in a 1 game suspension. 18 scheduled games season will result in a 2 game suspension. If resulting suspension occurs at or near the end of the regular season and the team is eligible for postseason play then suspension will carry into postseason.
5. Suspensions will carry into the following playing season if number of games suspended exceeds number of games remaining for current season.
6. Student-athletes will be reinstated for games after suspension is completed and initial counseling session is attended and confirmation received by the Director Athletics from the counseling agency and re-entry testing with a negative result has been provided.
7. If student-athlete refuses or fails to attend counseling, it will result in immediate suspension from all practice and competitions equaling 50% of total competition playing season, and any future positive test will result in immediate and permanent suspension from the UM

athletic programs. Loss of eligibility will result in the inability to renew athletic scholarships, and existing scholarships may be subject to cancellation.

8. Mandatory frequent drug testing schedule determined by Department of Athletics.
9. All expenses involved in additional testing will be the responsibility of the student-athlete.

2nd Positive Test

1. Immediate and permanent suspension from further practice and competition without opportunity for further competition at UM.
2. Notification of parents/legal guardians of test results.
3. Loss of eligibility may be subject to cancellation of any and all aid as determined by Director of Athletics and or his/her designee.

All test results, mandatory, random, and NCAA are cumulative for the duration of the student-athlete's tenure at UM. These sanctions for positive drug tests are the minimum that can be applied to those with positive drug test results. Coaches may impose greater sanctions as deemed necessary and in accordance with written team guidelines. **NOTE:** *For purpose of this program, the Athletics Department will use at least the same substance levels in the student-athlete's urine as the NCAA in determining a positive test result and in some cases institutional testing will use lower thresholds; however, in no event will the detection of any drug be considered a positive test result if the drug detected is determined to be the result of treatment prescribed by a qualified physician.*

REFUSAL/FAILURE TO BE TESTED

If a student-athlete fails to show up for the test at the specified time or otherwise fails to provide the urine sample when requested, he/she will be required to meet with the Head Coach and Director of Athletics, Sport Administrator and Senior Woman Administrator (where applicable). At this meeting, the student-athlete will be given the opportunity to explain his/her actions. If, as a result of that meeting, it is determined that the reason(s) given are not satisfactory, the student-athlete will be suspended immediately for a period of one year from date of refusal and will not be permitted to participate in any practice, conditioning, or weight-training with the team during suspension. The student-athlete will also be considered to have two strikes (second positive) against him/her in regards to these UM Athletic Department Substance Abuse Testing Guidelines.

Any other refusal or failure to be tested and/or positive drug test will result in immediate and permanent suspension from further practices and competition without opportunity for further competition at UM. In addition your parents/legal guardians will be notified. Loss of eligibility due to the above reasons may result in the inability to renew any athletic scholarships, and existing scholarships may be subject to cancellation as determined by the Director of Athletics and or his/her designee.

APPEAL PROCESS

If a student-athlete believes the facts on which the sanctions were based are erroneous, or that the sanction(s) should not be imposed, the athlete may file a written appeal with the Director of Athletics within 48 hours after receipt of the sanction(s). The appeal must include any information that might change the factual findings or the imposed sanction(s). If the Director of Athletics feels that the appeal has merit he/she will then forward the information to the Intercollegiate Athletic Committee (IAC) for review. The student-athlete then has the right to a hearing to be held in front of the IAC at any time and place they deem appropriate.

The Director of Athletics will review the information submitted by the IAC and may reconsider his/her factual findings and sanction(s). The Director of Athletics shall make a final decision regarding the appeal and will notify the student-athlete in writing of the decision.

OVER-THE-COUNTER MEDICATION POLICY

All members of the athletic training staff are directed by the team physician to administer only over-the-counter (OTC) medication. This includes Tylenol, Medi-Phenyl, Benadryl/Diphen, I-prin/Ibuprofen/Advil, Dramamine, Pepto Bimol/Diarrest, Phosfree, and Heat Guard. The University purchases these medications for use only by our student-athlete. All OTC medications that are administered to any student-athlete at UM should be logged in the drug log book located in the medicine cabinet.

Never administer medication without first determining the need of the student-athlete, any allergies, and if any other medication is being taken. If any question regarding the use of mixing of medication arises, consult the PDR in the athletic training room or the team physician. Also, no more than a one dose supply should be administered at any time. All drugs administered should be documented in the drug log book.

Any medications other than the OTC's are to be dispensed or administered by the team physicians or pharmacists. Prescription medications are to be handled only by the team physicians or pharmacists and the athlete to whom they are prescribed. Any question regarding medications should be directed to the team physicians, staff athletic trainers, pharmacists, or the PDR. **Do Not Guess.**

Section 11: Athletics Department Student Travel Policy

Practice:

For those athletic teams that must practice off-campus, due care should be taken to limit the number of student-athletes driving - this is to reduce risk of accidents and subsequent liability. Student-athletes should have reliable transportation to and from off-campus sites and student-athletes who drive, should exercise appropriate caution when driving to and from off-campus practice sites.

Competition:

When an athletic team travels to an away competition, all efforts should be made for the team to travel in one party to the site of competition. Charter bus or Montevallo (rented) vehicles driven by the coaching staff are the prescribed modes of transportation.

Montevallo (rented) vehicles are not to be driven by student-athletes or parents.

The official team travel party consists of the coaching staff, student-athletes on the team roster, managers, athletic trainers, approved support staff (e.g., statisticians), and Montevallo employees who travel with the team. Individuals other than those in the official team party, must be listed on the travel form and approved in advance by the Sport Administrator.

When staying overnight in conjunction with team travel, all team members (student-athletes, coaches and support staff) are expected to stay in the designated team hotel with the team, not with parents or other parties. Any exception to this policy must be approved in advance of the trip by the Sport Administrator.

After a student-athlete has completed all of his/her competition(s) and has been released by the head coach (or his/her designee), the student-athlete may return home with their parent(s) separate from the team. All other team members must return with the official team party. A Travel Approval Form must be signed and completed 24 hours prior to departure for each competition. (See form on next page)

Addendums:

The term rented vehicles in this policy refers exclusively to vehicles rented by the University of Montevallo Athletics Department.

If a student-athlete, parent, coach, or other party drives their personal vehicle to or from the site of an official team practice or competition, the individual driving assumes primary liability should an accident occur. In such cases, the insurance carrier of the individual driving is the primary coverage.

If the coach drives his/her personal vehicle to or from the site of competition (even for University related business) his/her personal insurance carrier is the primary coverage. No alcohol shall be carried or consumed in vehicles while on University related travel.



STUDENT-ATHLETE TRAVEL WAIVER

Student-athlete name: _____

As a student-athlete on the _____ team at University of Montevallo, I will not be traveling with the team ___ **TO** and/or **FROM** the event at _____ on ____/____/____ (month/date/year). I affirm that I will be traveling with a parent or legal guardian only.

I assume full legal responsibility in making alternative travel arrangements. The University of Montevallo has offered to transport me to and from the event, but I am expressly refusing this offer and agreeing to accept all risk of personal injury and assume all liability stemming from my decision to use alternative travel means.

I, therefore, absolve the University of Montevallo, the Board of Trustees, all employees, agents, and assigns of the University, including students, the athletic department, including the athletic director, my coaching staff and the company that provides insurance coverage for Montevallo from any and all responsibilities should any bodily injury or accident(s) occur. Furthermore, I assume total responsibility for all my actions and activities once I separate myself from the team and promise not to sue the Board of Trustees, all employees, agents, and assigns of the University, including students, the athletic department, including the athletic director, my coaching staff and the company that provides insurance coverage for Montevallo.

Student-Athlete Signature

Date

Parent or legal guardian's signature

Date

Coach's Signature

Date

Section 12: Gambling Policy

The NCAA Student-Athlete Statement signed by all student-athletes at the beginning of every year says that, “you affirm that you meet the NCAA regulations regarding eligibility, recruitment, financial aid, amateur status and involvement in organized gambling.” This means you may not gamble on college or professional sports. It’s against the rules! (NCAA Bylaw 10.3).

Staff members of the athletics department and student-athletes shall not knowingly:

- Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition.
- Solicit a no monetary (e.g., shirt, dinner) or monetary bet on any intercollegiate team
- Accept a bet on any team representing the institution;
- Participate in any gambling activity that involved intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling.

Student-athletes are also responsible for reporting the following:

- Reporting to the coach or athletic director any offers of gifts, money, or favors in exchange for supplying team information or for attempting to alter the outcome of any contest.
- Maintaining a clear understanding of what constitutes gambling and bribery activities and reporting any suspected infractions.
- Contacting the coach or other departmental personnel (e.g. Sports Information Director) when questions concerning appropriate release of team information occurs.
- Recognizing that participation in gambling or bribery activities will result in disciplinary action by the NCAA as well as local, state and/or federal prosecution of the involved individual(s).

Section 13: Student Host

Student-athletes may serve as a student host for a prospect making an “official” visit to campus. As a student-host you are expected to conduct yourself in a manner that represents yourself, your team and Montevallo in a positive way.

Entertainment Expenses Allowed

A maximum of \$30 per day may be provided to cover the entertainment expenses of yourself (and all hosts), the prospect and the prospect’s parents, legal guardians or spouse. If a student-host is host to more than one prospect, the host can receive an additional \$15 per day for each additional prospect. The entertainment money must not be used to purchase souvenirs (e.g., t-shirts). It is permissible for the Athletics Department to purchase three meals a day for a prospect and his or her parents. The student host who is accompanying the prospect is also allowed to receive complimentary meals. However, only one host per prospect may be provided a free meal if restaurant facilities are used.

Student Host Expense Report

As a student-host you will be asked to sign a “Student Host Form” verifying that you received the allowable amount for hosting a prospect. Your signature also indicated that you are aware that:

- You may not transport the prospect more than 30 miles from campus.
- You may not use an automobile for the prospect or yourself that has been provided by the University, coaching staff or one of the boosters.
- You may not provide the prospect with material gifts (t-shirts, clothing items, souvenirs, etc.) or purchase them with the entertainment money provided to you.
- You may not purchase alcohol, tobacco or other narcotics for you or the prospect with the entertainment money provided to you.

At the conclusion of the visit, you will be required to complete the Official Visit Expense Form and submit your receipts to the coach who arranged the official visit.



STUDENT HOST FORM

If a student host is used during an official visit, the following information should be provided to the student host and signed by the student host and coach.

Student Host: _____ Sport: _____

Prospect(s): _____

As a current student-athlete, you have been asked to host a recruit during his/her official visit to the University of Montevallo. Serving as a student host is an important responsibility, and you will be expected to conduct yourself in an appropriate manner and one which brings credit to the University and its athletic programs. You will be expected to comply with all NCAA and institutional regulations.

- A. Only one student-athlete per day from UM can serve as an official host for each prospect. If you are a freshman, you must have been a high school qualifier.
- B. If entertainment funds are provided, a maximum of \$30 per each day of the visit may be provided to cover all actual costs of entertaining yourself, the prospect and the prospect's parents or spouse, excluding the costs of meals and admission to campus athletic events. These funds may not be used for the purchase of souvenirs such as T-shirts or other institutional mementos. It is permissible for you to receive an additional \$15 per day for each additional prospect you entertain. Other students may assist with hosting the prospect, but shall pay for their own entertainment and meals.
- C. No cash may be given to the visiting prospect or anyone accompanying the prospect.
- D. You may not use entertainment funds to purchase, or otherwise provide the prospect with gifts of value (examples include souvenirs and clothing).
- E. You may not use entertainment funds to purchase alcohol, tobacco or other narcotics for you or the prospect.
- F. You may not use vehicles provided or arranged for by any coach, institution staff member or booster of the university. Never allow the prospect to use or drive your car.
- G. You may not transport the prospect or anyone accompanying the prospect more than 30 miles from the campus.
- H. You should not allow recruiting conversations to occur on or off-campus between the prospect and a booster of the athletics program (if an unplanned meeting occurs; only an exchange of greetings is permissible).
- I. The prospect is allowed to participate in recreational activity, but not activity organized by or observed by the coaching or athletics personnel unless the conditions of Division II tryout apply.
- J. You may receive a complimentary admission (no hard tickets) when accompanying a prospect to a campus athletic event.

I certify that I have read the above instructions and hereby acknowledge the receipt of \$_____ for the purpose of hosting the above named prospect(s) on the date(s) of _____.

Student Host

Date

Coach

Date

Section 14: Grievances

STUDENT DISABILITY GRIEVANCE PROCEDURE

The University has adopted an internal grievance procedure for students to provide for prompt and equitable resolution of complaints alleging any action prohibited by the U.S. Department of Education regulations implementing Section 504 of the Rehabilitation Act of 1973 or the Department of Justice regulations implementing the Americans with Disabilities Act of 1990. The disability grievance procedure may be obtained in the Disability Support Services Office in Main Hall or found on the DSS webpage: www.montevallo.edu/sswd.

STUDENT GRIEVANCE AGAINST FACULTY

The Justice Council provides the vehicle for the airing and redress of grievances with due process guarantees for any student against any member of the faculty in matters concerning student welfare. The document entitled Rules Governing the Justice Council on Issues of Student Grievance Against Faculty describes the powers of the Justice Council and the procedures to be followed by all parties involved. It is available for review in the office of the Vice President for Student Affairs, Main Central.

1. Grievance Procedures and Conditions

Informal procedures preliminary to petitioning for a formal hearing:

- a. The student must first contact and speak personally with the faculty member against whom he/she has the grievance in an effort to affect a solution.
- b. If satisfaction is not reached, the student must then speak with the Department Chairperson or Area Head of the faculty member against whom he/she is complaining in an attempt to affect a solution. (This step is not applicable in the College of Business.)
- c. If satisfaction is not reached, the student must then speak with the Dean of the College in which the alleged offense took place in an attempt to affect a solution.

2. Procedures for petitioning the Justice Council for a formal hearing:

- a. In the event the preliminary procedures fail to bring about a satisfactory solution to the grievance, the student may file a request for formal appeal with the Justice Council OR appeal for a decision from the Vice President for Academic Affairs, but not both. In order to affect action, the student will obtain an appeal form from the office of the Vice President for Student Affairs (Main Hall) and file the complaint through that office.
- b. The student must file his/her complaint within 30 days after the alleged offense, or in cases involving administrative actions such as removal of incompletes, etc., one academic semester after the administrative deadline for completion of such actions (in the case of the spring semester, by the end of the full summer term.)
- c. When either party to the complaint is no longer in residence at the University and does not expect to return, reasonable opportunity to complete appeal procedures or reply to the charges will be given before a decision is made.
- d. The student may withdraw an appeal for formal hearing at any time by notifying the Council or the Vice President for Student Affairs in writing.
- e. When the preceding procedures have been completed, the chairperson of the Council schedules the hearing on the Council calendar and notifies the parties involved of the time and place of the meeting, providing each party the written statement of the other.
- f. If, without prior notice, either party to the case does not appear at the scheduled meeting or present evidence that circumstances beyond his/her control prevented his/her appearance, it will be assumed that he/she has nothing to add the evidence already made available to the Council may act without his/her presence.
- g. All meetings are closed unless the student or the faculty member against whom the complaint is made requests in writing to the Council chairperson that the meeting be open. The chairperson of the Council will rule on such matters.
- h. The meeting will be informal, but a secretary appointed by the chairperson of the Council will maintain a record of the proceedings. The records should include those in attendance, a copy of the complaint description, and any decisions and/or recommendations by the

Council. It will be Council policy that this record be retained for a period of three years and the material be regarded as confidential. Oral proceedings may be recorded on tape. Copies of the record or any part thereof will be made available to the parties of the complaint, the cost of which will be borne by the party making the request.

- i. Both parties to the appeal have the right to question the other party as well as any witnesses involved in the meeting. Questions must be germane to the issues of the appeal. The chairperson of the Council will rule on such matters.
- j. Members of the Council may question both parties and witnesses to the complaint. Questions must be germane to the issues of the appeal. The chairperson of the Council will rule on such matters.

3. Decision of the Council

- a. Decisions of the Council are based on a majority vote of the membership of the Council, and shall be based exclusively on the evidence presented.
- b. The decision and reasons for it will be reported in writing to both parties involved in the matter, to the Vice President for Academic Affairs, to the Vice President for Student Affairs, and to other appropriate authorities.
- c. Parties to the complaint will be notified of the decision of the Council in a timely manner.

4. Appeals of Council Decisions

Either party may appeal the decision of the Council to the Vice President for Academic Affairs and if suspension or termination is recommended, the President. Such request shall be made in writing, setting forth in complete detail the reasons for the appeal. This appeal must be filed in the office of the Vice President for Academic Affairs within ten days from the date of the Justice Council's decision.

5. Student Rights

A student who files a grievance and any witnesses or representatives are assured freedom from restraint, interference, coercion, discrimination, or reprisal. Students' grievances against Montevallo staff members are normally handled administratively.

ATHLETICS GRIEVANCES

The University of Montevallo strives to create an environment where student-athletes have both positive overall experiences and clear avenues of communication with coaching and athletic administrative staff. From time to time, issues between student-athletes and coaches or staff can develop.

If an issue arises, first discuss the issue with your coach to see if your coach can resolve your concerns. Issues related to playing time, position, and role on the team, are solely up to the coaching staff.

If your coach is not able to address your issue, or if the issue involves Athletic Department or University policy, you should make an appointment to discuss your concerns with the Director of Athletics. The Faculty Athletic Representative or Senior Woman Administrator may be involved in these discussions as necessary. If this effort to address your issue is unsuccessful, you may make an appointment to discuss your concerns with the Dean of Students. Other, less formal, avenues for addressing your issues include discussing your concerns with your team captain or representative to the Student-Athlete Advisory Committee.

GRANTS-IN-AID GRIEVANCES

Institutional financial aid may be reduced or canceled during the period of the award if the recipient:

1. Renders himself or herself ineligible for intercollegiate competition; or
2. Fraudulently misrepresents any information on an application, letter of intent or financial aid agreement; or
3. Engages in serious misconduct warranting substantial disciplinary penalty, or

4. Voluntarily withdraws from a sport for personal reasons. If the recipient withdraws from a sport for personal reasons prior to the institution's first competition in that sport, gradation or cancellation may occur immediately. If the recipient withdraws subsequent to the institution's first competition in that sport, the gradation or cancellation shall not occur prior to the conclusion of that semester; or
5. Violation of Institutional Code of Conduct, Student-Athlete Handbook or Team Code of Conduct/Rules.

RENEWALS AND NON-RENEWALS

The renewal of institutional financial aid shall be made on or before July 1 prior to the academic year in which it is to be effective. The institution shall promptly notify in writing each student-athlete who received an award the previous year and who has eligibility remaining for the ensuing academic year whether the grant has been renewed or not renewed. Notification of financial aid renewals and non-renewals must come from the institution's regular financial aid authority and not from the institution's athletic department.

Hearing Opportunity Required

A student-athlete who has had his/her financial aid reduced or cancelled may request a hearing to appeal the action. The student-athlete shall submit a written request with the following information to the Director of Financial Aid:

1. The student's name, school ID number, sport;
2. Type and amount of previous financial aid;
3. Reasons for believing that the decision was unfair, including names of institution staff members (e.g., coach, financial aid officer) with whom the student has discussed the aid and;
4. Copies of any relevant documents (e.g., letter regarding initial award of athletic grant).
5. The student should submit these materials to the financial aid office within 14 days after the student receives notification that the grant is being canceled. The student may request an in-person hearing before the financial aid appeals committee. The appeal is reviewed by the financial aid appeals committee, and its decision is final. The student receives a written response within three (3) weeks after the appeal has been submitted.

SEXUAL HARASSMENT

The University unequivocally opposes sexual harassment of and by faculty, staff, and students. Sexual harassment will not be tolerated. When a formal written complaint is filed, the University will conduct a thorough investigation. Confirmed cases of sexual harassment will result in disciplinary action up to and including termination of employment or dismissal from the University.

Sexual harassment includes any repeated, unwanted: (1) verbal or sexual behavioral advance, (2) sexually explicit or derogatory remark, and/or (3) statements made in the workplace or classroom that are sexually offensive or objectionable when:

- Submission to the conduct is either an explicit or implicit term or condition of employment or a grade; or
- Submission to, or rejection of, the conduct is used as a basis for employment or grading decisions affecting the individual; or
- The conduct has the purpose or effect of substantially interfering with work or class performance, or of creating an intimidating, hostile, or offensive work or classroom environment.

Any person who feels sexually harassed should see UM Policy 01:115 for the full text, and report the harassment immediately to any of the appropriate UM officials.

Section 15: Student-Athlete Advisory Committee (SAAC)

The Student-Athlete Advisory Committee is comprised of representatives from each of the 22 varsity athletic teams, E-Sports and Spirit (Cheer and Dance) teams. Only student-athletes who are NCAA eligible are allowed to serve as the voting member or alternate for their team. Members serve as a liaison between the Committee and their team. Meetings are generally held on a regular monthly basis, or on an as needed basis.

The purpose of the Student-Athlete Advisory Committee is to:

- promote efficient communication between the UM Athletic Department and the student-athlete population;
- encourage the involvement of the student-athletes in campus activities; and
- encourage and provide student-athletes with the opportunity to provide suggestions on the maintenance and development of programs designed to address student-athlete welfare, and
- offer input on the rules, regulations, and policies that affect student-athletes' lives on campus.

Officers (President, Vice President, Secretary/Treasurer and Social Media) will be elected by committee vote, and will serve a term of one academic year, beginning in the fall semester.

It is extremely important that SAAC members communicate information discussed at meetings to their teammates. Head coaches are expected to encourage and promote participation in SAAC. Student-athletes interested in being on SAAC should tell their coach and/or Assistant Director of Athletics. Unless a team has practice or competition, they will be fined \$25 (out of their Foundation account) for not attending. The fine increases to \$50 for a second missed meeting and remains at that amount for any missed meeting for the remainder of that academic year.