



***ATHLETICS
HANDBOOK
2025-2026***

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Letter from the President

Dear Northwestern Eagle,

Welcome to UNW! Our motto in athletics is “Compete With Purpose,” and the goal is simple: We use our talents and gifts on the court to glorify God, and honor each other and our opponents with competitive excellence.

Over the years, hundreds of student-athletes have worn the Northwestern Purple and Gold. Every time you wear these colors, I hope you will see it as a privilege. Why? First, you have a rare and special opportunity to compete at the collegiate level in the NCAA Division III. Second, these colors will come to represent your dedication, determination, and drive to develop your talent and skill, and your willingness to learn from exceptional coaches and staff. Third, you have an opportunity to play the game you love, to demonstrate your competitive spirit, and to grow in your leadership as you serve and encourage your teammates.

The journey of athletics at Northwestern becomes a lifelong relationship through the incredible community and special friendships you will experience. Thousands of athletics alumni can share their own version of the story that you will one day tell. The lessons you learn through athletics will shape your life as you live out the Northwestern mission to become a God-honoring leader for your home, church, community, and the world.

I look forward to cheering you and your teammates on from the sidelines or in the stands. Go Eagles!

Serving Together,

Corbin Hoornbeek, President

Athletics

Philosophy of Athletics

Athletics Mission Statement

Athletics at Northwestern exists to enhance the spiritual, educational, social, and athletic growth of our student-athletes encouraging them to maximize all their gifts.

Purpose of Athletics

In conjunction with the University and athletic mission, the purpose of athletics at Northwestern is to honor Christ through a life-time of competitive Christ-like attitudes, sportsmanship, speech, actions, and integrity.

We Believe:

- We glorify God by utilizing to the utmost our individual athletic abilities.
- That athletic development, intellectual development and spiritual development are entirely compatible and complementary.
- Athletics can and should be used to promote development in all four aspects of life identified in Luke 2:52 – physical, mental, spiritual and social.
- That our success at utilizing our God-given talents is measured far more by effort, conduct and progress than by our win-loss record.
- We are part of the University, community, and the world, and we should seek ways to be of service.
- Our conduct on and off the field or sports arena should be consistent with a positive Christian witness.
- We should continually seek specific ways to provide a Christian witness to our sporting opponent.

“My deep desire and hope is that I shall never fail in my duty, but that at all times, and especially right now, I shall be full of courage, so that with my whole being I shall bring honor to God.” Philippians 1:20 (TEV)

Christ-Centered Community

UNW Athletics values and promotes diversity and inclusion. One of our core values supported by Scripture calls us to invest in relationships, and those relationships include people from all backgrounds and cultures. All of humanity is made in the image of God, and as fellow image bearers, we stand for the love, respect, and advocacy of all people no matter their race, ethnicity, or socio-economic background. Furthermore, UNW Athletics encourages cross-cultural understanding and collaboration in order to foster an environment that reflects the diverse nation and world we live in.

- UNW Athletics is committed to **investing in relationships**
- UNW Athletics is committed to **loving and accepting all people**
- UNW Athletics is committed to **fostering a diverse environment**

Anti-discrimination Statement

UNW Athletics firmly condemns discrimination of all forms including, but not limited to, racial bias and “joking”/jeering words or gestures (John 7:24; Romans 2:11). We are committed to vigilantly recognizing discrimination and holding others accountable for any acts resembling discrimination. UNW Athletics welcomes ALL people, and does not tolerate discrimination in any form.

Student-Athlete Advisory Committee

Mission Statement

As members of the UMAC and NCAA, the Northwestern Student-Athlete Advisory Committee (SAAC) will seek to unify athletes and teams in the athletic department. It will strive to present a positive student-athlete image in order to gain support and unity from students and faculty. The SAAC will work to provide equality among athletes and encourage success athletically and academically. Above all else, the UNW SAAC will glorify God in all that it does and promote spiritual growth for all athletes.

Purpose

To give student-athletes a voice in order to provide feedback and insight into the athletic department's issues.

A forum that provides open and clear communication between athletes and coaches.

To provide a positive competitive spirit between Northwestern and the teams played against.

To provide a way for athletes to serve the community together.

To promote a pursuit of excellence in each sport and provide encouragement to all athletes.

To promote a supportive atmosphere on campus for the athletic department by encouraging students and faculty to attend games and events.

To call athletes to a higher standard athletically, academically, and spiritually.

NCCAA #KingChasing

The #KingChasing program uses the four values of the Game Plan 4 LIFE – Love, Integrity, Faith, and Excellence – to enhance the purpose of collegiate athletics to be more than winning championships. The mission of the #KingChasing program is to keep Christ at the center of the student-athlete experience.

The #KingChasing Standards are foundational elements that athletic department staff and student-athletes commit to represent and uphold.



Gambling Policy

Gambling is defined as the exchange of money and/or goods for the use of lotteries, chance tickets, promotional schemes, betting, and wagering. It is viewed by the University as poor stewardship and an unwise use of God-given resources and, therefore, is not acceptable in any form, and will jeopardize your athletic eligibility.

Alcohol and Banned Substance Policy

Northwestern values a Christ-Centered community and recognizes the importance of self-control and maintaining the human body and spirit. As such, the University has established Community Life Expectations as outlined in the Student Handbook. This policy is to help encourage student-athletes to have an environment that cultivates academic excellence, Christian faithfulness, and lifelong learning. UNW is in compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989.

Community Life Expectations

UNW is a drug-free, alcohol-free and tobacco-free campus. As a Title IV institution, UNW processes U.S. federal student aid. Possession and use of marijuana is illegal under federal law. UNW does not allow the possession, purchase, distribution or consumption of any illegal drugs and alcohol. Northwestern student athletes, regardless of age, are not permitted, under any circumstances, to purchase, possess, consume, or distribute alcoholic beverages or tobacco products (including e-cigarettes and vaping products) on or off campus.

Northwestern has outlined community guidelines that prohibits the consumption of alcohol and illegal drugs. The university has information available in the UNW Student handbook that can help guide the student-athlete in questions regarding university policies on alcohol, drugs, and tobacco use and resources.

Notification

Northwestern may release the results of a drug test or drug usage to the parent(s), guardian(s), and/or spouse of a student-athlete in the event of an emergency. The Athletic Director shall set up a meeting with the student-athlete and the head coach in the event of known drug usage or positive test results. The Athletic Director will report positive test results to Student Life and the student-athlete will also be responsible for the University repercussions as outlined in the Student handbook.

Alcohol and Banned Substance Policy (continued)

Confidentiality

All members of the Northwestern Athletic Department are expected to respect the privacy of all student-athletes. Information will be shared with other staff members as deemed necessary by the Athletic Director.

Drug & Alcohol Testing

All student-athletes participating in intercollegiate athletics and enrolled at Northwestern are eligible for drug and alcohol testing. Athletes may be selected for drug and alcohol testing through the following:

- REASONABLE SUSPICION

A student-athlete may be drug-tested if there is probable cause to suspect drug and/or alcohol use. Coaching staff, administrators, faculty, academic advisors or an athletic trainer may be aware of signs and symptoms and any changes of behavior that may cause him or her to suspect substance abuse. All staff members have a responsibility to report these student-athletes directly to the Director of Athletics and the Student Life Office. If it is determined that a drug-test is warranted, the Director of Athletics will inform the Head Athletic Trainer and he or she will summon the student-athlete to be tested immediately. If a student-athlete fails to appear for the testing, appears 15 minutes late to testing, refuses to be tested or produces a diluted sample, these actions will result in a failed drug test. The student-athlete will be subject to the penalties listed in the policy for a failed drug test.

- ATHLETIC DEPARTMENT RANDOM DRUG & ALCOHOL TESTING

The Athletic Director will determine the time of drug-testing and inform the Head Athletic Trainer. The athletic department will randomly populate a list of student-athletes. All active athletes are included in the randomized selection. The student-athlete will be informed of the scheduled drug-testing 12-24 hours prior to the testing time. The student-athlete will be notified personally in person or over the phone.

If a student-athlete fails to appear for the testing, is 15 minutes late to testing, refuses to be tested or produces a diluted sample, these actions will result in a failed drug test. The student-athlete will be subject to the penalties listed in the policy for a failed drug test.

Alcohol and Banned Substance Policy (continued)

- ATHLETIC TEAM

Northwestern has the right to test any athletic team as a whole at any time. The Head Athletic Trainer will work with the Head Coach to notify all student-athletes in that team 12-24 hours prior to the scheduled testing time. If a student-athlete fails to appear for the testing, is 15 minutes late to testing, refuses to be tested or produces a diluted sample, these actions will result in a failed drug test. The student-athlete will be subject to the penalties listed in the policy for a failed drug test.

Suspensions from Athletic Contests Timeline

A student athlete that has been found in violation for alcohol or banned substance will fulfill their suspension with the appropriate number contests (based on “strike”) beginning with next scheduled contest including post-season and/or the following season. Scrimmages do not count toward fulfilling the suspension. Junior Varsity contest do not count toward fulfilling the suspension (except in certain circumstances determined by coach and athletic director).

Three Strike Rule and the GRACE Program

UNW Athletics will operate under a “three strike rule”. A student athlete gets two strikes and on the third strike it equates to being “out” - indefinitely suspended from athletic participation at Northwestern.

Self-Referral Program “GRACE”

Any student-athlete may voluntarily inform their coach and/or sports medicine staff of a policy violation and be entered into the “GRACE” program. **This must occur prior to any investigation or staff knowledge of a policy violation.**

A student entering the GRACE program will not use a “strike” however they will be subject to the first offense consequences and be referred to Student Life for further follow up. Student-athletes are not eligible for the GRACE program if they have been chosen to be drug-tested in the random drug testing or have already tested positive on a drug test or if they are awaiting drug test results or if they have just been informed by UNW about a positive drug test result. Any student-athlete that has been disciplined for or tested positive for drug or alcohol use at any time while attending UNW is not eligible for the program.

Alcohol and Banned Substance Policy (continued)

UNW will work with the student-athlete to get the appropriate care that he or she might need. The student-athlete may be subject to random drug and alcohol testing while in the referral program.

If the student-athlete fails to comply with the treatment/return to play plan or miss any required counseling sessions/meetings without reason, he or she will be removed from the GRACE program and be subject to further sanctions.

Consequences of Alcohol and Drug Use

- GRACE PROGRAM (MUST QUALIFY FOR THIS)

The student that meets the outlined parameters of the GRACE program will not incur a “strike” on their record. The student-athlete will result in athlete suspension from participation in 5% of regular season scheduled contests as well as any sanctions that may determined by the Student Life Office.

- 1ST OFFENSE

The student-athlete will result in athlete suspension from participation in 10% of regular season scheduled contests as well as sanctions determined by the Student Life Office.

Should a student-athlete violate the alcohol and substance use policy, he or she will be responsible for the cost of potential subsequent drug testing and the final drug test (to return to play) that he or she will be required to participate in during his or her suspension.

- 2ND OFFENSE

The student-athlete shall be suspended from 20% of regular season scheduled contests as well as sanctions determined by the Student Life Office. Should a student-athlete fail a drug test the second time, he or she will be responsible for the cost of all subsequent drug testing and a final drug test (to return to play) that he or she will participate in during the time of his or her suspension.

Alcohol and Banned Substance Policy (continued)

- 3RD OFFENSE

The student athlete will be suspended indefinitely from participation in athletics at UNW. In addition to the penalties imposed by the Athletic Department, the student-athlete shall be subject to the ordinary disciplinary process of the University as stated in the Student Handbook.

- RETURN TO PARTICIPATION

Return to athletics after the 1st or 2nd offense is contingent on fulfilling all agreed upon requirements.

- APPEAL PROCESS

Student-athletes who either test positive for a banned substance or were found to be in violation of the policy may deliver a written appeal to the Athletic Director within 72 hours following the suspension. If a drug test was administered, the student-athlete may request for a re-test using Specimen B. There is a non-refundable fee for the re-test and this is payable by the student-athlete. Should the second test return with negative results, the student athlete will be reimbursed for the additional test.

Hazing Policy

Hazing is defined as subjecting a fellow community member(s) to abusive or humiliating pranks (initiations, etc.). Hazing is not permitted at Northwestern.

Northwestern will make all determinations relative to hazing. Any student participating in either a “just for fun” prank or in a deliberate hazing activity will be held responsible for his/her behavior and is subject to disciplinary action.

Regardless of motive or intent, any student participating in a prank-type activity that potentially endangers or adversely affects the physical and emotional well-being of another community member will be subject to immediate disciplinary action.

Careless or irresponsible behaviors of any type which endanger or adversely affect others or that blatantly demonstrate a disregard for property will be confronted in a similar manner.

For more information please refer to the harassment policy which is available in the Community Policies Manual on MyUNW, the student engagement office (G112), and in the athletic department. All incidents of hazing should be reported to the student engagement office and athletic director.

Use of Logos

The Eagle head logo and its accompanying UNW graphics are the property of the University of Northwestern. Usage of such marks must be granted in writing before electronic or print placement. In addition, selling anything with the same marks is strictly prohibited.

To obtain copies of these graphics for promotion of your team (i.e. bag tags, locker signs) contact the assistant director of athletics for sports information.

Social Media Policy

University of Northwestern Athletics is dedicated to graduating Christian leaders for life through athletic competition, academic achievement, spiritual growth, personal relationships, and community service. Student-athletes should recognize that as representatives of our institution they are held to a high standard of behavior. University of Northwestern student-athletes are not restricted from using social media sites.

However, student-athletes must understand that any content they make public - regardless of privacy settings - via social websites is expected to follow acceptable social behaviors outlined in our Declaration of Christian Community which every student, staff, and faculty member agrees to honor. It should also comply with federal government, state of Minnesota, National Collegiate Athletic Association, Upper Midwest Athletics Conference, the National Christian College Athletics Association, and the University of Northwestern and the University of Northwestern Department of Athletics rules and regulations.

Matthew 18 principle: Christians have often turned to the principles of Matthew 18 for guidance in handling disputes. There Jesus says, “If your brother or sister sins, go and point out their fault, **just between the two of you**. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector” (verses 15–17). From these verses, guidelines can be found for resolving conflicts between Christians.

A Christian who has a conflict with another Christian is called to address the matter with the other person **personally**. When matters are handled **privately**, misunderstanding can be addressed, and there is great potential for the other person to respond positively. In addition, a private meeting helps to avoid the problem of gossip and false information that can occur when a matter is taken to others or aired on social media instead of with the person involved.

Finally, as our athletics tag line Compete With Purpose® guides our athletic department’s mission stating “whatever you do, in word or deed, do it all in the name of Christ Jesus giving thanks to God the Father through Him” so should our social media usage also represent that purpose. (Colossians 3:17)

Social Media Policy (continued)

COMPETE WITH PURPOSE® – Colossians 3:17

“Whatever you do, whether in words or deeds, do it all in the name of the Lord Jesus Christ, giving thanks to God the Father through Him.”

Athletic Department Core Values:

1. Place Christ First – Matthew 6:33
2. Invest in Relationships – I Corinthians 16:14
3. Pursue Our Best – Colossians 3:23

The following guidelines outline the expectations of every student-athlete in regards to social media:

- Understand and follow the rules of each particular social media site.
- Do not post anything private, confidential or sensitive.
- Do not post comments that attack the school, a student-athlete, team, coach or athletic administrator from University of Northwestern or any other institution.
- Do not post information, photos, or other representations of sexual content, harassing language, inappropriate behavior or items that could be interpreted as demeaning or inflammatory.
- Do not comment on student-athlete injuries, playbooks, rosters, officiating or any other team information that should remain confidential.
- Do not post pictures or words that would go against our three core values.
- Do not like, support, retweet, post/pictures, etc... that would go against the core values of UNW athletics or the expectations of a student at the University of Northwestern.
- In addition to adhering to the University of Northwestern Department of Athletics social media policy, student-athletes must also follow social media policies set forth by his/her head coach.
- The social media policy set by University of Northwestern Department of Athletics works in conjunction with the policies described in the Community Policies.
- All “official” pages for a University of Northwestern sports program will be administered under the supervision of full-time university staff members.
- Individual students do not represent or speak for their team in their personal posts.

Social Media Policy (continued)

In an effort to guide social media practices, the Department of Athletics suggests the following:

- Does your social media interaction uphold Compete With Purpose® and our Core Values?
- Participation on a UNW athletic team is a privilege, not a right, and violations of conduct can have you suspended or removed from a team.
- Understand that freedom of speech is not unlimited. Social media websites are NOT a place where you can say and do whatever you want without repercussions.
- Think twice before posting. If you would not want your parents, family, coaches or boss to see your post, don't do it!
- Remember the Internet is permanent. Even if you delete something on the Internet, it still exists out there somewhere.
- Remember many different audiences will see your posts, including fans, alumni, children, student-athletes, parents, staff, faculty, etc.
- Be honest, respectful, and positive.
- Be professional and polite.
- Be accurate. If you make a mistake, own up to it and correct it quickly.
- Avoid topics that may be considered objectionable or inflammatory.
- Do not post anything that you would not speak about openly in a work place or public, such as comments on drug/alcohol use, sexual humor, racial or ethnic slurs.
- Be in the proper state of mind when you make a post. Do not post when your judgment may be impaired in any way.
- Remember coaches, administrators, faculty, and fellow students view social media websites too.
- Remember potential employers use social media websites to screen candidates. Your career path can be directly impacted by your actions on social media websites.
- Protect yourself by maintaining a self-image that you can be proud of years from now.
- Use the privacy/security settings made available on social media sites.
- Ultimately we are "to consider how we may spur one another on toward love and good works" (Hebrews 10:24) so utilize social media platforms to do just that, not tear other people, institutions, or organizations down.

Social Media Policy (continued)

Violation of the student-athlete social media policy may result in one or more of the following disciplinary actions:

- Meeting with the Director of Athletics, and/or the Head Coach, and/or other campus personnel.
- Requiring removing the unacceptable content
- Deactivating the social media profile.
- Temporary suspensions from the team until the prescribed conditions are met.
- Suspension from the team for a prescribed period of time.
- Indefinite suspension from the team.
- Permanent dismissal from the team.

Music Policy

It is the goal of the Northwestern Athletic Department to glorify God in the music played at all athletic events and all of our athletic facilities, including game sites, practice facilities, locker rooms, and the weight room.

Christian music will be the dominant form of music played. However, we will allow some secular music to be played; it will have to be both neutral and pre-approved. Each approval will be determined on a case-by-case basis by the athletic department. If the music appears to be questionable, lyrics will be required.

It is encouraged that specific and directed Christian music be integrated within the pre-game and in-game play list so that God may be specifically recognized and praised with the hope that all in attendance will be drawn to Jesus Christ.

Postseason Policy

Eagle athletes have the opportunity to participate in one of two postseason tournaments through the NCAA and the NCCAA. In order to be selected to play in the NCAA Division III playoffs, a team needs to earn the UMAC automatic bid by winning the postseason tournament (or for football, win the conference regular season).

There is a possibility of an at-large bid through the NCAA selection committee. An individual may qualify in those sports with a qualifying standard or a ranking system.

In order to compete in the NCCAA Division I postseason, a team needs to have a regular season winning percentage of 66% or above, or win the UMAC regular season title and lose in the UMAC postseason tournament. An individual may qualify in those sports with a qualifying standard or a ranking system.

Disciplinary Process

By virtue of one's enrollment or employment, all members of the University community voluntarily accept the responsibility to abide by the behavioral standards and expectations set forth by the University of Northwestern.

When an individual chooses to violate University standards and/or not respond to community accountability, it may become necessary for the student development office to participate in confrontation and/or accountability. It is the role of the student development office to provide interpretation of Northwestern's standards and to determine appropriate disciplinary action. On certain occasions, a disciplinary committee comprised of community members may be convened by the dean of student development (or designee) or the associate athletics director to determine appropriate disciplinary action.

Disciplinary action may be initiated against students by the University of Northwestern for violations which arise either on or off campus when the student is in violation of federal, state, or local laws or which materially or adversely affects the University or an individual's suitability to be a member of the Northwestern community.

The University reserves the right to immediately remove a student from a class, housing, or school as a whole for behavior which is determined to impede the academic success of the class or the safety of the community. The University reserves the right to immediately remove a student from housing or school when any community guideline has been violated or any conditions agreed upon during disciplinary due process have been broken.

The University reserves the right to report to or work with appropriate authorities in the case of a city, state, or federal violation. Students charged with or convicted of a criminal act off campus may be subject to disciplinary action by the University and/or loss of institutional aid.

For more detailed information see student handbook. A physical copy can be obtained at the Student Life Office and is also located on myUNW.

NIL (Name, Image, Likeness) Process

Athletes must have approval from the director of athletics prior to use of any athletics uniform or institutional logo; NIL agreements for student-athletes must be documented and on file with the compliance office. In addition, all NIL agreements must meet the three following NCAA guidelines:

1. The NIL agreement cannot be contingent on attendance at a specific institution.
2. The NIL agreement cannot be based on athletic participation or achievement.
3. The NIL agreement must be for actual work performed.

* see QR code for further NCAA resources and opportunities related to NIL



Academics

Academic Services

Northwestern is committed to providing students with the resources and services they need to succeed academically in college.

The Center of Academic Programs for Support Services (CAPSS) houses the ALPHA Center (tutoring), Disabilities Office for Support Services (DOSS), the Culture, Language and Transition (CLT) program, the Passport to Success Program and several committees that deal with ADA needs across campus. CAPSS collaborates with other offices on campus, including Health Services and Counseling Services, to provide the most reasonable services for each individual student qualifying for assistance under the ADA.

ALPHA Center Policies

Testing facilitation provided by the ALPHA Center during finals week will be limited to the following situations:

- Final exams for students that have obtained permission through the Registrar's Office using the Final Examination Rescheduling Form
- Final Exams for DOSS students requiring ADA accommodations
- Editing Competency Exams and Editing Competency Exam pre-tests along with other test-out exams not associated with regular coursework
- Distance Education exams

Students (or student-athletes) will not be given any regular semester tests or quizzes after 4:30 (or ALPHA Center closing time) on the final day of regular classes. All testing materials remaining in ALPHA Center files will be returned to instructors after this time.

Transferring Credits

“Reg 1000” Rule -- Student-athletes are able to take classes at a college/university to be full time at UNW (through part-time for housing purposes):

- Student-athletes with grades that haven't been entered/transferred/completed would have their 2/3 rule impacted
- Student-athletes would not be eligible to compete in their next season without having the grade transferred or transcript on file
- Class must be pre-approved by the registrar's office

Credit for Intercollegiate Athletics

Athletes are eligible to receive credit each time they participate in a varsity sport. It is the student's responsibility to enroll for academic credit for their respective sport. Credit can be 1 or 0 as to not effect your overall credit load.

Should the athlete discontinue their sport participation during the season, they are responsible to contact the Registrar and withdraw. Failure to do so may result in a failing grade.

Excused Absence Policy

Excused absences for athletic events do not count against a student's grade.

An excused absence is defined as those granted by official University action for University sponsored events. The professor will reschedule tests or other gradable events occurring while students are absent with excused absences.

Students are responsible for making up work missed by excused absences. Athletes that miss class for athletic events use allowable misses for the class, they do not get "extra misses" throughout the course.

Athletes must file an early dismissal form with the office manager BEFORE THE BEGINNING OF THE SEASON. Without this form, it will not be possible for student-athletes' professors to be contacted regarding your excused absences.

It is highly suggested that all athletes talk to their professors on the first day of class to inform them of their athletics involvement and when they may be missing class due to athletic events.

Eagle Success Program

Eagle Success Program Purpose

To provide accountability, counseling, and resources for academic and spiritual success for the University of Northwestern student-athletes.

All new students are automatically enrolled in ESP and must meet specific criteria to graduate from the program.

Basics of Program:

- Must complete 12 hours of study time.
- All freshmen and transfers will be required to attend Study Table while in the semester as the student-athlete's sport .
- In addition to hourly requirements, a G.P.A. of 2.5 is needed to be released from academic portion of program. If a student's G.P.A drops below a 2.1 they will be readmitted into the Eagle Success Plan as well as begin an Individual Study Plan.
- A student deemed "at risk" by the admissions department will be required to remain in the program for an entire year.
- Transfers with 24 or more credit hours above a 2.5 can appeal to graduate from the program with an initial meeting with and approval of the ESP coordinator. Transfers with less than 24 credit hours, and/or less than a 2.5 GPA will be treated as an incoming freshman.
- Student athletes will be responsible for turning in mid-semester reports to the ESP Director (form provided by the ESP Director) signed by his or her professors.
- Partner Plan – new students are matched with an upperclassmen for accountability, assistance, and encouragement. Meet once a week during the season, once a month in the off season (or more).

Eligibility

Athletic Eligibility

Basic Athletic Eligibility

1. Athletic eligibility covers 10 semester terms (12 or more credit hours attempted is considered a term). Summer school attendance does not count against the 10 semester terms of eligibility.
2. The athlete must always be enrolled in at least 12 credits in order to compete/practice unless the athlete is in his/her final semester of attendance.
3. Transfer students must have been academically and athletically eligible at the previous institution to be eligible in the first semester at Northwestern. *See the compliance coordinator for specific situations.
4. Freshmen: must be a graduate of high school (or home school) and have an official transcript on file in records office.
5. Northwestern GPA Requirements for Good Academic Standing:

Total Credits Attempted	Minimum GPA
0-15	1.60
16-29	1.70
30-44	1.80
45-59	1.90
60+	2.00

A student that falls below these standards, is athletically ineligible, placed on academic probation, and required to attend a strategizing meeting with ALPHA Center personnel. *GPA is not rounded.

6. Northwestern requirements for satisfactory Progress: A student must progress from year to year, earning a minimal number of credits. Students must earn a minimum of 2/3 (67%) of credits attempted. Attempted credits include all passed, failed, and withdrawn courses. Courses dropped within the drop deadline do not count toward the 2/3 attempted credit rule. Registration deadlines can be found on myUNW.

Release Notice

At the start of the academic year, you will be required to sign the “UNIVERSITY OF NORTHWESTERN WILLFUL PARTICIPATION, RELEASE FROM LIABILITY AND INDEMNIFICATION AGREEMENT” (the “Agreement”), which is held in your student file.

By signing that Agreement, you agreed (1) to assume the risks for hazards related to certain University of Northwestern events in which you voluntarily and willfully participate; (2) to release the University of Northwestern from any costs or liabilities you sustain that are in any way related to those events; and (3) to indemnify the University of Northwestern, its directors, trustees, officers, employees or agents for any costs or liabilities you cause that are in any way related to those events. The “Agreement” excludes intentional, willful or wanton acts of the University of Northwestern or its employees.

The athletic sport, for which you are receiving this notice, is one of the sports covered by the “Agreement.” Your participation in the event is completely voluntary. By participating in this sport, you are affirming and agreeing that the “Agreement” you previously signed applies to this sport.

If you do not agree that this event is subject to the “Agreement,” you must not participate in this sport. If your choice and signature on the original “Agreement” was not to participate in any or all of the University of Northwestern sponsored events subject to the “Agreement,” or you have not signed an “Agreement,” then you are not allowed to participate.

If you have any questions or concerns about this notice, please contact the Director of Athletics, Dr. Matt Hill.

Equipment

Equipment Policy

Equipment

- Athletic equipment is LOANED to team members by the athletics department.
- Athletes are responsible for equipment that is issued to them. THE ATHLETE MUST PAY FOR ANY LOST ITEMS.
- All athletes will receive and return equipment on a specific day at the same time. Dates will be posted for each sport.
- If you have not returned items belonging to the University of Northwestern or have not paid for them, you may not participate in another sport until this is resolved.

Uniforms

- School uniforms are not to be used or worn at home or away from school unless on a team trip.
- All uniforms will be washed and repaired by the athletic department.

Laundry

- No athletes are allowed in the laundry room.
- Athletes are entitled to one (1) school towel at a time. Exchange your towel if you would like a clean one.
- Items lost or stolen in the laundry room are the responsibility of the athlete, not the University of Northwestern

Use of Weight Room Equipment

Any questions can be directed to John Sfire, weight room supervisor and Certified Strength and Conditioning Coach at 651-628-3309.

Medical

Athletic Training

Personal Health Information

We understand that information about you and your health is personal. We are committed to protecting information about you. In fact, we are required to do so under HIPAA laws that regulate health professionals. We create a record of your care and the services that you receive from us. We treat this record as confidential and are not able to share it with others without your permission

Athletic Injuries

All intercollegiate athletic injuries sustained while the athlete is engaged in a sponsored practice or competition is handled through one of the certified athletic trainers. They can be reached at 651-628-3348 (Brent), 651-628-3499 (Ashley), or 651-631-5345 (Dave).

Use the following steps if an injury demands immediate care:

1. Coaches call 911
2. Notify Security at extension 5310 to enable them to direct emergency vehicles to the correct location
3. Contact the Resident Director on duty at extension 5307 as a point of information if the student lives on campus

Athletic Physicals

All new athletes must have a current completed physical on file in the athletic office. Physicals must be dated on or after May 1st of the new student's incoming year.

Concussions

Concussions have been suspected to cause long-term effects on neural and cognitive functions of the brain such as memory, mood, emotional stability, irritability, comprehension and can lead to serious mental health issues such as depression, anxiety and have been linked to the development of dementia earlier in life. See the Athletic Training concussion brochure for more information.

Concussions

HOW TO DIAGNOSE

During an athletic event, a certified athletic trainer will evaluate and assess the athlete's condition before they return to play after a collision involving the head or neck.

If an athlete is injured during practice and experiences any of the symptoms listed they are responsible to self-report or advise a teammate displaying symptoms to check in with one of the certified athletic trainers for evaluation before returning to competition. A coach is not qualified to make a return-to-play decision with head injuries.

1. Baseline tests done with Sway for all student-athletes will be performed prior to first day of participation.
2. Sway is a sport concussion assessment tool used at NCAA institutions nationwide to diagnose 4 key categories post-impact to determine extent of dysfunction including the symptom check, balance orientation, cognition function, and VOMS (Vestibular Ocular Motor Screening).
3. The UNW sports medicine team serves in conjunction with some of the best concussion specialists in the state to identify, evaluate, educate and instruct student-athletes who have suffered a concussion.

RETURN TO PLAY PROTOCOL

The return to play protocol adopted by NCAA and enforced by standards of care for certified athletic trainers nationwide begins day 1 when the student-athlete reports being absolutely symptom-free for a full 24 hours.

Day 2 The athlete is instructed to perform 20-30 minutes of moderate to high intensity aerobic exercise that is low/no-impact such as elliptical or stationary bike.

Day 3 The athlete performs a 30 minute resisted exercise lifting session.

Day 4 The athlete is allowed to return to NON-CONTACT sport-specific drills and skills.

Day 5 The athlete is allowed to return to NON-CONTACT team drills.

Day 6 The athlete is allowed to do FULL contact practice. Once complete with no symptoms must get Physician signature (MD or DO) in order to continue participation

If at any point during the progression the athlete experiences the recurrence of any symptoms, the protocol will begin again with day 1; achieving symptom free status for a full 24 hours.

WORKING WITH ACADEMIC AFFAIRS

Due to the cognitive impact concussions can have on student-athletes, UNW has established a procedure for communicating awareness of a student-athletes' incident to student life, resident life, academic affairs and disability services on campus.

An academic dean will be assigned to the student-athlete's case and will follow up with the student individually. He/she will also inform the student's professors of the incident excusing absences for missed class and chapel as well making academic accommodations for extensions on all academic assignments and exams until the student makes progress towards a full recovery to academic and athletic activity.

The student-athlete is advised to adhere to strict instructions from the UNW sports medicine team to rest and remain in a low light, low noise atmosphere and refrain from academic and athletic activity until symptoms begin to resolve. This includes restricted screen time (TV, computer, iPod/iPad, cell phone-use minimally).

Additionally, student-athletes diagnosed with a concussion are required to report to one of the certified athletic trainers every 24 hours and will be further instructed on their recovery.

Medical Information

Nearby Emergency Care

St. John's Hospital
1575 Beam Avenue South
Maplewood, MN
651-232-7000

Timely Care

Virtual care health and well-being resources. Available 24/7. Visit [timelycare.com/UNW](https://www.timelycare.com/UNW) or scan the QR code to learn more.



Athletic Doctor On-Duty Hours

Beginning in September, an orthopedic doctor will be in the athletic training room on Monday afternoons. Please contact Brent for more details.

Medical Phone Numbers

Student Center (for RD)	651-631-5307
Campus Security	651-631-5310
EMERGENCIES	911
Dave Hieb, Athletic Trainer	651-631-5345
Ashley Harich, Athletic Trainer	651-628-3499
Brent Cramer, Athletic Trainer	651-628-3448

After Hours Care

- If general medical care is needed after hours, contact the on-duty Resident Director who has First Aid supplies. If the RD is not available, the person on duty at the front desk will know how to contact the school nurse for consultation as needed.
- If emergency care is needed, it is essential that students contact the RD or the UNW nurse before taking anyone to the hospital. In an EXTREME EMERGENCY (massive bleeding, unconsciousness, stopped breathing, etc.), call 9-911.

Insurance

Proof of insurance is mandatory. An athlete will not be able to practice or compete without insurance coverage. The Insurance Release Form is located on the athletic website (unweagles.com).

Each student athlete is responsible for the payment of his or her own medical expenses and for submitting medical bills to their primary insurance company for payment. Carry your insurance cards with you at all times. Give the hospital or clinic full information on your primary provider (personal/family insurance).

Sexual Misconduct: Harassment, Violence, and Discrimination

Title IX Policies, Reporting and Resources

University of Northwestern cares about each member of this community and believes it is important for members to know their rights and responsibilities. We are also committed to full accountability under the law and to everyone's right to a safe learning and working environment. Please visit unwsp.edu/titleix for more information, or contact the Title IX Coordinator located in Human Resources.

Title IX in the context of a Christian community

In addition to abiding by state and federal laws, at Northwestern we honor the holy sexual union within the context of the covenant of marriage, a covenant between one man and one woman (See the Declaration of Christian Community at unwsp.edu/dcc). While some portions of Title IX policy may address intimate or sexual activities outside of marriage or use of drugs or alcohol, such discussions should not be seen as condoning these actions. At the same time, an individual's engagement in intimate or sexual activities outside of marriage does not excuse sexual misconduct carried out against that individual. Northwestern is committed to protecting the members of its community against sexual misconduct—regardless of the context in which it arises.

What does it mean?

Northwestern students and employees have a right to an environment free from all forms of sexual misconduct, including:

- Sex discrimination
- Sexual harassment
- Sexual assault
- Sexual violence
- Domestic violence
- Dating violence
- Stalking

Northwestern will not tolerate any of these things in any form, including, but not limited to:

- Inequity or a hostile environment on the basis of sex
- Unwelcome physical conduct or assault
- Verbal or written threats
- Derogatory comments
- Threatening actions or gestures

What is consent?

Consent is defined as words or overt actions indicating a freely given present agreement to perform a particular sexual act with someone. Consent can only be given freely and voluntarily and can be withdrawn at any time. Silence or absence of resistance does not imply consent. Consent cannot be given by someone who is incapacitated by drug or alcohol use, is asleep or unconscious, or who is coerced or threatened into submission.

Any form of non-consensual sexual contact is considered sexual harassment or may be considered sexual violence. If you have experienced or witnessed sexual harassment in any form, we encourage you to tell someone who can help.

Who can I report sexual misconduct to?

If you or someone you know has been the victim of sexual misconduct, you need to know there are people on campus who are here to help. Students and employees may report incidents to any trusted faculty or staff member, but it's important to know that laws dictate what people do with the information you share.

If you are unsure of someone's duties and ability to maintain your privacy, ask them before you provide details of your situation.

Individuals listed in this guide are fully trained and can assist you if you have been the victim of or have witnessed sexual misconduct of any kind.

Complete Confidentiality

Counseling Services and Health Services staff can offer complete confidentiality, providing options and advice without obligation to tell anyone, unless you request they do.

Privacy/Discretion Assured

Faculty or staff members are required by law to report incidents of sexual misconduct to the Title IX coordinator, but they will always provide discretion in your situation.

RESOURCES

ON-CAMPUS RESOURCE:

Joe Biancardi
Director of Counseling Services
651-631-5178 | N3086
jmbiancardi@unwsp.edu
Mon–Fri: 8:30 a.m.–5 p.m.
(Academic year)

OFF-CAMPUS RESOURCES:

Sexual Offense Services (St. Paul)
651-266-1000
sos@co.ramsey.mn.us

RAINN (Rape, Abuse, and Incest National Network)
800-656-HOPE (4673) (24-hour hotline)

Sexual Violence Center Minneapolis
612-871-5111 (24-hour hotline)

TITLE IX CONTACTS

Title IX Coordinator

Bret Hyder

VP of Student Experience/Interim Title IX Coordinator

651-628-2077 | G108

bmyhyder@unwsp.edu

Athletics

Beth Wilmeth, Asst Dir of Athletics

651-286-7486 | bkwilmeth@unwsp.edu

Public Safety

651-631-5310 (24-hour officer on duty) Bill Owen, Director

Location: Riley Hall, 1619

651-631-5349 | bwowen@unwsp.edu

Resident Director on Duty

651-631-5307 (Available 24/7)



COMPETE WITH PURPOSE.



**UNIVERSITY OF
NORTHWESTERN**
— ST. PAUL —

3003 Snelling Avenue North
St. Paul, MN 55113

651.631.5219 | UNWEAGLES.COM