

Oklahoma Panhandle State University Student Athlete Handbook 2016-2017

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TABLE OF CONTENTS

INTRODUCTION	5
ETHICAL CONDUCT	5
Gambling.....	6
STUDENT-ATHLETE CONDUCT.....	7
Harassment, hazing, abuse.....	8
Counseling	8
On Campus-Off Campus.....	8
Facebook, Other Networking Sites, Blogs, etc.....	10
CLASS ATTENDENCE AND ACADEMIC MATTERS	11
ABSENCES DUE TO ATHLETIC PARTICIPATION.....	12
Competition.....	12
Practice and Conditioning.....	12
Medical Treatment	13
STUDY HALLS AND TUTORS	13
SELECTING AND REGERSTERING FOR COURSES	14
Your Faculty Advisor	14
Your Degree Plan and Major	15
REMAINING ELIGIBLE AND GRADUATING	15
FULL TIME ENROLLMENT.....	16
SATISFACTORY PROGRESS.....	17
Basic Requirements for Satisfactory Progress.....	17
Summer School.....	18
Bridge Courses (University College).....	18
The “Satisfactory Progress” GPA.....	19
Good Academic Standing	19
Declaring a Degree Program.....	20
OPSU RETENTION STANDARDS	20
Good Academic Standing	20
Academic Notice.....	20
Academic Probation.....	21
Academic Suspension	21
CUMULATIVE GPA REQUIREMENT	21
Additional Requirements	22
Repeating a Class.....	22

“Pounding-Out” Repeated Classes	23
Incompletes (I)	23
TRANSFERRING	24
Receiving “Permission to Talk”/” Permission to Contact”	24
Transfer Release.....	24
TRANSFER POLICIES AND PROCEDURES	24
General Information.....	24
OPSU General Policy for Transfer Releases	25
Appeal if Transfer is Denied.....	26
Athletic Committee.....	26
Outside Competition	27
ATHLETIC SCHOLARSHIPS	27
Period of the Award	28
Cancellation or Reduction of Athletically Related Aid	28
Increase of Athletically Related Financial Aid.....	30
Local or Hometown Awards/Scholarships	30
On-Campus Jobs	30
Outside Employment	31
EXTRA BENEFITS AND SERVICES	31
AMATURISM	32
TOBCCO PRODUCTS	32
NCAA BY-LAWS INFRACTIONS AND ELIGIBILITY	33
ACADEMIC HONORS AND SERVICE OPPORTUNITIES	33
Student Athlete Advisory Committee (SAAC).....	33
Chi Alpha Sigma.....	34
Conference Honor Rolls	34
SUBSTANCE ABUSE EDUCATION AND TESTING	34
Institutional Drug Testing and Education Program	34
Education	36
Mood-Altering Substances.....	36
Alcohol.....	36
Illicit Substances	36
Performance Enhancing Substances	37
Alcohol and Other Drug Testing.....	37
Types of Testing	38
University Testing.....	38

NCAA Testing	39
Failure to Appear	39
Guidelines for Testing.....	40
Testing Procedures for Student Athletes.....	41
Post Collection Procedures	42
PROCEDURES AND PENALTIES TO BE FOLLOWED IN RE- SPONSE TO A POSITIVE SUBSTANCE ABUSE TEST AND/OR SUBSTANCE ABUSE OCCURRENCE	42
First Level/First Occurrence	42
Second Level/Second Occurrence	43
Third Level/Third Occurrence	44
Confidentiality	44
Substance Abuse Testing/Occurrence Appeal Process.....	45
Athletic Committee.....	46
Forms	47
Banned Drug List.....	48
INSURANCE.....	50
TEAM RULES.....	52
MEDIA GUIDELINES FOR STUDENT ATHLETES	52
EXIT INTERVIEWS/END OF SEASON SURVEYS.....	52
GENDER EQUITY POLICY	53
DIVERSITY PLAN.....	56
CONCLUSION.....	57

INTRODUCTION

The purpose of this book is to explain some important NCAA, OPSU, and Heartland conference rules to you as a student-athlete and your rights and responsibilities under those rules. However, it does not and cannot cover all possible situations or answer all possible questions. New rules may go into effect each year. We are required to keep you current on rules that affect you, and YOU are required to take some initiative to remain current on those rules. The NCAA has consistently ruled that the student-athlete “should have known the rule.” Please read this handbook, and ask questions. We hope you enjoy your time as an AGGIE, but if you have questions or concerns about anything in this handbook, NCAA regulations, or any questions about your role as a student-athlete, see the Compliance Officer, Ms. Delilah Henderson, the Athletic Director Dr. Wayne Stewart, or the Faculty Athletics Representative, Dr. Patrick Maille. You can also access the NCAA Division II manual on line at www.ncaa.org. We encourage you to visit the NCAA DII student athlete website and explore all of the information it contains for student-athletes on rules, eligibility, education, etc.

Oklahoma Panhandle State University and the Athletics Department support the concept of the STUDENT-athlete, and our main concern is your academic career and ultimate graduation from OPSU. Although we provide academic support for our student-athletes, you ultimately determine the course of your own academic and athletic career. Therefore, OPSU expects you to act responsibly.

ETHICAL CONDUCT—NCAA BYLAW 10.1

NCAA Bylaw 10.1 requires that student-athletes act in a sportsmanlike manner and uphold high standards of ethical conduct. This specifically includes being truthful and forthcoming about your academic and playing histories, previous enrollments, drug use, and any violations of NCAA by-laws you have committed or have knowledge of being committed. If an OPSU athletic department staff member or administrator or an NCAA enforcement staff member comes to you and asks to interview you about possible violations, you are required to cooperate. Failure to do so can result in your becoming permanently ineligible for NCAA participation. If

you believe a violation of NCAA rules has been committed by another school, a booster, a teammate, your coach, or anyone else on the OPSU campus, please contact the Faculty Athletics Representative or Compliance Officer and discuss the situation with her or him. Most violations you are likely to encounter will be secondary and will not affect your own or your teammates' eligibility.

Ethical conduct also includes academic honesty and integrity. Student athletes should not engage in any form of plagiarism or cheating in their classes. Additionally, do not allow anyone—teacher, coach, advisor, tutor, parent, etc.—to do any work for you. Do your own work. If you have problems or need help with an assignment, ask the instructor of the class first. See the OPSU General Catalog for more information on what constitutes academic dishonesty and academic misconduct.

Gambling—NCAA bylaw 10.3

A prohibition on gambling on sports sponsored by the NCAA or those same sports at any level is also part of ethical conduct. Student-athletes shall not knowingly provide information to individuals involved in organized gambling activities concerning intercollegiate athletics, solicit a bet on any intercollegiate team, accept a bet on any team representing the institution, solicit or accept a bet on any intercollegiate competition for any item that has tangible value, participate in any gambling activity that involves intercollegiate athletics or professional athletics through a bookmaker, parlay card, or any other method employed by organized gambling. This rule extends to ANY sport, professional or amateur where the NCAA sponsors a championship or other post-season competition (bowl games), including “March Madness” pools where prizes are at stake. If you are caught gambling on intercollegiate or professional athletics, you could lose your eligibility permanently.

Bylaw 10.3 also extends to “pools” on athletic events or tournaments, “March Madness,” and fantasy leagues where a tangible prize is awarded. The basic standard used by the NCAA is “if you give something to get something you have gambled.” Don’t get involved in these endeavors. If someone outside of the athletic department and university administration asks you for information that could be used for gambling purposes (health

of a teammate, number of injuries, etc.) please report it to the Athletic Director. Even “friendly bets” of money or dinner on games, number of scores, number of points, closest to the hole in golf, etc. could violate this bylaw. Don’t gamble on your eligibility. Ask questions. Contact the FAR or Compliance Officer. This rule DOES NOT include games such as poker, horse racing, blackjack, slot machines, etc. However, gambling, if you are under 21, may violate state law in some states.

STUDENT-ATHLETE CONDUCT

As a highly visible member of the OPSU community, you are expected to maintain the highest standards of integrity, honesty and morality and obey all the rules and regulations published in the university catalog, student handbook, as well as conform to all local, state and federal laws. Any misconduct under the jurisdiction of the above mentioned entities may result in disciplinary actions by the appropriate law enforcement agency, the university, and/or the Department of Intercollegiate Athletics. Please refer to the student-handbook for the OPSU student code of conduct. This handbook covers the basic rules for all OPSU students and includes information on consequences for illegal activities. Also, penalties for student-athletes who violate these policies may include removal or reduction of athletic aid.

OPSU and the Heartland Conference expect their student-athletes to treat opponents and officials with civility, dignity, and respect. Taunting of opponents or officials, fighting, profanity, or other acts of aggression will not be tolerated before, during, or after competitions. OPSU and the Heartland Conference expect you to uphold similar high standards when you attend sporting events. Profanity, racial or sexist comments or other intimidating actions directed at officials, student-athletes, coaches, or team representatives will not be tolerated and are grounds for your removal from the site.

University guidelines for behavior at athletic events include:

- Do not rush the field or court;
- Do not use artificial noise makers,
- Do not shout profanity or make obscene gestures;
- Do not stand on the seats or railings,

- Do not use physical, ethnic, or sexual taunts of opponents or officials.

Harassment, hazing, abuse

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

OPSU does not tolerate sexual harassment, or physical or psychological abuse of or attacks on its students or employees by other students or employees. If you believe that you are being harassed, hazed, or otherwise abused by a teammate, another student, student-athlete, faculty member, staff member, or a coach, you have several people to whom you can go. You may, and are encouraged, to go to your coach or the Athletic Director. If you are uncomfortable seeing them, or would prefer to go outside of the athletic department, you may see the Title IX Officer and Interim Dean of Student Affairs, Rantz Traylor, the Compliance Officer, Ms. Delilah Henderson, or the university counseling office. Reporting abusive or suspected abusive behavior is important to you, the athletic department, and the institution. All reports are kept private except where required by law, unless you wish to carry the complaint further. Remember that if you feel pressured to participate in an event that is physically or psychologically demeaning, even if you agree to participate, it is still hazing.

Counseling

If you are having personal, family, or relationship problems and feel you need to discuss these with someone, confidential, professional help is available in 141 Hamilton Hall in the Counseling and Career Office. You may also go see your coach, or an instructor, but realize that these people are not subject to the same confidentiality requirements as licensed counselors. Please seek help if you are having personal problems that affect your behavior, class work, grades, physical performance, or general well-being.

On Campus-Off Campus

Be considerate of the people around you on the sidewalks, in classroom buildings, in your residence hall or dorm floors. Know, understand, and follow the rules in the OPSU student handbook. They apply to all OPSU students. Please remember that as a student-athlete, you should adhere to

the requests of coaches in any sport while on campus, this includes the dorms, apartments, and cafeteria. Please review the sections of OPSU student conduct expectations in the Student Handbook. All of them apply to you.

In particular, all student-athletes should also familiar themselves with the Student Handbook especially, in regards to Student Violations. The basic philosophy of university discipline is one of re-education. The total effort is directed toward corrective discipline. For this reason, the main concern lies with consideration of the individual as well as an individual's actions. Central to this individual approach to discipline is the emphasis placed on due process to insure a fair hearing. No matter who deals with a particular disciplinary situation, consideration is given to all factors and information in the case. At no time are arbitrary or authoritarian actions sanctioned in the OPSU disciplinary structure.

Student athletes should understand that anyone involved in any on-campus or off-campus occurrence that involves illegal drugs and/or alcohol will be considered a “corresponding positive substance abuse level” and that Reasonable Cause Testing (pg. 38) will be enforced. Further, the penalties outlined in III. PROCEDURES AND PENALTIES TO BE FOLLOWED IN RESPONSE TO A POSITIVE DRUG TEST AND/OR SUBSTANCE ABUSE OCCURRENCE (pg. 42) will be enforced.

IT SHOULD ALSO BE NOTED THAT THE “LEVELS” OF PENALTIES ARE TO BE ENFORCED DURING THE STUDENT ATHLETE’S TOTAL TIME OF ENROLLMENT AT OPSU. THEY DO NOT “RESET” EACH YEAR.

Student athletes involved any on- or off-campus activity that disrupts the operation of the University; potentially embarrasses the University; unnecessarily engages police, fire or EMT services; or requires police engagement or intervention in for any reason will be immediately suspended from their team pending resolution.

If found guilty of a misdemeanor charge (such as theft, public disturbance, assault and battery, etc.), they will be placed at the “corresponding substance abuse level (pg. 42)” and will be subject to the procedures and penalties of the appropriate level (pg. 42).

If a student is found guilty of a felony charge, the student will be immediately suspended from school. If the student is in a car or dorm room/apartment or other area where alcohol or drugs are present, he/she will be placed on university conduct probation-even if he/she is not cited by the authorities.

Procedures of appealing these actions will follow the same as on page 44.

Facebook, Other Social Networking Sites, Blogs, etc.

Due to the increasing incidences of discussions of social networking websites at the national level, the OPSU Athletic Department has implemented a policy regarding the use and/or abuse of social networking websites, such as Facebook and other similar websites, in order to prevent potentially damaging and embarrassing situations for you the student-athlete, your family, the OPSU Athletic Department, and Oklahoma Panhandle State University.

We ask that you please remember first and foremost you are an ambassador of Oklahoma Panhandle State University, and you are always in the public eye. Do not post information or pictures on-line, which would embarrass you, your team or OPSU. Content posted by student-athletes at other institutions or even other students on campus may not be acceptable on your personal on-line profile. Remember that many future employers visit such web pages.

We ask that each one of you keep this information along with the following guidelines in mind as post personal information and photos on-line.

- OPSU student-athletes may not use any proprietary information gathered about the athletic department or any specific sport program and may not use the official marks (logos, photos, work marks, etc.) of OPSU, the Heartland Conference and/or the NCAA.

- Student-athletes may not use any team, action or headshots depicting their role as a student-athlete at OPSU.
- Student-athletes may not link their personal websites to the official OPSU websites or OPSU player profiles.
- Do not post personal information (cell phone, address, class schedule) for safety reasons.
- Do not post or participate in any inappropriate photographs or other content, or engage in any topics that are potentially offensive or degrading.
- Do not post comments about fellow student-athletes, coaches, administration, or faculty from OPSU or any other institution or opponent.

Also, remember to keep these potential hazards for on-line posting in mind:

- Be mindful that on-line content is not private and there could be long-term ramifications.
- On-line communications puts one at greater risk for stalking.
- Fans and opposing teams can use this information to taunt and humiliate a student-athlete at any given contest.
- Coaches and the athletic department staff will be checking these sites on a regular basis.
- Students have lost jobs and potential interviews after college due to inappropriate content on personal websites that future employers have checked prior to the hiring process.

CLASS ATTENDANCE AND ACADEMIC MATTERS

In any given class a student's performance can be influenced by many different factors, such as the types of tests given, the student's high school preparation, the amount of study time given to the class, timely completion of assignments, the extracurricular demands of the semester, as well as various personal considerations. However, over time the single most important factor in determining a student's academic success is his/her personal study habits. The Student Success Seminar, is required of all incoming students with fewer than 30 hours. Please remember that this is an on-line class with deadlines. You are expected to do all required work and

submit it by the various deadlines.

OPSU wants you to graduate with your bachelor's degree in your chosen major. The Athletic Department expects you as a student-athlete to develop a routine of class attendance and study habits that are conducive to academic success and to take advantage of the academic support tutoring system, which is made available to you through the University College at OPSU. Attending class is half the battle. Even if the instructor doesn't take roll every day, he or she knows who attends regularly.

ABSENCES DUE TO ATHLETICS PARTICIPATION

Competition

Prior to a scheduled athletic event, the Athletic Department at the direction of the appropriate coach and Director of Athletics, will submit to the Office of Student Affairs and the Vice President for Academic Affairs a request for the university approval for student absences from class. Only those absences that are approved under the above procedure are considered excused by the university. If you are not on the travel squad absence list, the absence is not excused as a university activity. The only thing "excused" by this policy is your presence in class. You are still responsible for the material covered in class and all assigned work. Therefore, you should meet with your instructor **prior** to departure for information given in class such as notes, assignments, or to schedule a make-up test. Because of potential absences for athletic competition, it is very important to attend each class every time it meets because any other missed class time may be reflected in the grade you ultimately earn. Remember, you must make up your work. Some instructors will not allow you to do that if you don't tell them in advance you will miss a due date or test date. Know each instructor's attendance policy and penalties for absences and, in some cases, tardies and make up test dates.

You are expected to be in class up until the time the coach asks for you to be excused. This means, for example, if the bus leaves at 1:30 p.m. you should go to your morning classes. Do not miss a class that ends more than an hour before you are scheduled to depart.

Practice and Conditioning

Under NCAA Bylaws, no class time may be missed for practice activities. Your professors and coaches are aware of this regulation. Do NOT ask to leave a class early to get to practice. During your season you are allowed to practice 20 hours a week including competition and intra-squad scrimmages. Each competition, regardless of its length counts as 3 hours. The coach is also required to give you an entire day off every week during your season once classes begin. You may not be required to perform any athletically related activities including conditioning during this day. During your “off season” you must have two days a week off and are limited to 8 required hours a week.

You may be asked by the compliance officer to attest to and sign the practice log provided by your coach. If you have questions or concerns about the amount of time required in your program, please contact the compliance officer or faculty athletics representative. Please keep your own practice/completion logs or any sheets the coaches may give you with required times of attendance on them.

Medical Treatment

A doctor’s appointment or off-campus physical therapy appointment for athletics reasons is considered excused for a reasonable period of time surrounding the appointment. Every effort, however, should be made to schedule these appointments to cause the least interference possible with your classes. Additionally, “treatment” in the on campus training room does not excuse you from class attendance. You should schedule all such on-campus treatments around your classes. Be sure to find out if your instructor requires an excuse from the trainer or doctor if you do miss class for medical treatment or illness.

A basic rule employed by many OPSU instructors is that if you are sick enough to miss class, you are sick enough to miss practice. Please keep this in mind when you are ill. Practicing when you are ill can be detrimental to your health and athletic performance. The health and safety of our student-athletes is a primary concern. Discuss any questions you have with the athletic training staff or OPSU nurse.

STUDY HALL and TUTORS

Being a student-athlete takes much of your time during your academic year, both during your season of competition and during your “off season.” Classes and studying and daily living will take up the rest. All student athletes are encouraged to take advantage of study halls and tutorial services. Each coach will define study hall procedures as necessary. However, students who are new to the university or are experiencing academic difficulties should review the list of student services available in the *OPSU General Catalog*.

Free tutorial services for all OPSU students are available. All student-athletes are encouraged to take advantage of these services. Talk to your coach or professor and s/he will direct you to tutorial services. Do not wait until the end of the semester or until it is too late. Remember that you must remain enrolled in 12 hours toward your degree and maintain a 2.0 and be off of academic probation to practice, participate in competition and other athletically related activities, and to keep your athletically related financial aid. Keeping up will help keep you out of summer school.

If you need to utilize the services of a tutor, remember that you must still do your own work. Do not let the tutor do work for you. OPSU takes issues of academic dishonesty very seriously, as does the NCAA where tutors and student-athletes are involved.

SELECTING AND REGISTERING FOR COURSES

Your Faculty Advisor

Every student is assigned a faculty advisor when he or she enters OPSU. You are responsible for knowing who serves as your advisor. Your advisor should be a faculty member in your major area or school. Once you declare a major, you should acquire an advisor in your major area. The FAR, Athletic Director, or a member of your coaching staff may also advise you about courses you should take in light of eligibility requirements and your practice and competitive schedules once you have selected them with your advisor, but coaches are not your primary advisor and may not enroll you in classes. Likewise, you should discuss any drops recommended by your coach with your academic advisor before dropping. As a student-athlete,

you and your faculty advisor determine your class schedule. Advisors are aware of many of the requirements for student-athletes, but if you have questions regarding how your schedule might affect your eligibility, you should consult the Compliance Officer or the FAR.

Your Degree Plan and Major

Be sure to register only in general education courses or courses listed on your official degree plan on file with your faculty advisor because these are the only courses that will count toward your fulltime enrollment status for athletic eligibility. You are responsible for registering for your classes for each semester at the earliest possible time available for your level of academic study to insure that you do not get closed out of the best class times that will fit in your busy academic and athletic schedule. Each coach will coordinate practice schedules around classes requiring afternoon labs. Be certain that you have declared a major and minor in the Registrar's office before you begin classes for your fifth semester (NCAA Bylaw 14). Simply telling your advisor or coach that you wish to major in a certain subject is NOT sufficient and will not meet the requirement of the bylaw. You must go to the records office and declare your major program of study. If you have remedial or bridge classes remaining when you begin your fifth semester, you must write a letter to the Registrar to declare a four-year major before that semester begins. Be aware that some majors and some schools require a "C" in certain courses for them to count for your degree. If you don't make at least a "C," the course WILL NOT be countable toward athletic eligibility. For example, if you are required to have a "C" in all major courses, and you make a "D," even though you will have passed 12 hours for the semester, only the nine with a "C" or better will count toward your eligibility. Please review the requirements for your chosen major with your advisor and in the General Catalog.

REMAINING ELIGIBLE AND GRADUATING-NCAA BYLAW 14

As a student-athlete you will remain eligible and graduate if you possess the attitudes and characteristics of a conscientious student. You are responsible for meeting with your advisor, selecting your courses and registering, meeting all academic obligations, and being aware of your aca-

ademic situation as it relates to your eligibility and graduation. You are responsible for being aware of your current academic status. Your academic advisor, the FAR, and/or the Compliance Officer can inform you of the progress you have made toward meeting your eligibility requirements, so please ask for their advice at any time in dealing with situations that you may not understand. The grade report you receive each semester will give you an account of the past semester and a summary of your academic standing. Given the amount of information available to you in this semester grade report, you should have no excuse for being unaware of your academic status.

There are a number of regulations that the NCAA, the Heartland Conference, and OPSU insist a student-athlete follow in order to remain eligible for participation in their chosen sport. These rules are listed in a general form below. Please read them carefully as, ultimately, it is your responsibility as a student-athlete to maintain your own athletic eligibility. The NCAA eligibility regulations are contained in Bylaw 14 of the NCAA Division II manual. You should be aware, however, that the school may require you to adhere to a more stringent standard in some cases to remain eligible for participation in intercollegiate athletics. This is permitted under NCAA rules which defer to the institution when a stricter standard is expected.

FULL-TIME ENROLLMENT

You must take no fewer than 12 credit hours toward your degree during each semester that you are participating and/or practicing in your sport. Dropping below this 12 hour minimum will result in your becoming immediately ineligible for the remainder of the current semester and also may cause you to lose your athletically related aid. Do not drop a class prior to meeting with your academic advisor and the Compliance Officer or FAR. You must have the Compliance Officer or FAR's signature to drop a class. There is a place on the drop add form for his or signature. If you are having to sit out for a year due to transfer issues or as a partial qualifier, you may not drop below 12 hours and still count that semester as one of your two full time semesters.

SATISFACTORY PROGRESS

Satisfactory Progress requirements may be found in Bylaw 14.4. These requirements apply to continuing student-athletes who attended OPSU the previous year. Meeting satisfactory progress at a previous institution does not guarantee a student-athlete is eligible upon entering OPSU. If his or her transferable GPA is below a 2.2, the SA may have to sit out a semester to “get well”. See transfer eligibility requirements for student-athletes transferring to OPSU.

Basic requirements for satisfactory progress are

- 24 semester hours from Fall to Fall toward the declared degree program.
- Nine (9) hours toward the degree passed in both fall and spring semesters.
- be in good academic standing, i.e. not on academic probation
- have an appropriate cum/grad retention GPA to meet the NCAA requirement

The basic requirements above are just that, basic. There are other conditions that must be satisfied depending on the student athlete, his or her degree program, his or her year in school, etc. Do not mistake simply passing 24 hours and having a 2.0 for meeting all of the eligibility requirements. Also, OPSU requires a 2.0 after 30 hours to stay off of probation and remain in good academic standing. Student-athletes must meet the general OPSU requirement to remain eligible, not just the lower NCAA requirement.

Be aware that some majors require students to make a C or better in a course for it to count toward graduation. In those majors, those courses may count for eligibility **ONLY** if the student has a C or better. Please encourage your SAs to read the appropriate sections in the catalog and talk with their academic advisors. This is one reason it is important to switch to an advisor in their major area after four semesters. Not paying attention to

this rule may affect their obtaining the requisite nine (9) hours for competition or 24 hours total before their season.

Every credit hour taken must be toward your degree or a prerequisite toward degree hours to count toward satisfactory progress requirements. If you fail to declare a change in major before enrolling for classes in a new major, those hours will not count toward eligibility.

Summer school

Your coach and the Compliance Officer will discuss whether or not you need summer school courses for eligibility after grade reports come out in May. If you should need to attend summer school, you must check with your advisor or the Compliance Officer (not your coach) about which courses will count toward your degree, which courses will be transferable, and whether or not you need to take the courses at OPSU, another four-year institution, or a two-year institution. Remember that for summer school courses from other institutions to count they must be transferable and you **MUST** submit an official transcript as soon as possible after the end of the semester. You may also use summer school classes to raise your GPA.

Bridge Courses (University College)

You may be required to take developmental or bridge courses due to a curricular or performance deficiency. These courses do count toward your fulltime attendance requirement and financial aid enrollment, but **WILL NOT** count toward your 24 hours of satisfactory progress unless you are in your first full time year of college and that first year occurs at OPSU. In addition, only 12 hours of developmental classes may be used by freshmen to count toward satisfactory progress. At OPSU up to 14 hours of developmental courses may be required. You must take and pass these classes your first year if you are assigned to them. Fulfilling your remedial course requirements may mean that you will need to attend classes during the summer to be eligible for athletic participation during the next academic year. In addition, these courses do not affect your GPA. If you are not a first time freshman, you may have to take additional hours during the semester to “make up” for taking developmental courses. It is possible to be

placed on academic probation and still have passed all of your developmental courses.

The “Satisfactory Progress” GPA

You must meet the GPA standard of the NCAA on courses taken only at OPSU. Under current NCAA rules, you must have at least a 1.8 after earning your first 24 hours, a 1.9 after 48 hours, and a 2.0 after 72 hours. See “Pounding Out” repeated classes and “Summer School” for more information about raising your GPA. In addition to the GPA, you must meet the Good Academic Standing Bylaw. “Good Academic Standing” which requires a GPA of 2.0 or higher after your first 30 hours, is a higher standard than the NCAA GPA standard for the first two years. Beginning fall 2016, all student athletes must have a GPA of 2.0 or above regardless of the number of hours completed.

Good Academic Standing

Good Academic Standing is required of all NCAA student-athletes. The institution and its governing boards determine the definition of Good Academic Standing. At OPSU, following the rules of the Oklahoma State Regents for Higher Education, good academic standing is determined on your retention/graduation GPA. After 30 attempted hours this is a 2.0. This will become 2.0 for all student-athletes, regardless of hour completed in 2016. You WILL become ineligible mid-year if you drop below a 2.0 between semesters. Good academic standing will be re-evaluated at the same time the nine (9) hour rule is evaluated. You may take an interim class if offered to improve your GPA to regain your eligibility. However, an interim class will NOT fulfill the nine (9) hour rule. In addition to meeting the NCAA GPA for satisfactory progress, you must remain off of “academic probation” for athletic eligibility purposes. See “Pounding Out” repeated classes for more information about raising your GPA. Depending on your hours passed and attempted, you may also be ineligible if you are on Academic Notice after your freshman year. If you are on Academic Notice, please contact the compliance officer to discuss your situation.

Declaring a Degree Program

Student-athletes must declare a degree program (major and for some majors a minor) prior to the beginning of your 5th fulltime semester of academic work (NCAA Bylaw 14). This must be done in writing or on the computer through the Registrar's Office. This cannot be done verbally with your academic advisor or through the Athletic Department. Just telling someone that you have a certain major will not count! If you have deficiencies to remove, you must still declare a degree program in writing through the Registrar's Office. After declaring a major, all hours counted toward satisfactory progress for athletic eligibility must be on your approved plan of study which will be on file with your advisor. You may change your degree program if you wish, but must do this between semesters or upon pre-enrollment for the following semester. Be aware however that changing your degree program in an irregular manner or without notifying the registrar's office could affect your eligibility. For example, if you change your major from Business Administration to Elementary Education, enroll in Elementary Education courses, and don't notify the necessary offices in the proper way, OPSU must use your declared Business Administration major to determine your eligibility. You could lose your athletic scholarship and ability to compete and possibly the ability to be eligible for the following season.

OPSU RETENTION STANDARDS

The following terms and standards relate to retention of students pursuing study in undergraduate programs at OPSU. For continued enrollment, a student must meet retention standards as prescribed below. All standards are based on at a 4.0 GPA scale.

Good Academic Standing: Any student who meets the retention requirements as set forth in this policy is in good academic standing.

Academic Notice: Freshman students, those with 30 or fewer attempted semester credit hours, with a retention GPA of at least 1.7 but less than 2.0 will be placed on academic notice. Developmental classes will count in the total hours attempted for this purpose only. Academic notice provides early monitoring of academic progress. If you complete 24 hours (including developmental), you may not be eligible to participate in NCAA sports

if you are on academic notice and your GPA is below 1.8, since 1.8 is the required GPA for NCAA participation after completing 24 hours.

Academic Probation: Any student whose cumulative GPA falls below those designated above for a given semester is on academic probation and is not considered “in good academic standing” as required by NCAA By-law 14.01.2. If you are on academic probation, you may not participate in competition. Academic probation, however, does not take away your ability to practice or receive financial aid if you were eligible for it prior to your being placed on probation. Please use this opportunity to concentrate on your academic work and raise your grade point average.

Academic Suspension: Any student who was on academic probation the previous semester and who fails to raise his/her GPA to the required cumulative level of 2.0 or to achieve a 2.0 GPA the next semester in regularly-graded course work, not to include activity or performance courses, will be suspended from the institution.

CUMULATIVE GPA REQUIREMENT

All courses in which a student has a recorded grade in regularly graded courses (A, B, C, D, and F) will be counted in the calculation of the GPA for retention purposes. These courses may have been taken at other institutions. Once a student has attempted 30 semester credit hours, she/he must maintain a 2.0 retention GPA for the duration of his/her college experience.

A student will be placed on academic probation if she/he fails to meet the following grad/retention grade point average requirements:

<u>Credit Hours Attempted</u>	<u>GPA</u>
0 through 30	1.70
Greater than 30	2.00

Freshman students with fewer than 30 attempted credit hours and with a cumulative GPA of at least 1.7 but less than 2.0 will be placed on academic notice. This means it is possible for freshmen to meet the school’s requirement and not the NCAA’s of 1.8 after completing 24 hours and thus be ineligible.

Any student not maintaining satisfactory progress toward his/her academic objective as indicated above will be placed on probation for one semester. At the end of that semester, she/he must have a semester GPA of 2.0 in regularly-graded course work, not to include activity or performance courses, or meet the minimum retention GPA standard required above, in order to continue as a student. Students not meeting either of these criteria will be immediately suspended and may not be reinstated until one regular semester (fall or spring) has elapsed. Students suspended in the spring semester may attend the summer session immediately following spring suspension. However, such students may enroll only in core academic courses that meet the general education requirement or degree requirements. Only students under first-time suspension status at OPSU are eligible. To continue in the fall semester, such students must achieve at least a 2.0 to the required level.

All OPSU students placed on Academic Probation, or Academic Suspension, will be informed of their status, in writing, by the Registrar and will be advised concerning conditions for continued enrollment. The Registrar will also inform the Compliance Officer, the FAR, and the appropriate coach of eligibility ramifications of academic probation or suspension.

Additional Requirements

For continued enrollment and academic rulings, i.e., suspension of senior, academic suspension appeals, readmission of suspended students, reinstatement of suspended students at system institutions, students should consult the OPSU General Catalog for the year in which you entered OPSU.

Repeating a Class

A student may repeat a course any number of times. However, if you make a “D” the first time in a class and repeat it for a “C,” you may use only three (3) earned hours for eligibility. This means you may have to take an additional class to achieve your 24 hours to meet satisfactory progress. If you repeat a class to raise your grade point average, you should see the Registrar about “pounding out” the grade.”

“Pounding Out” Repeated Classes

A maximum of four repeated courses, not to exceed 18 semester credit hours in which grades of “D” or “F” were received, may be excluded from retention/graduation GPA calculations during your academic career. In this case, only the second grade received in the course is used in the calculation of the grade point average of that student for graduation/retention GPA. The student, not the coach, must request this action, either verbally or in writing, through the Registrar. Repeated courses are in addition to the academic reprieve policy. If a student repeats an individual course more than once, all grades earned, with the exception of those exempted, are used to calculate the retention and graduation GPA. Students repeating courses above the first four courses or 18 credit hours of “D” or “F” repeated may do so with the original grades and repeat grades averaged. If you repeat a course, please check with the Registrar as soon as grades are submitted and released about pounding out the repeated course. If you had courses “pounded out” when you entered OPSU, those hours and courses will count toward the 18 hour/four course limit. Please remain aware of how many courses and hours you have pounded out.

Incompletes (“I”)

The Grade of “I” (Incomplete) shall be neutral in the calculation of the cumulative grade point average. If it is not removed within a maximum of one year, it will remain on the transcript as a permanent “I,” unless the instructor has assigned a default grade. *A grade of “I” does not count as an earned credit hour for eligibility. It cannot be used for eligibility certification until it is properly removed and recorded in the school’s normal manner.* If you have questions about the removal of an incomplete and the posting of a regular grade, please see the Compliance Officer. Incompletes (I’s) are often a problem when determining eligibility. Student athletes should avoid requesting I’s if at all possible, particularly if they have not completed a majority of the work in the class. It is often better to drop the class or receive an “F” or “D” than to receive an “I.” If you should decide to take an “I” and complete the work later, please be sure you understand the eligibility ramifications and the work necessary to have the “I” removed and replaced with a letter grade. Please inform your coach or the compliance officer if you request an “I” or if an instructor suggests you

take one.

TRANSFERRING

Occasionally, a student-athlete may wish to leave OPSU and transfer to another institution. A number of situations affect your ability to transfer and be immediately eligible. Please see the FAR or Compliance Officer to discuss your individual situation. The information below is to help you understand some of the general NCAA and Heartland rules as they relate to transferring to another NCAA institution.

Receiving “Permission to Talk”/”Permission to Contact”

Be aware that NCAA rules (Bylaw 13) prohibit other institutions from contacting you as an enrolled student-athlete without receiving permission to do so. The NAIA also prohibits coaches from another school from contacting student-athletes enrolled at a four-year school without notifying the athletic director of the student-athlete’s school. If you contact another NCAA institution while you are enrolled at OPSU that institution is obligated to contact the athletic department for permission to talk with you if they wish to recruit you for their program. For them to do otherwise is a violation of NCAA rules. If you are contacted by another four-year institution (either NCAA or NAIA) about transferring to play sports, please contact the faculty athletics representative or compliance officer immediately. Likewise, if you wish to contact other institutions, please contact the Athletic Director or Compliance Officer about a “permission to talk” form. Your coach will be informed about this request. “Permission to talk” forms will be granted to all student athletes; **however, this is not the same as a release.**

TRANSFER POLICIES AND PROCEDURES

General Information:

Releases for players to leave OPSU under 14.5.5.3.10 must be sent out from the AD or Compliance Officer’s office.

Two basic types of “releases” exist for student-athletes wishing to transfer:

1) a release to talk (permission to talk/visit) or be contacted by other

NCAA member schools and 2) a release to use the NCAA one-time transfer exception. Both the “permission to talk” and the “one-time transfer exception” requests MUST be completed in writing. No verbal approval/denial will be given.

NCAA Bylaws and a December 2001 interpretation by membership services require that **written or verbal denial of either type of release or request be accompanied by a letter notifying the student athlete of his/her right to appeal that denial.** This denial must come from the AD or Compliance Officer in writing. Another NCAA interpretation prohibits revocation of permission to contact or transfer once it is given.

OPSU general policy for transfer releases

1. Student athletes WILL likely be denied a one-time transfer release if they wish to transfer to a school within the conference (conference rule).
2. Student athletes MAY be denied a one-time transfer release if they wish to transfer to a non-conference school on OPSU’s schedule for next year.
3. Student athletes MAY be denied a one-time transfer release if they owe the school equipment or money or have signed an agreement to accept a renewal of their financial aid package for the upcoming year.
4. Student athletes MAY be denied a one-time transfer release if the coach has resigned and a new coach has not yet been hired.

One condition for you to be immediately eligible under the NCAA’s one-time transfer exception is that OPSU must state in writing it has no objection to your use of this exception. If OPSU denies the use of the one-time transfer exception and you transfer, you will be required to spend an academic year in residence at the new institution.

Appeal if Transfer is Denied.

The student-athlete will receive a letter (and email to SA OPSU email address) from the AD stating transfer request is approved or denied. If denied, the student-athlete has seven (7) days from the date of the written letter to appeal to the Chairman of the Athletic Committee:

ATHLETIC COMMITTEE

The Athletic Committee will serve as a review and supervisory body of the intercollegiate sports program. It will endeavor to insure conformity to the various rules and regulations by which such programs are normally subjected. It will make general and/or specific recommendations to the president. Membership shall consist of: the athletic director, faculty athletic representative, coach representing men athletics, coach representing women athletics, five faculty or staff members, and one student. A quorum shall consist of anything over half of the committee being present with > 50% of those present being non-athletic representatives.

Members: 2016/2017

Patrick Maille, Chair & FAR

Nels Peterson, Faculty

Joe Breeden, Faculty

Bobby Jenkins, Staff

Joyce Short, Staff

Meghan Mulcahy, SWA

Jerry Olson, MBB

Wayne Stewart, AD

Delilah Henderson, Compliance Officer

Anyssa Barbosa, President, SAAC

Upon receipt of the appeal, the Chairman of the Athletic Committee will call and conduct a meeting of the Athletic Committee within Ten (10) days.

- a. The coach of the team may be present for this meeting, but will not have a vote.

- b. The AD will be present for this meeting, but will not have a vote since the SA is appealing his/her letter.
- c. The SA may be present for this meeting to give his/her reasoning for the appeal, but will be dismissed prior to discussion and vote of the committee.

The Athletic Committee will either affirm or deny the appeal. Following the appeal meeting, the Chairman of the Athletic Committee will notify the SA in a letter stating the decision of the Athletic Committee. The coach and the AD will receive copies of this letter.

The decision of the Athletic Committee concerning an appeal will be final.

Outside competition

If you are a member of an OPSU NCAA team, participating in organized competition in your sport outside of intercollegiate athletics during your sport season or the academic year will render you ineligible for further intercollegiate participation. Such outside organized competition might include church leagues or “Y” leagues, but not intramurals. Even if you are ineligible to participate on an OPSU team you are considered a member of the school’s team if you are receiving athletically related aid or are practicing. Student-athletes who practice but do not compete (redshirts) are also considered team members. Please see the Compliance Officer if you have questions about this.

ATHLETIC SCHOLARSHIPS—NCAA BYLAW 15

Many student-athletes receive “athletically related aid.” All athletic scholarships are awarded through the OPSU office of financial aid even though your coach presents you with the offer. When you sign an athletic scholarship agreement for OPSU, you are agreeing to allow OPSU to pay for a portion of your attendance in return for your participation in athletics. You need to be aware of several rules regarding your OPSU athletic aid and other aid you might be receiving.

Period of the Award

Athletic aid is usually awarded on an academic year basis for two semesters, fall and spring. On occasion, some athletic scholarships are awarded for only one semester. Athletic scholarships can only be increased/decreased for the next year. They may not be increased/decreased during the year in which they are awarded unless you can prove an athletically unrelated unmet need. You may not receive more money than it costs to attend OPSU. You may combine several types of aid, including athletic aid to reach the value of a full scholarship. OPSU is prohibited by NCAA rules (15.3.3.1) from offering you aid for more than one academic year at a time. Your coach will discuss the renewal of your athletic aid with you each year.

Cancellation or Reduction of Aid during the Term of the Award

Occasionally a coach wishes to cancel or reduce the amount of athletically related aid awarded to a student athlete. Bylaw 15.3.4 details the circumstances under which it is permissible to reduce or cancel athletically related aid during the term of the award. This reduction or cancellation is permissible under only four conditions:

- a student athlete renders himself ineligible under NCAA rules
- a student athlete fraudulently misrepresents information
- a student athlete engages in serious misconduct warranting penalty from the regular student disciplinary authority
- a student-athlete voluntarily withdraws from a team

In all cases, a letter (and an email to the SA's OPSU email address) must be sent from the AD providing the SA the right to appeal the cancellation before the cancellation occurs. Coaches wishing to cancel or reduce the aid of a SA must send a request, with details about the reason for the reduction/cancellation, to the Athletic Director. The AD will then send a letter and email to the SA (at his/her HOME address) informing the SA of the reduction/cancellation with information concerning the appeal procedure. Copies of this letter will be sent to the head coach, financial aid director, compliance officer, FAR, and VPAA. Additionally, copies may

be sent to the Athletic Trainer and Counseling center if deemed necessary. These letters may come at any time during the playing season, but should be done as soon as possible once the decision is made. Cancellations during the semester of a season generally should not occur if the student-athlete has competed or practiced for the majority of the season. Cancellations for the following semester may be done at any time.

In order to cancel or reduce athletically related aid, the head coach of a team will notify the AD when a scholarship is to be removed (for quitting the team, becoming ineligible, involvement in serious misconduct, etc.) or reduced for a specific SA. The AD will write a letter to the SA (and send an email to his/her OPSU email address) stating the reason for the removal. If the SA wishes to appeal this removal of financial aid, he/she must write a letter within seven (7) days of the date of the letter to the Director of Financial Aid who will set up a meeting of the Financial Aid Committee (randomly appointed by the VPAA). A quorum shall consist of anything over half of the committee being present with > 50% of those present being non-athletic representatives.

Financial Aid committee members for 2016/2017:

Chairman, Vicki Pasque
Davin Winger
Sandol Johnson
Sarah Green
Dr. Wayne Stewart, AD
Dr. Doris Looper
Jana Peterson
Julie Book
Shelly Worm

The Financial Aid committee will meet within ten (10) days of the receipt of the letter of appeal by the SA.

- The SA must be present and will be allowed to present his/her reasoning for the appeal. He/she will then be dismissed from the meeting.
- The AD will be present, but will not vote in the meeting since the SA is appealing the letter from the AD.

The Financial Aid Committee will either affirm or deny the appeal. Following the appeal meeting, the Director of Financial Aid will notify the SA in a letter stating the decision of the Financial Aid Committee. The head coach and the AD will receive a copy of the letter.

The decision of the Financial Aid Committee will be final.

Your coach may not remove or decrease your award for athletic reasons during the period of the award except as stated above.

Increase of athletically related financial aid

Under NCAA rules, once your award has been determined it may NOT be increased for athletic reasons during the period of the award, i.e. the academic year. If you wish to "negotiate" the amount of your award, you must do that with the coach before the academic year begins. If you have unmet financial need as determined on your FAFSA, you may receive an increase. If you haven't already filled out a FAFSA form, please see the Financial Aid department to get help with this.

Local or Hometown Awards/Scholarships

If you are receiving a scholarship or financial aid award from a hometown group, we may have to include it in your athletic aid total. If this money is based in ANY way on your athletic ability, we must know. Please inform your head coach and the financial aid director of any other scholarships you are receiving during your time as an OPSU student-athlete. You will also be given the opportunity to do this during a beginning of the year meeting.

On-Campus Jobs

Many jobs are available to students on campus. These are regular jobs and you are expected to do your assigned work. Getting paid for not working

is a violation of NCAA legislation. You and your supervisor should keep track not only of the number of hours you work, but the type of work you perform. You are not allowed to work for your own coach or sport. Most jobs do not count toward you financial aid totals.

Outside Employment

As a DII student-athlete, you may work outside of the university during the academic year. However, there are some restrictions. The pay must be for work actually performed and at the standard rate for such work. If the work is during the school year and arranged by the athletic department or SID, we may have to count it as part of your financial aid package. Please check with the Compliance Officer for more information if you have questions.

One important restriction on outside employment is that you may not allow your picture or athletic talent to be used to promote a commercial product if the employment is based on your athletic talent. This means that your employer may not publish a picture of you as a student-athlete employed by the company and you may not make or appear in any advertisements which mention you are a student-athlete or wear any OPSU gear in any advertisements.

EXTRA BENEFITS AND SERVICES—NCAA BYLAW 16

Faculty, boosters, institutional staff members, and other people associated with OPSU are not allowed to provide you or your parents, friends, or relatives with special favors, gifts, trips, or reduced cost services except under very specific circumstances. Do not allow anyone to give you anything of value as a favor. For example, an athletics booster may not buy your dinner at a restaurant. Jobs in which you get paid more than other people doing the same job and/or jobs in which you do not have to work are considered extra benefits. If someone approaches you and offers to do something for you (e.g. a discount at a local restaurant) and you know they know you are a student-athlete, please have that person contact the Compliance Officer or the FAR to determine if what he or she wishes to do is permissible under NCAA legislation. Likewise, you should also contact the Compliance Officer or FAR if you have questions or someone makes

you an offer of assistance or gifts or loans. You could render yourself ineligible if it is later determined that you have accepted something outside of the allowable NCAA rules.

AMATEURISM—NCAA BYLAW 12

NCAA student-athletes must follow specific guidelines concerning agents, athletically related employment outside of the institution, professional try-outs and contracts, and the acceptance of compensation for the use of their name or picture for commercial endorsements. You must attest that you are an amateur every year on the NCAA student-athlete statement. If you are asked to accept compensation in return for the use of your name or picture or athletic skills or sign a contract concerning your athletic performance, please contact the faculty athletics representative or compliance officer to be certain this action does not jeopardize your eligibility. You may engage in modeling and promotion of products if you are not identified as a student-athlete in the work and if your employment as a model is not based on your being a student-athlete. If you are asked to promote a commercial product or use your name, picture, or affiliation with OPSU athletics for any commercial purpose, please contact the Compliance Officer immediately. Under some circumstances you could lose your eligibility for doing this.

If a professional sports' agent or agent's representative contacts you while you still have eligibility remaining and asks for a verbal or written agreement say NO, and report this immediately to the Compliance Officer. You can lose your eligibility for entering into a verbal agreement with an agent. Do not allow an agent or an agent's representative to provide anything for you or your family if you have eligibility remaining.

TOBACCO PRODUCTS—NCAA BYLAW 17

NCAA Bylaw 17 prohibits the use of tobacco products by student-athletes during practice and competition. A student-athlete who uses tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition. This rule also applies to coaches and all game field personnel including referees and umpires. Remember that this includes "smokeless tobacco." Oklahoma Panhandle State University is a tobacco-free campus. (Executive Order #2012-01)

NCAA BYLAW INFRACTIONS and ELIGIBILITY

If you believe an infraction of NCAA rules is being or has been committed by a person within the athletic department, please contact the Compliance Officer or FAR immediately to discuss the potential infraction. Most infractions are minor and can be resolved quickly. However, if you wait until the end of the season to come forward, you could be sanctioned for withholding information. In nearly all cases, if the institution believes you may have violated particular NCAA rules or may have been either knowingly or unknowingly involved in a violation, it must declare you ineligible for participation and withhold you from competition until the matter can be resolved. In those cases, we will resolve this matter as quickly as possible. It usually takes less than a week, but can take more. This action protects both you and the school from additional penalties if a violation of NCAA regulations is found to have occurred. If you know of a violation which has occurred involving you or another student-athlete or coach or suspect one has occurred you should report it to the Compliance Officer or FAR. You may do this anonymously if you wish. Reporting violations helps prevent more severe penalties. For example, if a player is ineligible due to a violation and competes, and then we find out about the violation, we are usually required to forfeit or nullify the games in which he/she competed and pay a fine for each contest. This could cost the team a championship or post season opportunity.

ACADEMIC HONORS AND SERVICE OPPORTUNITIES

OPSU is committed to providing an excellent academic and community experience for its student-athletes in addition to an excellent athletic experience. Every team will offer community projects in which you may participate. In addition to those clubs and committees and student government opportunities available at OPSU, there are several committees, honor societies, and opportunities available to student-athletes.

Student Athlete Advisory Committee (SAAC)

This is a committee composed of student-athletes from each sport. It advises the athletics department on student-athlete welfare, conducts community service and engagement activities, raises money for Make-A-

Wish, the NCAA DII student-athlete charity, and promotes OPSU athletics and student athletes. The officers of this committee serve on the Heartland Conference SAAC. If you are interested in serving and willing to serve on this committee as your sport's representative, please see your coach or the current president of the SAAC.

Chi Alpha Sigma

OPSU sponsors the Oklahoma Beta Chapter of Chi Alpha Sigma, an honor society for collegiate student-athletes in NCAA or NAIA programs. Currently the requirements for membership are:

- Junior Standing by the 5th semester,
- a varsity letter or its equivalent,
- a 3.4 grad retention GPA, and
- have completed at least two full time semesters at OPSU.

Those to be inducted will be notified by letter in April. We hope you will strive to achieve this honor. Please contact the chapter advisor, Dr. Patrick Maille for more information.

Conference Honor Rolls

The Heartland Conference sponsors two honor rolls each year for student-athletes in Heartland Conference Sports. To be eligible for one of these honor rolls, you must have been eligible to participate in your sport, be in at least your second year at OPSU, and have a 3.0 (commissioner's honor roll) or a 3.5 (president's honor roll) for the preceding academic year. OPSU has been well represented in the past on these honor rolls. Please help us continue the tradition.

SUBSTANCE ABUSE EDUCATION AND TESTING PROGRAM

Institutional Substance Abuse Testing and Education Program

The National Collegiate Athletic Association has implemented a year round drug testing program for all sports participating at the Division II level.

The Department of Athletics at Oklahoma Panhandle State University advocates the development of healthy and responsible lifestyles for OPSU

student-athletes during their years of eligibility as a long-term enrichment and enhancement of their lives. Therefore, OPSU has also developed and is implementing the OPSU Alcohol and Drug Program.

Substance abuse, chemical dependency, crimes and other situations, which occur while under the influence of mood-altering substances, are a major health and safety hazard in our society. The use of illegal substances (even if legal in other states) and the illegal use of drugs are crimes in Oklahoma and cannot be condoned. The use of performance enhancing drugs is detrimental to student health and, as a form of cheating, constitutes unacceptable and unethical behavior. Alcohol use by OPSU student-athletes who are under the legal drinking age in Oklahoma is against the law; for those student-athletes who are of legal drinking age in Oklahoma, alcohol use is ill advised and is strongly discouraged.

Use, possession, and/or distribution of any state or federally controlled drugs or other substance except when authorized by law is strictly prohibited and may result in removal from their respective sport and possible suspension from school.

For the purposes of imposing sanctions concerning substance abuse, OPSU has chosen to define a “substance abuse occurrence” as being arrested or ticketed for an illegal drug or substance or alcohol. However, OPSU also extends this definition to anyone in the vicinity of the citation or arrest. If you are in a car whose driver is arrested or ticketed, you will be considered to have violated OPSU’s policy and will receive the sanctions for the first occurrence, if it is your first occurrence. Please see APPEALS at the end of this section for your notice of appeal.

The main purpose of the Alcohol and Substance Abuse Program is to protect the student-athlete from the risks and dangers of substance abuse by such measures as education, testing, rehabilitation, counseling, and when appropriate, sanctions.

The OPSU Athletic Department Alcohol and Substance Abuse program includes:

- Education of student-athletes about mood and body altering substances and pertinent OPSU Policy

- Evaluation
- Substance Abuse Testing
- Treatment
- Discipline

I. Education

A. Mood- Altering Substances

1. Alcohol

Alcohol is a drug that presents a unique situation since its use is legal in Oklahoma for those 21 years of age and older. Alcohol is a part of our culture and is present at many social functions throughout society; however, it is a mood-altering substance and constitutes the greatest substance abuse problem in society and among OPSU student-athletes. Therefore, in relation to alcohol use the Athletic Department Substance Abuse Program policy is:

- Alcohol consumption is illegal and unacceptable for student-athletes under the age of twenty-one.
- Alcohol consumption is not recommended and ill-advised for student-athletes twenty-one years of age or older.
- Teams will institute training rules which restrict alcohol usage by student-athletes twenty-one years of age and older.
- Alcohol-related offenses (DUI, public intoxication, assaults while under the influence of alcohol, underage possession of alcohol, etc.) are violations of this policy.
- Coaches will submit team rules to the Athletic Administrative Committee.

2. Illicit Substances

The intercollegiate student-athlete is under an increased amount of pressure when compared to the remaining segment of the student body. These pressures can result in stress and anxiety, which can predispose the student-athlete to the use of mood-altering substances. The Athletic Department Drug Program will:

- a. Educate the student-athlete about mood-altering substances and the dangers associated with their use.
- b. Deter the use of these substances
- c. Identify student-athletes with chemical dependency and other problems for which substances use may be an indicator early in the course of the disease or problem; so that treatment can be instituted in a timely manner;
- d. Solidify the role of OPSU student-athletes as representatives of the University and role models for the youth who look up to them.

B. Performance Enhancing Substances

The intercollegiate student-athlete performs in a highly competitive environment. Some segments of society have favored a “bottom line mentality” which would translate to a “win at all costs” situation in the athletic arena. The student-athletes’ desire to be successful can lead to the use of performance enhancing substances to attain their goals. Such substances give a student-athlete an unfair advantage, are coercive, and their use constitutes cheating. These substances also have adverse side effects, which could be harmful to the health of student-athletes. The Athletic Department Substance Abuse Program will:

1. Educate the student-athlete about which substances are performance enhancing drugs, their effects and dangers;
2. Deter the use of these substances;
3. Identify student-athletes who use these substances and address issues and problems surrounding their use;
4. Solidify the role of OPSU athletics and student-athletes as representatives of the University in sending the message that fair play and following the rules are of prime importance.

II. ALCOHOL AND OTHER SUBSTANCE ABUSE TESTING

Tests will primarily be conducted for mood-altering and performance enhancing substances. All tests will be performed on urine at this time.

These tests will include all student-athletes and may include cheerleaders and all students with an official sports team association, including student managers, student coaches and student athletic trainers. Student-athletes are subject to substance abuse testing both by OPSU and the NCAA.

All male and female student-athletes, including freshman/transfers, scholarship or walk-on student-athletes, who have remaining eligibility are subject to substance abuse testing at OPSU. Also included are any student-athletes that have red-shirted, are ineligible, and season ending injured athletes (if the latter have eligibility remaining). All student-athletes are eligible for testing at any time throughout the entire school year.

On-site, immediate substance abuse testing can and will be used for the entire OPSU Athletic Department; this means that no notification is required by the administration for substance abuse testing to occur.

A. Types of Testing

1. University Testing
 - a. Random Testing-- Periodic testing of a portion of the total student-athlete population will occur at regular intervals. This list will be randomly generated from each active squad list. **All athletes are eligible for every test.**
 - b. Total Team Testing--An impartial medical committee may test total teams upon the recommendation of the head team physician or at the request of the head coach with the approval of the Athletic Director and the Appeal Committee or after an anonymous review.
 - c. Just Cause Testing--Student-athletes may be tested individually or as part of a regularly scheduled test. This test will be used for student-athletes who demonstrate symptoms or behaviors, which are indicative of substance abuse. These cases will be anonymously reviewed by an impartial medical committee, or with approval of the Appeal Committee, to determine if testing is warranted. **NO notice of testing is required.**
 - d. Reasonable Cause Testing--Student-athletes who have previous

violations of the Athletic Department Substance Abuse Policy or convictions for possession or use of controlled substances will be tested individually or as part of a regularly scheduled test. This test will be used as part of the Athletic Department Substance Abuse Policy and the management plan.

Student-athletes should understand that anyone involved in any on-campus or off-campus violation that involves illegal substances and/or alcohol will be considered a “positive substance abuse occurrence (at the appropriate level)” and that Reasonable Cause Testing (item d above) will be enforced. Further, the penalties associated with a “positive substance abuse (at the appropriate level)” (pg. 42) will be imposed.

2. NCAA Testing

Student-athletes may be tested while participating in a championship event, a post-season football game or during a regularly scheduled on-site NCAA test. Individuals to be tested are selected from team NCAA squad lists and will be notified by the standards set forth by the NCAA and The Center for Drug Free Sport. NCAA Testing requires the student-athlete to provide Photo ID upon arrival to the designated testing site. Be sure you provide the trainer and your coaches with a working phone number where you can be reached year round in case the NCAA selects you for testing. Failure to appear is considered a positive test. The NCAA penalty is suspension for one calendar year and a second test at the end of the year before reinstatement. Please report ALL medications and supplements you are taking on a regular basis (Herbal, OTC, and prescription) to the OPSU training staff.

Failure to Appear

Failure to appear for a scheduled NCAA or University substance abuse test, or refusing to give a urine specimen, will be cause for immediate suspension of the student-athlete from competition and/or practice and provides a basis for reasonable cause testing. This suspension will be in force until reinstated by the Appeal Panel.

B. Guidelines for Substance Abuse Testing--These guidelines are in force for all OPSU urine testing.

1. Upon the direction of the Director of Athletics or designee, a testing date, site and time will be determined.
2. A list of all student-athletes to be tested will be generated from the NCAA squad lists. This list may include 5th year students with no remaining eligibility, medical waivers, etc.
3. Certified Athletic Trainer and/or Substance Abuse Testing Representative will receive the names of the individuals from the sports teams to be tested. The student-athlete will preferably be notified by a written form with signature acknowledging notification obtained. If not possible, phone notification of the student-athlete is acceptable with record of conversation made. It is the Certified Athletic Trainers and/or Substance Abuse Testing Representatives responsibility to inform student-athletes *within, but not more than*, 24 hours prior to the scheduled test. If the trainer or his designee chooses to let the head coach call the SA, he must make sure that was done in a timely fashion. SAs not appearing for OPSU substance abuse tests should be called by the trainer or head coach if they have not appeared by 5 minutes after the scheduled time of the test.
4. To protect the integrity of the process, Certified Athletic Trainers and/or Substance Abuse Testing Representatives must ***not*** inform athletes earlier than 24 hours before the test.
5. The names of those student-athletes not reporting to the scheduled test will be reported to the Director of Athletics or designee. Any student-athlete who does not report will be placed under immediate suspension and will not be permitted to participate in competition or practice until reinstated by the Appeal Panel and tested.
6. In accordance with the Reasonable Cause Testing procedure, the student-athlete does not have to be given prior notification of substance abuse testing and can be asked to give a urine sample for testing at any time they are participating in athletics at OPSU. ***This means that the student-athlete can be taken from a practice session, and asked to give a sample immediately.*** Refusal to

give a sample at this time will result in being placed on immediate suspension and will not be permitted to participate in competition or practice until reinstated by the Appeal Panel.

C. Testing Procedure for Student-Athlete

These procedures are in force for all OPSU substance abuse testing

1. The student-athlete will be informed by the certified athletic trainer of the sport *within, but not more than, 24 hours* of a *scheduled* test. **This means that on-site, immediate testing is allowable and will be conducted at OPSU.**
2. The student-athlete must report to the designated testing site within the time frame of the test.
3. The student-athlete must sign in and select a sealed specimen bottle. The validator inspects the specimen bottle and the student-athlete proceeds to the collection site.
4. The collector/validator will visually observe while the student-athlete provides the sample. The collector/validator will follow the NCAA guidelines for collecting and validating specimen samples.
 - a. These guidelines require the collector/validator to observe the urine actually leaving the athlete's body and entering the specimen cup. A collector of the same gender as the athlete, called a validator, will accompany the athlete to the restroom. The validator will ask the student-athlete to raise their shirt to their armpits and pull their shorts down to their knees to permit an unobstructed view. Later, the validator will sign a form stating that he/she saw the athlete produce that sample.
 - b. Predetermined volumes and temperature guidelines for sample acceptance will be followed.
5. The student-athlete will re-seal the collection bottle and place it on the designated sample site.
6. The student-athlete will then sign out and may leave.

Failure to appear or refusing to give a urine specimen will be cause for immediate suspension of the student-athlete from competition and practice.

A deliberate effort to substitute, dilutes, or adulterates a specimen or to alter a test result will constitute as a positive test and result in a one-year ban from all OPSU athletics (Second Level).

D. Post Collection Procedures

1. Testing personnel will check the roster of scheduled student-athletes and submit to the Director of Athletics or designee and the head coach of the sports team the names of those persons not reporting.
2. The samples will be taken from the designated site to be tested according to the policy of the substance abuse testing company guidelines as assigned to the designated personnel of the athletic department, the Head Certified Athletic Trainer and/or Substance Abuse Testing Representative.
3. The results will be recorded and kept on file in the Athletic Department and in the student-athletes permanent medical file in the Athletic Training Department.
4. Following the verification of a positive test, the student-athlete will be notified of the outcome by the designated Athletic Department Personnel and/or the Director of Athletics.

III. PROCEDURES AND PENALTIES TO BE FOLLOWED IN RESPONSE TO A POSITIVE SUBSTANCE ABUSE TEST AND/OR SUBSTANCE ABUSE OCCURRENCE

NOTE: All positive substance abuse test results and/or substance abuse occurrences are considered cumulative for the career of the OPSU student-athlete. A deliberate effort to substitute, dilutes, or adulterate a specimen, or to alter a test result will constitute a positive test and result in the penalties following.

A. First Level/First Occurrence

1. The Director of Athletics, selected university administrators, team physician, head athletic trainer, head coach and student-athlete will be informed of a positive substance abuse test and/or substance abuse occurrence, e.g., DUI, misdemeanor drug or alcohol arrest, alcohol related assault, underage possession of alcohol, etc.

2. A substance abuse counselor approved by the Athletic Department will evaluate the student-athlete.
3. The Athletic Director, head team physician, head athletic trainer, head coach and designated counselor of the Athletic Department and if indicated the academic counselor will determine a management plan for the student-athlete. **The student-athlete will be required to contact the OPSU Counseling Center within ten days of the date of the letter sent to him/her from the Athletic Director. Failure to contact the OPSU Counseling Center and beginning his/her management plan within ten days will immediately move the student-athlete to a Second Level status and will result in a one-year suspension from the sport or activity. Additionally, failure to complete the assigned management plan in a timely manner (3-4 weeks) will also result in the immediate movement to a Second Level status and a one-year suspension.**
4. The student-athlete will be eligible for reasonable cause testing, as detailed above.
5. **The student-athlete will receive a twenty percent of the season's competition suspension beginning from the date of the positive test. If no contest is to be held or if more than 80% of the season's contests have been completed, the suspension will carry over to the next season of competition. This notification will come from the Athletic Director and will be sent to the student athlete's permanent address.**

B. Second Level/Second Occurrence

1. The Director of Athletics, selected university administrators, team physician, head athletic trainer, head coach and student-athlete will be informed of a positive substance abuse test and/or substance abuse occurrence.
2. The student-athlete will be re-evaluated by a substance abuse counselor approved by the Athletic Department.
3. The Director of Athletics, team physician, substance abuse counselor, head coach, head athletic trainer and when the academic counselor indicated, will determine a management plan for the

student-athlete. **The student-athlete will be required to contact the OPSU Counseling Center within ten days of the date of the letter sent to him/her from the Athletic Director. Failure to contact the OPSU Counseling Center and beginning his/her management plan within ten days will immediately move the student-athlete to a Third Level status and will result in a permanent suspension from the sport or activity. Additionally, failure to complete the assigned management plan in a timely manner (3-4 weeks) will also result in the immediate movement to a Third Level status and permanent suspension.**

4. The student-athlete will be suspended for one calendar year from all team and athletic department student-athlete functions and Athletic Financial aid (scholarships) will be discontinued immediately at this time.
5. Re-instatement will be considered by the Director of Athletics and or designee in consultation with the management plan team.

C. Third Level/Third Occurrence

A third positive substance abuse test and/or substance abuse occurrence will result in the student being permanently banned from participating in athletics at OPSU.

These penalties apply only to tests and substance abuse occurrences determined at OPSU. The NCAA penalties are different and are outlined above. Coaches may impose more rigid penalties for these offences according to their written team rules. Off or on campus alcohol, drug use, and arrests or police reports may also subject the student-athlete to penalties listed for all students in the OPSU student handbook.

IV. CONFIDENTIALITY

The Department of Athletics will make every effort to keep test results confidential except as provided above and will oppose disclosure thereof to any persons within or outside the University except as noted above.

Eligibility for substance abuse testing will be mandatory for all OPSU student-athletes on the squad lists. As a condition for any student to be a

member of an OPSU varsity intercollegiate athletic team, the student-athlete must agree to participate in the Athletic Department's Substance Abuse Testing Program. Such monitoring is considered an extension of the ongoing physical examination of the student-athlete and is in the best interest of both the student-athlete and Oklahoma Panhandle State University.

Any student-athlete found guilty of selling or providing an illegal substance or illegally providing alcohol or other illegal substances to another person is subject to termination from the squad and athletically related financial aid. University penalties common to all students may also be applied.

A student-athlete may appeal findings or sanctions under the Athletic Department Substance Abuse Program and the Office of Student Affairs.

V. SUBSTANCE ABUSE TESTING/OCCURANCE APPEAL PROCESS

As soon as the AD is informed of a substance abuse violation (see definitions and examples above), a letter (and an email to the SA's OPSU email account) will be sent stating the disciplinary action, depending upon the level of the occurrence (first level, second level, etc.) for the SA.

A student-athlete may appeal either the finding of the presence of a prohibited substance, or the sanction imposed as a result of a positive finding.

The appeal of the positive test results must be based on one of the following:

- Evidence of procedural error.
- Evidence that refutes the positive finding.
- Belief that the OPSU test was inaccurate—**to appeal under this section, the student-athlete must immediately, upon notice of the positive test, arrange for and take a second test administered by a physician in Guymon. The second test will be a blood test rather than a urine test. If the test confirms the OPSU result, the student-athlete is responsible for the cost of the second test.**

The appeal of the sanction imposed as a result of a substance abuse occurrence must be based on one of the following:

- Evidence of procedural error.
- Evidence that refutes the substance abuse finding.
- Evidence that the sanction imposed is unreasonable, harsh or inappropriate.

To appeal either a positive finding or the sanction imposed, the SA must file an appeal in writing within seven (7) working days of the date of the letter from the AD to the Chairman of the Athletic Committee who will set up a meeting with the Athletic Committee within ten (10) days of the receipt of the appeal letter. The letter of appeal must be accompanied by supporting evidence.

ATHLETIC COMMITTEE

The Athletic Committee will serve as a review and supervisory body of the intercollegiate sports program. It will endeavor to insure conformity to the various rules and regulations by which such programs are normally subjected. It will make general and/or specific recommendations to the president. Membership shall consist of: the athletic director, faculty athletic representative, coach representing men athletics, coach representing women athletics, five faculty or staff members, and one student. A quorum shall consist of anything over half of the committee being present with > 50% of those present being non-athletic representatives.

Members: 2016/2017 (members other than the AD, the SWA, the Compliance Officer, and the SAAC president are appointed by the VPAA)

Patrick Maille, Chair & FAR

Nels Peterson, Faculty

Joe Breeden, Faculty

Bobby Jenkins, Staff

Joyce Short, Staff

Meghan Mulcahy, SWA

Jerry Olson, MBB

Wayne Stewart, AD
Delilah Henderson, Compliance Officer
Anyssa Barbosa, President, SAAC

The appeal hearing will consist of a review of all available evidence related to the initial finding as well as new evidence or documentation provided by the student-athlete.

- The SA must be present and will be allowed to present his/her reasoning for the appeal. He/she will then be dismissed from the meeting.
- The AD will be present, but will not vote in the meeting since the SA is appealing the letter from the AD.
- The head coach of the SA may be present, but will not vote in the meeting.

The Athletic Committee may affirm or deny the appeal. They also have the opportunity to recommend retesting of the SA or alternative disciplinary actions, which may be neither less nor harsher than the original. Following the appeal meeting, the Chairman of the Athletic Committee will notify the SA in a letter stating the decision of the Athletic Committee. All parties copied on the original letter to the SA will receive a copy of this letter.

The decision of the Athletic Committee concerning an appeal will be final.

To appeal a suspension due to a missed test, the student-athlete must appear before the designated Appeal Panel as listed above or the Special Athletic Department Appeal Panel consisting of Athletic Department and OPSU Faculty Representatives.

VI. FORMS

Each student-athlete must read and sign the NCAA Substance Abuse Testing Consent Form, OPSU Substance Abuse Testing Consent form and the

NCAA Student Athlete Statement prior to their first practice opportunity or competition (depending on his/her sport). Failure to complete these forms prior to participation shall result in a student-athlete's ineligibility for participation in all intercollegiate competition until the forms are signed.

NOTE: Coaches and Athletic Teams may have more stringent policies than that of the OPSU Athletic Department Policy. Each student-athlete and the coaching staff of their respective sports should carefully review the rules and regulations of the athletic team. The coaches' policy can and may be stricter than that of the Athletic Department policy, but cannot be more lenient.

BANNED DRUG CLASS LIST

A list of drug classes and substances can be found at ncaa.org under the health and safety tab. However, we have included it here for your convenience. Please note that the list contains categories and classes and not specific drugs or supplements. In the case of NCAA drug testing, ignorance is not accepted as an excuse. If you have a question about ANY medication or supplement you are currently taking please see the athletic training staff. Please list any and all prescription or OTC medications you take regularly with the staff. If it isn't on file when you are tested and it is banned, you will be considered to have a positive test.

2016-17 NCAA BANNED DRUGS

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 Other Masking Agents
- e. Street Drugs
- f. Peptide Hormones and Analogues
- g. Anti-estrogens
- h. Beta-2 Agonists

Note: Any substance chemically related to these classes 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.

Drugs and Procedures Subject to Restrictions:

- a. Blood Doping.
- b. Local Anesthetics (under some conditions).
- c. Manipulation of Urine Samples.
- d. Beta-2 Agonists permitted only by prescription and inhalation.
- e. caffeine if concentrations in urine exceed 15 micrograms/ml.

Some Examples of NCAA Banned Substances in Each Drug Class

Stimulants:

amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen);methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitterorange); methylhexaneamine, etc.

exceptions: phenylephrine and pseudoephedrine are not banned.

Anabolic Agents – (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione)boldenone; clenbuterol; DHEA (7-Keto); nandrolone; stanozolol; testosterone;methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone;trenbolone; etc.

Alcohol and Beta Blockers (banned for rifle only):

alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

Diuretics (water pills) and Other Masking Agents:

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

Street Drugs:

heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (eg. spice, K2,JWH-018, JWH-073)

Peptide Hormones and Analogues:

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

Anti-Estrogens :

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

Beta-2 Agonists:

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!

NCAA Nutritional/Dietary Supplements Warning:

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

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

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

Note to Student-Athletes: There is no complete list of banned substances. Do not rely on this list to rule out any supplement ingredient. Please check with the head athletic trainer each time you begin or end a prescription or over the counter drug or wish to use a nutritional supplement. Check with your athletics department staff prior to using a supplement.

Information about ingredients in medications and nutritional/dietary supplements can be obtained by **contacting the Resource Exchange Center, REC, 877-202-0769 or www.drugfreesport.com/rec password ncaa1, ncaa2 or ncaa3.**

INSURANCE--OPSU Athletic Injury Insurance Protocol

1. The OPSU Athletic Department provides secondary athletic medical insurance for any injury sustained by a student-athlete while competing in intercollegiate athletics.
2. OPSU Athletic Department insurance is considered a secondary insurance with the student-athletes personal insurance as primary.
3. **It is the policy of OPSU and the NCAA that all student-athletes are required to have primary insurance. You may not practice or compete without proof of primary insurance.**

4. OPSU Athletic Department insurance may carry a deductible as described by the policy.
5. Student-athletes can discuss and see the policy by visiting with the Athletic Director or the Head Athletic Trainer.
6. All rules, regulations, policies, and procedures regarding the OPSU Athletic Department insurance are found in the insurance policy.
7. OPSU Athletic Department Insurance Policy includes the following guidelines:
 - a) Student-athlete must be referred by the Head Athletic Trainer in order for the school to be financially responsible. Otherwise, the student-athlete takes all financial responsibility regardless of whether the injury occurred in intercollegiate athletics.
 - b) Student-athlete must obtain an insurance claim form from the Head Athletic Trainer prior to their medical visit to an outside medical provider.
 - c) Student-athlete must fill in and sign the claim form.
 - d) Student-athlete is responsible for bringing to the Head Athletic Trainer all medical bills and primary insurance explanation of benefits that are received from the outside medical provider.
8. The Head Athletic Trainer will be happy to assist the student-athlete and/or parent(s)/guardian(s) with questions and problems, which may arise while dealing with the school insurance. Please direct any questions, concerns to the Head Athletic Trainer.
9. OPSU, Athletic Training Department, Athletic Department, and its staff cannot be held accountable for medical bills assessed to the student-athlete that become delinquent. This is the student-athletes responsibility.
10. Any request for a second opinion must be verified and approved through the Head athletic Trainer and the Athletic Department insurance prior to the physician visit.
11. Any student-athlete who bypasses the Athletic Department Policies on physician treatment will be held completely responsible for any bills incurred due to injury.
12. The student-athlete should realize that the department does not have coverage for non-athletic related illnesses or injuries. Non-athletic related injuries will be the financial responsibility of the student-

- athlete, therefore it is highly recommended that the student-athlete have personal hospitalization, accident and prescription insurance.
13. The university's insurance carrier cannot accept the responsibility for any pre-existing conditions or injuries. Any such situation will be documented in the student-athlete's medical file.

TEAM RULES

Your coaches will establish certain rules about attending class, curfew, behavior on road trips, study hall, employment, practice, etc. They may also establish penalties for breaking these rules. These penalties may include dismissal from the team. As a member of the team you are expected to adhere to these rules. Each coach will review these rules with the team at the beginning of each semester. He or she will provide those rules in writing to you at the beginning of the year. If you are dismissed from a team, it may affect your scholarship/waiver for the semester/year. You have the right to appeal both your dismissal and your loss of financial aid. An appeal for dismissal from a team must be provided to the Chairman of the Athletic Committee within seven (7) working days of the dismissal. An appeal for loss of financial aid is discussed on page 28 of this handbook.

MEDIA GUIDELINES FOR STUDENT-ATHLETES

As a student-athlete you may be asked by the press to comment on various aspects of the University and its Athletic programs. We strongly suggest that you contact the Sports Information Director (SID) whenever you are contacted by a member of the media and refer all reporters and requests for interviews to the SID. The sports information office will then arrange all interviews and press releases.

EXIT INTERVIEWS and END of SEASON EVALUATIONS

Three sorts of exit interviews occur with OPSU student-athletes. In the first kind, your coach will discuss your overall participation and performance with you at the end of the season and academic year. A second type of exit interview will occur when you leave the team or exhaust your eligibility and when your season ends. You will be asked to meet with the athletic director or chairman of the athletic committee and the faculty athlet-

ics representative to evaluate your experience. This second type is a confidential and mandatory interview. Finally, each student-athlete is given the opportunity to evaluate his or her experience of the previous year through a confidential evaluation similar to those done by students for their academic classes and instructors. Your coach will notify you when you should meet for this evaluation which occurs shortly after your season ends.

GENDER EQUITY POLICY

Athletics Department Statement of Policy on Gender Equity

Gender equity in athletics extends the doctrine of fairness to all areas of athletic activity at the university level. It is activated by a sense of moral obligation that exceeds any specific duty to comply with legal requirements, although it also recognizes the necessity of observing the tenets of Title IX. Its desired effect is to offer women and men equal opportunities to participate in sports for which there is a demonstrated interest among student-athletes at Oklahoma Panhandle State University and to provide equitable levels of support for coaching, travel, scholarships, operating expenses, and facilities used.

Beyond these specific goals, gender equity also fosters an attitude and establishes an environment in which men's and women's sports are encouraged in comparable ways.

Those who support gender equity are willing to cooperate in frequent self-evaluations and to implement change so that all student-athletes can have the same opportunity to realize the highest level of their abilities.

We reaffirm our commitment to each of the principles contained in this policy statement:

Fairness: The principle of fairness is the underpinning of all sports. Fairness is also the foundation of the University's sports programs, it goes beyond legal requirements, and serves as the prime motivation for efforts in gender equity.

Activation: The principle of activation requires a vigorous, proactive, and actuated plan to create an equitable program of sports and activities and opportunities free of gender bias.

Moral obligation: Laws cannot dictate every detail of gender equity. The motivation of moral obligation inspires the Oklahoma Panhandle State University Athletics Department to go beyond strict legal requirements to seek out and do what is right, not simply conform to the minimum requirements of the law. As guidance for doing what is right, we affirm our support of gender equity efforts and requirements of the Heartland Conference and the NCAA.

Legal Requirements (Title IX): The Oklahoma Panhandle State University Athletics Department complies with Title IX of the Education Amendments of 1972, which holds that if an institution receiving federal monies sponsors an athletics program, it must provide equal Athletics opportunities for members of both sexes.

History of Gender Equity Efforts within the Athletic Department

The University currently offers a total of 10 NCAA varsity sports for men and women. These include the women's sports of basketball, volleyball, softball, golf, and cross-country. Men's sports include basketball, baseball, golf, cross-country, and football. In addition to our NCAA sports, OPSU has both men and women rodeo and a women's equestrian team.

The dedication to achieving greater gender equity within the campus of Oklahoma Panhandle State University is consistent with the efforts of the Athletics Department to broaden our own approach to create a more inclusive environment. In addition to being a department within the University, the Athletics Department also reports to other governing bodies: the National Collegiate Athletic Association (NCAA), and the Heartland Conference. The NCAA and Heartland Conference, encourage institutions to develop programs to support all staff members and student-athletes regarding gender equity issues, through educational opportunities and resources committed to addressing institutional issues.

Historically, the Athletics Department has continued to add women's sports programs to remain compliant within the guidelines of Title IX of the Education Amendments of 1972.

Department's Definition of Gender Equity

The NCAA's Statement on Gender Equity states:

"An athletics program can be considered gender equitable when the participants in both the men's and women's sports programs would accept as fair and equitable the overall program of the other gender. No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics."

Consistent with the NCAA's statement on gender equity, the Athletic Department is committed to equity as a broad and inclusive term: persons are treated in a nondiscriminatory manner in matters of gender, race, age, color, national origin, veteran's status or disability in accordance with applicable federal, state and local laws. The athletics department will examine the three major athletic issues for compliance with gender equity as defined by the Office of Civil Rights Intercollegiate Athletics Policy Interpretation of 1979. The three categories are:

- I. Accommodations of Interests and Abilities (sports offerings).
- II. Athletic Financial Assistance (scholarships).
- III. Other Program Areas:
 - (1) Equipment and supplies;
 - (2) Scheduling of games and practice times;
 - (3) Travel and per-diem allowances;
 - (4) Tutoring;
 - (5) Coaching;
 - (6) Locker rooms, practice and competitive facilities;
 - (7) Medical and training facilities and services;
 - (8) Housing and dining facilities and services;
 - (9) Publicity;
 - (10) Support services; and
 - (11) Recruitment of student-athletes.

DIVERSITY PLAN

Athletics Council for Diversity and Inclusion

Rantz Trayler, Interim Dean for Student Affairs/University Title IX Officer

Meghan Mulcahy, Senior Woman Administrator

Dr. Wayne Stewart, Director of Athletics

Dr. Patrick Maille, FAR

Rene Ramon, Director of Counselling, Testing, and Placement

Dana Collins, Director of Human Resources

Jerry Olson, Head MBB Coach

Charles Terry, Head WBB Coach

Additional Female Head Coach (if available)

Female Student-Athlete (appointed each year)

Male Student-Athlete (appointed each year)

Institutional Goal in Diversity

The dedication to achieving greater diversity within the campus of OPSU is consistent with the efforts of the Athletics Department to broaden our own approach to create a more inclusive environment. In addition to being a department within the University, the Athletics Department also reports to other governing bodies: The National Collegiate Athletic Association (NCAA) and the Heartland Conference. The NCAA and Heartland Conference encourage institutions to develop programs to support all staff members and student-athletes, through educational opportunities and resources committed to addressing institutional issues.

Historically, the Athletics Department has recruited a diverse population of student-athletes and staff members. National and international recruiting efforts have resulted in an environment that includes individual differences based on race and ethnicity, national origin or citizenship, gender, religious affiliation or background, sexual orientation, economic status, political affiliation, and ability or disability.

Diversity Value Statement

The Athletics Department places high value on diversity and inclusion. We recognize that our success as a department depends on the talent, skills, and expertise of our people and our ability to function as a tightly integrated team both on and off the playing fields. We appreciate our diversity and believe that respect for our colleagues, student-athletes, patrons, partners, and all those with whom we interact is an essential element of all positive and productive relationships. It is a value within the department to create an environment that not only tolerates, but celebrates and embraces all forms of diversity.

Definition of Diversity

Consistent with the University's definition of diversity, the Athletic Department is committed to diversity as a broad and inclusive term: Students, as well as coaches, faculty, and staff are treated in a nondiscriminatory manner in matters of gender, race, age, color, national origin, veteran's status or disability in accordance with applicable federal, state and local laws.

Diversity Plan for Improvement

An assessment shall be conducted periodically to identify areas for improvement with regard to developing a diverse department. This assessment will be conducted by the Director of Athletics, and Senior Woman's Administrator and Director of Human Resources using data collected for the EADA report and the Sports Sponsorship and Demographic Form for the NCAA.

Conduct biennial diversity climate surveys for staff and student-athletes to assess whether the climate is welcoming, safe, respectful, and positive.

CONCLUSION

We hope you enjoy your time as a student-athlete at Oklahoma Panhandle State University. If you have questions, concerns, or comments about your experience, please contact the FAR, AD, or chairman of the athletic committee to set up an appointment to discuss them.