



# **SPALDING UNIVERSITY**

## **2023-2024 STUDENT-ATHLETE HANDBOOK**

“Champions are made from something they have deep inside them, a desire, a dream, a vision. They have to have last-minute stamina, they have to be a little faster, they have to have the skill and the will. But the will must be stronger than the skill.”

- Muhammad Ali

## **HISTORY AND HERITAGE**

Spalding University represents a legacy of education established in 1814 by the Sisters of Charity of Nazareth. Since January 1, 1984, the independent liberal arts institution that began as Nazareth Academy near Bardstown, Kentucky, known as Spalding University, honoring the roots established by Mother Catherine Spalding. Today this urban, co-educational institution offers degree programs at the bachelors, masters and doctoral level, providing quality, real-world learning in liberal and professional studies to over 2,200 students.

## **SPALDING UNIVERSITY ATHLETICS**

Welcome to NCAA Division III athletics, the largest division in the NCAA. As an integral and very visible component of Spalding University, the Golden Eagle athletic department is committed to representing Spalding with the utmost of character and integrity both on the field/court of play and within the community. Simply put, our athletes are among our most visible ambassadors, and carry the responsibility to positively impact the perception of Spalding University. As a student-athlete, this handbook is designed to inform you of the responsibilities which you accept when choosing to participate in our intercollegiate athletic programs. While our faculty, coaches and athletic administrators will do everything we can to help you succeed and navigate the many challenges that will surface during your time as a student-athlete, it is the duty of each individual to abide by the departmental and university rules by which they are bound, and to adhere to these guidelines without exception.

## **STUDENT-ATHLETE CODE-OF-CONDUCT**

All Spalding University student-athletes are expected to represent the University in the best possible fashion both on and off the field of play. The following guidelines have been set forth by the Director of Athletics and are required of each young man and woman in our program. Failure to comply with these expectations while on the Spalding University campus may result in immediate suspension from the athletic program.

- **Refrain from the use of vulgar, obscene or disrespectful language, behavior or music.**
- **Alcohol & illegal drug use is forbidden for all student-athletes.**
- **Social media platforms and related digital technology will NOT be used in a manner that shows disrespect or casts unfavorable light on the University, the Athletic Department and its staff members, teammates or opponents.**
- **Respect and sportsmanship are core values of our athletics programs. All athletic department employees and student-athletes will respect the rights of others along with their sexual orientation, sexual identification, race, color, creed and religion.**
- **In addition, anyone convicted of a felony or found to be involved in inappropriate behavior in any public venue WILL be immediately suspended or dismissed from the athletic program.**

## **AN IMPORTANT MESSAGE ABOUT SOCIAL MEDIA**

The rapid growth and ease of use of social media technologies have made them attractive channels of communication. Social media can be a very effective way to communicate, promote, and brand Spalding University to multiple audiences across and outside of the University. However, social media can pose **risks to YOU** as well as the University's confidential and proprietary information and can compromise compliance with rules, regulations and laws in addition to those rules established by the NCAA. The Spalding University Department of Human Resources maintains a firm and specific policy on the use of social media, while the Department of Marketing & Public Relations assists all constituents within the university in establishing best practices for social media use. In addition, the department of athletics offers these regulations and guidelines to help you navigate the dangerous digital landscape in a healthy manner as not to jeopardize your good standing as an NCAA student-athlete. Social media is a fun and useful tool...but it can spread information in a negative way that exposes your personal life to the world. Spalding University supports an individual's expression of First Amendment rights of free speech. **HOWEVER**, please remember that you represent SU, the athletic department and your team at all times. Because the Internet can be accessed by anyone, it is recommended that student-athletes do not post information—including photographs and text--and/or join “groups” that do not promote positive behavior. Remember that the public, coaches, athletic department administrators, media, opponents, NCAA, law enforcement agencies and future employers have access to these websites. Inappropriate online language, behavior or postings, as well as postings that violate NCAA rules, could lead to repercussions from the SU athletic department.

It is **HIGHLY** recommended that you do not post any personal information, including your address or phone number, to any on-line site. Put your viewing setting on “Private” so only your friends can see your postings. As a student-athlete, you are highly visible and many people are interested in you...sometimes, it's the “wrong kind” of people who could put your career or even your life in jeopardy. Also, use discretion when posting pictures of yourself, your teammates and friends to your website. Digital cameras and cell phones with picture and video capability allow the public to catch you in private moments and easily share those pictures with the rest of the world. Do not allow yourself to be photographed in a compromising situation. A photo could be “tagged” to you, leaving you with little control over the content or usage of the photograph.

Bottom line: **YOU are accountable for your social media presence.** Understand that inappropriate postings can follow you for life. Do not post anything that would embarrass SU, your team or your family. If you believe something you posted would upset your parents, then it most likely is going to upset the university, too.

**Inappropriate language, behavior or on-line postings may result in suspension or dismissal from the Athletics program.**

## **NON-DISCRIMINATION POLICY**

Spalding University is an equal opportunity educational institution. The University does not discriminate against otherwise qualified individuals on the basis of race, color, national origin, age, disability, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, marital status, military status, veteran status or other protected status. The Dean of Student Affairs is responsible for the coordination of the University's efforts to meet its obligations under section 504 of the Rehabilitation Act and Title IX and their implementation regulations. The Dean of Students may be contacted at 502.873.4426.

## ATHLETIC DEPARTMENT PERSONNEL

Brian Clinard	Athletic Director	<a href="mailto:bclinard@spalding.edu">bclinard@spalding.edu</a>
Lisa Bash-DeFrees	Associate AD/ Senior Woman Administrator	<a href="mailto:lbash-defrees@spalding.edu">lbash-defrees@spalding.edu</a>
Adam Boyer	Assistant AD/ Dir of Compliance/M Soccer Coach	<a href="mailto:aboyer01@spalding.edu">aboyer01@spalding.edu</a>
Noah Hughes	Director of Athletic Communication	<a href="mailto:nhughes@spalding.edu">nhughes@spalding.edu</a>
Hayden Dunn	Strength & Conditioning Coach/SAAC Liaison	<a href="mailto:hdunn01@spalding.edu">hdunn01@spalding.edu</a>
Pattie Dillon	Faculty Athletics Representative	<a href="mailto:pdillon@spalding.edu">pdillon@spalding.edu</a>
Kaitlin Niemiec	Head Athletic Trainer	<a href="mailto:kniemiec@spalding.edu">kniemiec@spalding.edu</a>
Aurelio Puga Jr.	Athletic Trainer	<a href="mailto:apuga01@spalding.edu">apuga01@spalding.edu</a>
Avery O'Hara	Athletic Trainer	<a href="mailto:aohara@spalding.edu">aohara@spalding.edu</a>

## HEAD COACHING STAFF

Volleyball	Taryn Glass	<a href="mailto:tglass@spalding.edu">tglass@spalding.edu</a>
Men's Soccer	Adam Boyer	<a href="mailto:aboyer01@spalding.edu">aboyer01@spalding.edu</a>
Women's Soccer	Jordan Vejar	<a href="mailto:jvejar@spalding.edu">jvejar@spalding.edu</a>
Men's and Women's	Jeffrey Nelson	<a href="mailto:jnelson07@spalding.edu">jnelson07@spalding.edu</a>
Men's/Women's CC/Track	Stephen Gray	<a href="mailto:sgray02@spalding.edu">sgray02@spalding.edu</a>
Men's Basketball	Kevin Gray	<a href="mailto:kgray@spalding.edu">kgray@spalding.edu</a>
Women's Basketball		
Men's Lacrosse	Kurt Ohlen	<a href="mailto:kohlen@spalding.edu">kohlen@spalding.edu</a>
Women's Lacrosse	Shannon Witzel	<a href="mailto:switzel@spalding.edu">switzel@spalding.edu</a>
Softball	Art Williams	<a href="mailto:awilliams@spalding.edu">awilliams@spalding.edu</a>
Baseball	Matt Downs	<a href="mailto:mdowns03@spalding.edu">mdowns03@spalding.edu</a>

## NCAA

Spalding University is a proud member of the NCAA Division III, and all of our teams, programs and related entities are governed by NCAA rules specific to our division. Every potential student-athlete is required to attend the pre-season NCAA rules meeting prior to participation in any sport. At that time, NCAA guidelines and responsibilities will be discussed, as well as those institutional guidelines set forth by Spalding University and the Athletic Department. In addition, there are a variety of required forms and other paperwork which must be completed in order to satisfy NCAA requirements. **Any student who does not attend the pre-season compliance meeting is must plan to attend an alternate meeting before practicing or competing with their respective teams.** Any questions regarding NCAA or institutional rules should be directed to Adam Boyer, the Director of Compliance at Spalding University.

## **SAINT LOUIS INTERCOLLEGIATE ATHLETIC CONFERENCE (SLIAC)**

Spalding University is a member of the Saint Louis Intercollegiate Athletic Conference (SLIAC), a NCAA Division III conference headquartered in Saint Louis, Missouri.

**SLIAC Members:** Blackburn College, Eureka College, Fontbonne University, Greenville University, Lyon College, Mississippi University, Principia College, Spalding University, Webster University and Westminster College.

### **Athletics Affiliations:**

- Members of the NCAA Division III
- Members of the Saint Louis Intercollegiate Athletics Conference (SLIAC)

**Sports Offered:** Volleyball, M/W Soccer, M/W Golf, M/W CC/Track, M/W Basketball, Softball, Baseball and M/W Lacrosse \*\*

\*\*Lacrosse is a member of the **Heartland Collegiate Athletic Conference - HCAC**

## **PRE-SEASON COMPLIANCE MEETING**

All Spalding University prospective student-athletes must attend the NCAA rules and compliance meeting and complete all required NCAA and institutional forms prior to practicing or competing for a Spalding intercollegiate team. There will be several meeting opportunities for students in order to fulfill this requirement.

## **ACADEMIC REQUIREMENTS AND ELIGIBILITY**

In order to participate on a Spalding University intercollegiate athletic team, students must meet all academic standards set forth by Spalding University, the Saint Louis Intercollegiate Athletic Conference, and the NCAA. For the purpose of eligibility, it is important to understand how the Spalding University academic calendar is interpreted in regard to NCAA rule compliance. Academic Sessions 1, 2 and 3 are considered as our first semester. Academic Sessions 4, 5 and 6 are considered as our second semester. Session 7, our summer session, may be used only to improve a student's overall grade point average (GPA) or to meet annual credit hour requirements.

In the event of a student-athlete transferring from another institution to Spalding University, only the GPA earned at Spalding will be used to determine eligibility. Any student who is accepted to Spalding University is initially eligible to compete on an intercollegiate team in their first semester of attendance providing they meet the following conditions:

\*Only full-time students may participate in intercollegiate athletics. In order to achieve full-time status, students must carry at least 12 credit hours per semester. If at any time during a semester a student drops below 12 credit hours, they are immediately ineligible for participation until they add the necessary hours to regain the 12-hour minimum. Students who have completed their first semester of attendance at Spalding University must be in "good academic standing" and meet the following standards in order to be eligible for participation in intercollegiate athletics:

\*Students must maintain the following SU GPA in order to be eligible for intercollegiate athletics:

- |   |         |
|---|---------|
| a) After 1 semester or 12 credit hours                  | 1.7 GPA |
| b) After 2 semesters or 24 credit hours                 | 1.8 GPA |
| c) After 3 semesters or 36 credit hours                 | 1.9 GPA |
| d) After 4 or more semesters or 48 or more credit hours | 2.0 GPA |

Students who do not meet these standards will be placed on “Academic Probation” and are ineligible for athletic competition for the entire semester. A student cannot regain eligibility based on GPA in the middle of any semester. Therefore, GPA’s will only be evaluated after Sessions 3, 6 and 7.

Student-athletes are expected to make consistent progress toward a degree during their time at the University. In order to complete the necessary number of credit hours to complete a degree at Spalding at an acceptable rate, students must complete 67% of all hours attempted. All attempted hours will be totaled and multiplied by 67% to determine the number of credit hours a student must have earned. Grades of P, W, I, F and transfer hours are counted as attempted hours, however grades of W, I, and F will NOT count as earned hours. Retaking courses will add to the attempted total but will count only once as an earned credit. Any student who fails to meet the minimum progress toward a degree requirement during an academic year is ineligible for participation during the entire following year.

As members of the NCAA at the Division III level, Spalding student-athletes have 10 full-time semesters to complete 4 seasons of participation in a given sport. Those semesters do not have to be consecutive. A student-athlete is considered to have used a season of participation if they compete in one contest against outside competition during the traditional season, or if they practice with the team after the first date of competition. Students who have completed their eligibility in one sport may participate in another sport during their career as long as they have not completed 10 full-time semesters.

## **PLAGIARISM**

Academic integrity is paramount to the reputation and success of any college or university. As an athletic department committed to strict compliance of University, Conference and NCAA Division III requirements and regulations, we expect our student athletes to demonstrate ethical behavior in regard to all of their academic endeavors. Spalding University considers plagiarism to be a serious violation of the academic trust that is placed on all of our students and is constantly monitoring to ensure that those who choose to abuse that trust are identified and disciplined. In order to remain true to Spalding University expectations, the Athletic Department is compelled to address all plagiarism issues in a timely and consistent manner. Our student athletes are among the most visible members of the college community, and it is imperative that there are no perceptions of favoritism or elitism from other groups or individuals, either on or off campus, when dealing with instances of academic fraud within the department. The primary consideration for participation in intercollegiate athletics as an extracurricular activity for any student is determined by their ability to perform successfully in the classroom. If that success is based on any hint of dishonesty, there must be consequences for the offending student.

If suspicion of plagiarism on the part of a Spalding University student athlete is brought to the attention of the Athletic Director, he/she will first wait until all hearings and appeals are completed through the proper University channels. If that student is indeed found guilty of those charges by the University authorities, additional disciplinary action will be taken by the Athletic Department. Any student athlete who has been found guilty of plagiarizing for the first time would face a minimum penalty of suspension for 10% of their team’s maximum allowable number of games, as determined by NCAA guidelines. If 10% of a particular sports maximum is not a full number and falls at .5 or higher, the number of games suspended would be rounded up to the next full number. If it falls at .4 or lower, the suspended game mandate would be rounded to the lower number. The table for minimum suspensions based on sport is listed below:

<b><u>Sport</u></b>	<b><u>Maximum Games</u></b>	<b><u>Suspension</u></b>
Baseball	40 contests	4 contests
M & W Basketball	25 contests	3 contests
Bowling	32 dates of competition	3 dates of competition
M & W Cross-Country	9 dates of completion	1 date of competition
M & W Golf	20 dates of competition	2 dates of competition
M & W Soccer	20 contests	2 contests
Softball	40 contests	4 contests
M & W Track and Field	18 dates of competition	2 dates of competition
Volleyball	22 dates of competition	2 dates of competition
M & W Lacrosse	17 dates of competition	2 dates of competition

These suspensions are to be served immediately upon determination of wrongdoing by University officials and notification of the appropriate coach by the Athletic Director, regardless whether the suspension would include regular-season or post-season contests. In the event that the plagiarism charges take place outside of a student athlete's playing season, that student would serve their suspension at the beginning of the following sport season. In the event of an academic fraud situation, deemed more serious by the University, or for any offense after the initial one, there could be additional, disciplinary applied at the discretion of the Athletic Director, including permanent suspension from all athletic activities.

## **PHYSICAL EXAMINATIONS**

Prior to participating in organized team activities, practice or competing for a Spalding University intercollegiate athletic team, **every student-athlete must have a physical examination performed by their general practitioner on the Spalding university Official Physical form or at the Spalding Eagle Care on campus.** ALL student-athletes must submit the specified compliance form to the athletic office. This form is available for pick up from the Head Athletic Trainer's office or can be downloaded and printed online from the Spalding Athletic website, [www.spaldingathletics.com](http://www.spaldingathletics.com) . The physical exam must take place **AFTER June 1st**. Please note that we CANNOT accept any other forms, ALL STUDENT-ATHLETES MUST utilize the Spalding University Athletics Physical Examination Form. High School Athletic Physical forms are not acceptable.

### **Out of Season Injury or Illness**

The Athletic Department is not responsible financially for any injury or illness that occurs outside of official practices or games. The only exception is mandated off season work outs and practices that occur on campus or one Spalding's off-site venues.

## Non-Covered Injuries/illness

- Any illness
- Any injury non-sports related
- Any injury to previously damaged teeth
- Any routine medical/dental examination (physicals, teeth cleanings, etc.)
- Any injury not properly reported to the Certified Athletic Training staff at the time of the injury

***ALL athletes are required to carry a primary insurance carrier.*** If they do not have one, SU Athletic Training staff can assist getting primary insurance coverage, which the athlete takes full responsibility in paying for. Any athlete that allows their insurance to lapse during the school year is subject to paying all bills incurred from an injury. The supplemental policy will not cover anyone that does not carry a primary insurance.

The supplemental policy does NOT cover any deductibles. If your primary policy carries a \$5,000.00 deductible, the supplemental insurance coverage does not cover charges prior to the deductible being met. After the deductible is met, the supplemental coverage will be filled.

## Insurance Reimbursement Policy

How to file an insurance claim: One of the risks of athletics is injury. Spalding University Athletics Department secondary insurance provides **SUPPLEMENTAL** coverage to your primary insurance. The University and secondary insurance company require every athlete to have primary insurance. Spalding's secondary insurance coverage is utilized after all other forms of coverage (i.e. parent's coverage, deductibles being met, etc.) are exhausted by the primary coverage of the athlete. It also covers **only** athletic injuries that occur during supervised practices and events. It will not cover general illness or sickness such as cold, flu, earaches etc.

The procedures listed below are to be followed when an injury occurs:

At the time of medical treatment, Spalding's Certified Athletic Trainer will assist in supplying primary insurance and parental information to the health care provider (at the extent it has been provided to them).

1. The student will provide their health provider with both a copy of their primary insurance and Spalding's secondary insurance at all appointments. This allows for the insurance to be filed with both insurance companies and helps ensure an accurate process.
2. The healthcare provider will send billing statements to the student-athlete or name given on information sheets. These bills must be submitted to the primary insurance carrier of the parents or student-athletes.
3. Once your primary insurance coverage is exhausted, a statement of explanation of benefits (EOB) will be required for secondary insurance to be utilized.
4. (EOB) will be sent to Spalding University's secondary insurance policy, if there are any issues with bills or EOBs please contact the Head Athletic Trainer and then send a copy of those forms to: **Mailing Address:** Spalding University Athletics Department c/o Head Athletic Trainer, 845 South 3<sup>rd</sup> Street, Louisville, KY 40203 Office phone 502-873-4202.

Once Spalding receives the statement and EOB from your primary insurance company, the claim is filed with our secondary insurance, Mutual of Omaha. Occasionally, the University's insurance may require additional information from you. Please try and assist them in their needs. If you have an HMO or preferred provider type of insurance, you must use **only authorized medical vendors from your plan**. If you choose not to use the authorized medical vendors, the Spalding University athletics department and its insurance company will not be responsible for any bills. Care for any injury incurred while participating in intercollegiate athletics should be completed within 12 months of the injury date.



**Payment of SU Athletic Bills** The Spalding University Department of Athletics utilizes a secondary insurance program with Mutual of Omaha on student athletes. The insurance program is based on the utilization of the student athlete's insurance assisting in the payment of health care costs. The health insurance will be the primary payer with SU and Mutual of Omaha utilized, **except copayments, deductibles, and co-insurance**. With the exception of the previously mentioned, charges not covered by the primary insurance will be sent to Mutual of Omaha insurance company for consideration, as long as the health care falls under appropriate policies and procedures. To take advantage of this policy, please observe the following:

- The athlete must have an injury report on file with the Department of Athletics
- The charges must first be billed to the athlete's primary insurance carrier.
- The secondary insurance DOES NOT cover **deductibles** or **co-pays**. These payments are the responsibility of the athlete or their parent/guardian.
- Send any unpaid bills to address shown above along with an EOB.
- The athlete must turn in all bills to the Athletics Department within 12 months of the injury date in order for them to be paid. Any bills turned in after 12 months will not be paid.
- Please call SU Athletic Department with any questions 502-873-4202

## **EQUIPMENT AND APPAREL**

Spalding University provides our student-athletes with the equipment and uniforms necessary to compete in their respective sport. These uniforms and equipment are the property of the Spalding University Athletic Department and are expected to be maintained in proper fashion. Any unreasonable or unusual damage to uniforms or equipment caused by neglect or intentional destructive acts may result in replacement costs being assessed to the individual involved. Also, all uniforms and equipment provided to the student-athlete must be turned into the athlete's head coach at the conclusion of the sport season.

## **ALCOHOL**

While the use of alcohol is prevalent on college campuses across the country, we do not condone nor accept this behavior as a department. Poor decisions as a result of alcohol abuse can destroy the health, well-being and reputation of not only the individual responsible, but for innocent victims as well. Our coaches are expected to communicate their specific expectations and penalties involving alcohol to their student-athletes at the beginning of each year, and penalties may vary from program to program. However, in the case of any Spalding student-athlete found to be involved in a disturbance on or off campus in which alcohol was a mitigating factor, or in the case of a student-athlete being involved in driving under the influence (DUI), the Director of Athletics, along with the head coach will determine the penalties that best fit the offense. This may include suspensions, alcohol counseling and/or dismissal from the program.

## **DRUG TESTING**

The Spalding University Athletic Department recognizes the problem that illegal drug use poses in our society and on our college campuses. With that in mind, it is our desire to educate all of our student-athletes on the potential dangers and consequences of drug-abuse. Illegal drug use can impact not only the student-athlete involved, but their family, teammates and institution as well.

The Athletic Department does not condone or support the use of performance-enhancing drugs (steroids) or street drugs among our student-athletes. As members of the NCAA Division III community, all of our student-athletes are required to fill out and sign the NCAA Drug Testing Consent form at the beginning of each academic year. At that time, our athletes are also given a list of substances which are banned by the NCAA. By signing the NCAA form, the student-athlete agrees to random drug-testing by the NCAA in any championship participation. Failure to sign the form will result in dismissal from all intercollegiate teams at Spalding. Testing positive on an NCAA drug test will result in the loss of eligibility in all sports for that

student-athlete for one full academic year. Anyone convicted of selling or distributing illegal drugs will be permanently banned from intercollegiate athletics at Spalding University.

The Athletic Department also reserves the right to require unannounced, random drug testing of any of our student-athletes for the above-mentioned drugs. At the beginning of each academic year, student-athletes will be given a copy of the Spalding University code-of-conduct, drug and alcohol policies and testing program, along with the purposes and implementation process. Any student wishing to compete on a Spalding intercollegiate athletic team is required to sign an Athletic Department Drug-Testing Consent form. If a student-athlete is under 18 years of age, the student-athlete's parent or legal guardian must sign the form. Failure to sign this form will result in dismissal from all intercollegiate athletic teams at Spalding. These tests may be requested on a random basis as determined by the Head Athletic Trainer or can be requested based on suspicion of drug abuse. The Director of Athletics or the athlete's head coach shall have the authority to select specific student-athletes to be tested. All testing of Spalding student-athletes will be done by a reputable outside agency hired by the athletic department and observed by members of the Spalding athletic training staff. All costs for the testing will be covered by the Athletic Department. Results of these tests will be available only to the Athletic Director and the head coach of the athlete involved.

## **POSITIVE DRUG TEST CONSEQUENCES**

### **First Offense**

- Appropriate personnel, including the head coach will be notified of positive test results
- The student-athlete will be required to participate in professional counseling sessions
- The student-athlete will be required to undergo frequent, unannounced drug testing

### **Second Offense**

- Appropriate personnel, including the head coach will be notified of positive test results
- The Director of Athletics will inform the University president
- Appropriate personnel may refer the student-athlete for comprehensive treatment

### **Consequences for a first or second offense**

After consultation with the head coach and at the discretion of the Director of Athletics, a first or second offense may result in temporary or permanent suspension from athletic participation at the university.

### **Third Offense**

- Appropriate personnel, including the head coach and University president will be notified of positive test results.
- The student-athlete will be permanently suspended from participation in intercollegiate athletics at the institution and referred to professional counseling.
- The student-athlete must appear in front of the University Honor Board for consideration of additional university sanctions.

In the event of permanent suspension, the student-athlete shall have the right to a hearing before a committee consisting of the Director of Athletics, Head Athletic Trainer and the athlete's head coach. At this time, the student-athlete can present evidence in his or her defense and challenge evidence and testimony against him or her. Notwithstanding any other provision of this policy, the team coach, Athletic Director or University President shall have the authority to suspend any student-athlete at any time from participation in intercollegiate athletics if, in the opinion of the Head Athletic Trainer, such participation would not be in the best interest of the student-athlete or athletic department.

## **STUDENT-ATHLETES RESPONSIBILITIES IN DRUG TESTING**

Each student-athlete is obligated to advise the Head Athletic Trainer prior to providing any urine sample of all medications, whether prescriptive or non-prescriptive, that the student-athlete is presently taking or has taken during the preceding thirty days, along with the medical reason therefore. These medications must be presented in the original container, whether prescribed or not. In addition, the student-athlete may be required to further document, to the satisfaction of the Head Athletic Trainer, the medical necessity for the medication being taken or previously taken by the student-athlete.

### **ADDITIONAL INFORMATION ON RANDOM DRUG TESTING**

- There will be at least one drug test conducted during the 2021-2022 academic year. Students from each team will be randomly selected to participate in drug testing. The selection of individuals will be made through a random drawing of names from the team roster by the Head Athletic Trainer or other athletics designee.
- If any athlete is suspected of using drugs they will be tested at this time, in addition to the one student athlete chosen randomly from each team.  
If a coach has reasonable suspicion an athlete is using drugs, they are allowed to request that athlete(s) is added to the drug test. They must have written documentation on file with the Athletic Director explaining their suspicion prior to the testing date.
- The Head Athletic Trainer will send an email to the Head Coach of each sport 24 hours prior to the test and inform them which athlete(s) are going to be tested.
- **IT IS THE COACHES RESPONSIBILITY TO INFORM THE ATHLETE OF THEIR DRUG TEST AND THE STEPS THEY MUST FOLLOW PRIOR TO THE TESTING.**
- The Athlete must come to the Columbia Gym Bldg. sometime the day before and sign the *Random Drug Testing Participant Waiver*. Failure to do so holds the same consequences as a failed drug test.
- When the athlete signs the waiver, they will again be notified of the date and location.
- They will arrive at the location prior to the test and will be monitored by the Head Athletic Trainer while the test is administered by an offsite company.
- Failure to show up to the test holds the same consequences a failed drug test.
- Each athlete will be tested under the rules set forth by the company performing the test.
- They will not be allowed outside drink or food in the testing area or waiting area.
  - If they need water it will be provided by those monitoring the waiting area.
- The athlete will follow ALL directions given to them by the company performing the drug test and will not be allowed to leave until they are told to do so.
- Results of the drug test will be given to the Head Athletic Trainer, Athletic Director, and Administrator of the drug test. Those results will be shared with that athlete's Head Coach.
- If the athlete tests positive, they will be made aware within 48 hours of testing and will face consequences set out in the Student Handbook.
- The failure of a student-athlete to attend required counseling sessions, whose absence is not excused by the appropriate athletic authority, shall be treated as a separate violation and may result in any of the above-mentioned sanctions.

## **FITNESS & TRAINING FACILITY**

1. All patrons must be a current Spalding University student, faculty or staff member.
2. All patrons must present a current Spalding University ID.
3. All patrons should consult a licensed medical professional before starting an exercise program.
4. All patrons must refrain from acting in a manner that may cause or contribute to injury of themselves or other persons using the facility.
5. All patrons must wear closed-toe, rubber soled shoe, appropriate attire, including gym shorts & sleeved shirts, while using the facilities. Sleeveless shirts and Cleats are not allowed.
6. All patrons should inspect equipment for disrepair before use and report any equipment that is working improperly to the athletic facilities staff.
7. All patrons are required to replace weights/attachments to their proper place after each use.
8. Profanity and unacceptable language and actions are prohibited.
9. No digital cameras, cameras or video recorders are allowed in the athletic facility.
10. Use of the athletic facility while under the influence of alcohol or drugs is prohibited.
11. Listening to personal music without headphones is prohibited.
12. Posting announcements, flyers or posters on walls, windows, lockers, and/or doors is prohibited.
13. Personal belongings should be secured in lockers/provided storage places inside the weight room.  
Spalding University is not responsible for lost/stolen/damaged personal property.
14. Please report injuries and facility/equipment problems to the Athletic Facility staff.
15. All patrons participate in the Spalding University Athletic Facility at their own risk.

## **SPORTS WAGERING**

Student-athletes are prohibited from participating in any form of sports wagering activities concerned with intercollegiate, amateur or professional athletic competition. This applies to any institutional practice or any competition in a sport in which the NCAA conducts championship competition, in bowl subdivision football and in emerging sports for women. A student-athlete who participates in any sports wagering activity through the internet, a bookmaker or a parlay card shall be ineligible for all regular-season and post-season competition for a minimum period of one year from the date that the violation was deemed to have occurred, and shall be charged with a loss of a minimum of one year of eligibility. A second violation will result in permanent ineligibility in all sports

## **STUDENT ATHLETE ADVISORY COMMITTEE (SAAC)**

### **What is SAAC?**

A student-athlete advisory committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The SAAC offers input on the rules, regulations and policies that affect student athletes' lives. There is a SAAC at the institution, conference and national levels. Presently, there are separate national SAACs for NCAA Divisions I, II and III. NCAA legislation mandates that all member institutions have SAACs on their respective campuses. Further, NCAA legislation requires that all member conferences have SAACs. This group generates a voice within Spalding University and allows you to respond to proposed legislation, keep the lines of communication open with administrative staff and get involved in community outreach efforts- on/off campus. You also have the opportunity to travel twice a year to SAAC meetings for the SLIAC and possibly even the NCAA SAAC meetings and conferences. You can visit [www.ncaa.org](http://www.ncaa.org) for more information on SAAC.

## **History of SAAC**

An Association-wide SAAC was adopted at the 1989 NCAA Convention and was formed primarily to review and offer student-athlete input on NCAA activities and proposed legislation that affected student-athlete welfare. The initial national committee was comprised of student-athletes from all membership divisions to ensure that the student athlete voice accounted for a diversity of educational and athletics experiences at all types NCAA member institutions. In August 1997, the NCAA federated along divisional lines. The federation caused the SAAC to expand to three separate SAACs – representing NCAA Divisions I, II and III. Each national divisional committee is comprised of both female and male student-athletes and is charged with two key responsibilities: assisting in the review of NCAA proposed legislation and representing the voice of the student-athlete in the NCAA governance structure. This is accomplished by providing input on division-specific issues related to student-athlete welfare. (Federation has increased student-athlete participation in the NCAA governance process by increasing the number of SAAC members from 28 student-athletes to a sum total of 85 members serving on the national Divisions I, II and III committees). The input of the respective Divisions I, II and III SAACs continues to be sought by a variety of constituencies within the Association. Student-Athlete Advisory Committee members have the opportunity to speak with their respective NCAA Management Councils, Board of Directors, and the Divisions II and III SAACs continue to speak to legislative issues on the NCAA Convention floor.

## **Institution SAAC Representative (Student-Athletes)**

The role of an institutional SAAC representative is to be an active participant at all SAAC meetings; to exemplify leadership, communication and collaboration within the SAAC; and to serve as the voice from and liaison between the student-athletes from their respective sport and the campus SAAC. If you are interested in serving on the Spalding University SAAC committee, please contact your coach directly.

## **SPALDING UNIVERSITY COUNSELING CENTER**

Student athletes are a unique group with some unique issues. Transitioning to college from high school can be a challenge for many students. For student athletes there may be extra hurdles to face learning to balance school, athletics, and the rest of your life. CaPS (the counseling center) is here to help with that balance. Student athletes come to CaPS for all the same reasons as other students (anxiety, depression, relationship issues, etc) but student athletes may also come see us specifically for issues related to their sport. We can help enhance performance with mental strategies, can work on coping with the pressures of competition, and can help deal with grief when recovering from injuries. We are here to help you develop more personal awareness and learn the skills needed to be successful while at Spalding as an athlete, a student, and a whole Tuperson. Counseling is helpful for ANY issue you are dealing with, and we welcome any opportunity to provide assistance and look forward to meeting you. You have nothing to lose but much to gain. To schedule an appointment, it is as easy as emailing [caps@spalding.edu](mailto:caps@spalding.edu). We also have a self-help platform that you can try out any time. You have free access with your Spalding email address. You can register at <https://us.taoconnect.org/register>.

<https://spalding.sharepoint.com/sites/SDCL/SitePages/Counseling-and-Psychological-Services.aspx>

## **ACADEMIC SUPPORT SERVICES**

Adjusting to college-level academics is often a big challenge, and this is particularly true for busy student-athletes. Fortunately, Spalding offers many Academic Support Services that are available to all students. Think of these services as the counterpart to your coaches and athletic trainers – we are here to help you excel in the classroom and be the best student you can be. We encourage you to be proactive about seeking support, as our six-week sessions move quickly, and it can be difficult to catch up once you fall behind. Just as you would not wait until you were injured to visit an athletic trainer, do not wait until you are struggling academically to visit an academic support service! Contact information for Academic Support services can be found below. If you are not sure who to contact, reach out to any of us and we will be happy to point you in the right direction.

Advising: [advising@spalding.edu](mailto:advising@spalding.edu)

Library: [library@spalding.edu](mailto:library@spalding.edu)  
Individual research assistance/Private Study Rooms/Online resources  
Appointments: [library.spalding.edu](http://library.spalding.edu)

Math Lab: [mathlab@spalding.edu](mailto:mathlab@spalding.edu)  
Math Tutoring/Test Prep/Math Placement Testing  
Appointments via Navigate

Reading Lab: Help with reading assignments/Improve comprehension/Discuss reading before class/home work  
Email: [ecampbell04@spalding.edu](mailto:ecampbell04@spalding.edu)

Success Coaching: Individual support for academic goals/Time Management/Study Habits/Motivation  
Appointments via Navigate  
Email: [ecampbell04@spalding.edu](mailto:ecampbell04@spalding.edu)

Tutoring: [tutoring@spalding.edu](mailto:tutoring@spalding.edu)

Tutor Me: 24/7 virtual tutoring -Variety of subjects -Accessible via Canvas Questions  
email: [ecampbell04@spalding.edu](mailto:ecampbell04@spalding.edu)

Writing Center: [writingcenter@spalding.edu](mailto:writingcenter@spalding.edu)  
Support at any stage of the writing process/Brainstorming/Revisions/Editing  
Appointments via Navigate  
Online Paper Submissions: [library.spalding.edu/wc-consult](http://library.spalding.edu/wc-consult)



## What is Title IX?

Title IX was signed into law on June 23, 1972. Title IX is a federal law that prohibits all schools, colleges and universities receiving federal funds from engaging in discrimination on the basis of sex. Discrimination under Title IX ranges from individuals being treated differently due to their sex to hostile educational environment created by sexual harassment or assault. Spalding's Title IX Coordinator oversees all aspects of compliance with Title IX policies and procedures detailed below. You may contact the Title IX Coordinator at 502-873-4320. The NCAA membership and national office will be honoring the 50<sup>th</sup> anniversary of this historic law throughout 2023. Additional information on Title IX can be found at the links below.

<https://spalding.edu/titleix>    <https://www.ncaa.org/sports/2017/6/19/title-ix-at-50-years.aspx>

## Sexual Harassment, Sexual Assault, and Dating/Domestic Violence and Stalking

### Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

Sexual violence is a form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Title IX also prohibits gender-based harassment, which is unwelcome conduct based on a student's sex, harassing conduct based on a student's failure to conform to sex stereotypes. Sex-based harassment can be carried out by school employees, other students, and third parties. All students can experience sex-based harassment, including male and female students, LGBT students, students with disabilities, and students of different races, national origins, and ages. Title IX protects all students from sex-based harassment, regardless of the sex of the parties, including when they are members of the same sex.

Sex-based harassment creates a hostile environment if the conduct is sufficiently serious that it denies or limits a student's ability to participate in or benefit from the school's program. When a school knows or reasonably should know of possible sex-based harassment, it must take immediate and appropriate steps to investigate or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the school must take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.



## **Sexual Assault**

**Sexual Assault:** An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

**Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

## **Domestic Violence/Dating Violence/Stalking**

**Domestic Violence:** Felony or misdemeanor crimes of violence committed: (i) by a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (iv) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (v) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Dating Violence:** Violence committed by a person (1) who is or has been in a social relationship of a romantic or intimate nature with the victim and (2) the existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of domestic violence.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress. (2) For the purposes of this definition- (i) course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) Substantial emotional distress means significant mental suffering or anguish that may, but may not necessarily, require medical or other professional treatment or counseling. (iii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.



## **Reporting, Support, and Resources**

Anyone who believes they may have been the victim of a crime has the right and is encouraged to contact local police to file a report.

**Louisville Metro Police** — Fourth Division

1340 S 4th St

[\(502\) 574-7010](tel:5025747010)

Anyone who believes they have been victims of sexual violence, assault, harassment, domestic/dating violence or stalking are encouraged to contact The Center for Women and Families for information about local medical, legal, advocacy, counseling and other resources and support.

[The Center for Women and Families](#)

927 S 2nd St, Louisville, KY 40203

[\(502\) 581-7222](tel:5025817222)

Students may contact the Counseling and Psychological Services Center on campus for free, confidential counseling and information.

[Counseling and Psychological Services Center \(CaPS\)](#)

## **Grievance Procedures**

If you are currently, or are actively attempting to, participate in the educational programs or activities of the university and believe that you have experienced sexual harassment, sexual assault, domestic/dating violence or stalking then you may file a complaint and request an investigation under Title IX regulations. Supportive measures such as counseling, extensions of academic deadlines, modifications to work or class schedules, mutual restrictions on contact between parties, changes of housing assignments, campus escort services or other measures to protect the safety and educational environment for all parties will be offered.

Respondents presenting immediate physical threat or safety risk to students, faculty or staff, as determined by the campus Behavioral Intervention Team, may be removed from educational programs or activities pending a formal investigation. Student respondents may challenge emergency removal decisions. If the respondent is an employee, they may be placed on administrative leave for the duration of the investigation.

A formal complaint may be filed with Campus Safety, by going to one of the designated Deputy Coordinators or by filing a report directly with the campus Title IX Coordinator.

### **Campus Safety**

502.873.4444

[security@spalding.edu](mailto:security@spalding.edu)

### **Dean of Students**

502.873.4426

[egray@spalding.edu](mailto:egray@spalding.edu)

### **Title IX Coordinator**

502.873.4320

[abolden01@spalding.edu](mailto:abolden01@spalding.edu)

### **Executive Director of Human Resources**

502.873.4345

[jabramslevitz@spalding.edu](mailto:jabramslevitz@spalding.edu)

Once a formal complaint is filed and an investigation requested the Title IX Coordinator will determine if the following criteria are met:

- The incident/incidents violate any of the policies prohibiting sexual harassment, sexual assault, domestic/dating violence and/or stalking as described above.
- The incident/incidents occurred on campus, on property that is owned or controlled by the university or an officially recognized student organization or during an educational program, activity or event sponsored by the university that took place off campus but within the United States.
- The individual(s) believed to have violated the policy (the respondent) is a current student, faculty, staff or other individual over whom the university has some level of administrative authority.
- The Title IX Coordinator may need to meet directly with a complainant to assess if a case meets criteria under Title IX. Incidents that do not meet these specific criteria will be dismissed from further Title IX investigation by the Title IX Coordinator. The incidents may still be considered violations of other university policies (student honor code, human resource policies etc.) and may be investigated and sanctioned under those policies at the discretion of the Dean of Students or Director of Human Resources.

Supportive measures such as counseling, referrals to the Center for Women and Families, revocation of visitor privileges, persona non grata orders or other means of support may be offered to the complainant regardless of any determination to dismiss a case as a Title IX investigation.

### **Opportunity for Informal Resolution**

The Title IX Coordinator may invite the complainant to explore possible informal processes if they determine that circumstances are appropriate for such a process. The use of any informal process would require voluntary, informed consent by all parties with clear communication of what an informal process would entail. The complainant may request an informal process at any time before a final determination is made by the Hearing Panel and all parties retain the right to end an informal process at any time before a final determination and resume a formal process.

### **Investigation**

If Title IX criteria are met, then the Title IX Coordinator will assign the appropriate investigator who will contact you (the complainant) within approximately 72 hours to begin the investigation. If the Title IX Coordinator, in conjunction with the investigator, determines that the criteria for a Title IX case have been met then the investigation will move forward under Title IX regulations. The complainant and respondent(s) will be notified in writing of the determination for a formal Title IX investigation to move forward. This notification will include the relevant grievance procedures, detailed allegations, information regarding advisors, the inspection of evidence and a statement of the presumption that a respondent is not responsible unless determined to be by a hearing panel.

All parties have the right to select an advisor of their choice who may be present during all phases of the investigation including interviews, meetings and to conduct cross examination during hearings. Advisors are not required during the investigation but are highly encouraged.

The investigation will include interviews with the complainant, the respondent(s), any witnesses named by either the complainant or respondent or any other individuals who may have information relevant to the investigation. The investigation phase will typically take several weeks to complete depending upon the number of witnesses involved, the availability of witnesses to

meet, the timing of the report and other mitigating factors. During this phase the investigator will also be collecting evidence in the form of surveillance video footage, keycard access records, visitor logs, class attendance records or other information/documentation that is relevant to determining if policies may have been violated. The investigator may request copies of relevant text messages, e-mails, social media posts or other documentation from the complainant, respondent or witnesses as part of this phase of the investigation. The complainant and respondent have the right to seek evidence during the investigation phase and the university will not set restrictions on either party discussing the case or gathering evidence.

At such a time as the investigator has collected all relevant information and evidence about the incident they will generate a comprehensive report and inform both the complainant and respondent of the availability of this report for review a minimum of 10 days before it is finalized. The complainant and respondent may review the report and all evidence and submit any responses to the report in writing. Written responses will become part of the finalized report. All parties will receive a copy of the finalized report a minimum of 10 before the scheduled hearing.

### **Hearing**

All formal complaints that meet Title IX criteria will be resolved through a live hearing before the Title IX Hearing Panel. The Title IX Hearing Panel is made up of a Panel Chair and members of the faculty and staff trained to serve on the panel. Hearings will be scheduled a minimum of 10 days following the finalization of the investigation report. All parties and witnesses must attend the scheduled hearing and submit to live, advisor-led cross examination. If any party chose not to have an advisor during the investigation, then an advisor must be chosen to conduct cross examination on that party's behalf during the hearing. The university will provide an advisor for the hearing if one has not been previously selected by the party. Either party may request separate rooms and the use live video interface or similar means of participating in the hearing so long as the parties are able to clearly hear and see one another. The statements of any party or witness will be excluded from consideration if they are absent from the hearing.

All parties present at the hearing will have equal opportunity to present any eyewitnesses, fact or expert witnesses and any inculpatory or exculpatory evidence collected by any source. Through their advisors, all parties will have the right to cross examine the other party, including the credibility or accuracy of all witnesses or any evidence presented. All questions must be cleared by the Hearing Administrator after being posed and the Administrator may exclude questions as irrelevant with their rationale becoming part of the formal hearing record. Any questions pertaining to the complainant's sexual disposition or past sexual behavior will be considered irrelevant unless specifically allowed by the Hearing Administrator due to determined relevance to the hearing.

When all evidence has been presented and both parties provided the opportunity to cross examine witnesses and evidence the hearing will end and the Title IX Hearing Panel will meet privately for deliberation. After deliberation and discussion, the Panel Chair will call for a simple majority vote to determine if the evidence presented in the hearing meets the Preponderance of Evidence standard of proof that the respondent was responsible for violating policies relating to Sexual Harassment, Assault, Domestic/Dating Violence or Stalking. If the panel determines that policy was not violated by the respondent then the work of the panel is completed and it will be dismissed by the Panel Chair. If the panel determines that the respondent was responsible for violating the policy then it will begin deliberation of sanctions.

## **Sanctions**

### **Formal Reprimand**

Notice of violation of specified policies and warning that further such conduct may result in a more severe disciplinary action. This reprimand will become part of the respondent's student or employee record.

### **Conduct Restrictions**

Limiting of certain privileges for a designated period of time. This may include but is not limited to the following: status and participation in any and all organized University activities; restriction of use of university facilities, services and resources; or restriction of contact with specific students, faculty and staff.

### **Conduct Probation**

Imposition of conditions or restrictions on the individual(s) involved, with warning of more severe action if further infractions occur (or if probation is violated).

### **Fines**

Monetary fines may be imposed including, but not limited to, incurring the cost of any mandated education or counseling the panel may require.

### **Restitution**

Compensation for loss or damage incurred by the complainant or university as part of the policy violation.

### **Disciplinary Work or Duty Assignments**

Work hours may be assigned in which the respondent engages in work benefiting the University or broader community. Failure to complete work assignment sanctions in the time allotted will be considered violation of probation and may result in further charges and sanctions.

### **Mandated Developmental Education**

Rehabilitative educational experiences may be ordered that include, but are not limited to, attending relevant workshops/trainings determined to provide needed education on the area of concern, individual or group counseling related to the issues of concern or other mandated training, education or experiences. The individual may be required to incur any cost of such a mandated educational experience if it is part of formal sanction.

### **Facility Suspension**

This sanction requires the respondent to maintain absence from designated university buildings or properties for a specific period of time or under clearly delineated conditions. In the case of an individual residing on campus this would require that they terminate occupancy of on-campus residence for a specified period of time. Individuals may be suspended from specific locations within campus buildings such as locker rooms, fitness centers, common areas or other locations determined by the panel.

### **Facility Expulsion**

Facility Expulsion is a permanent separation of an individual from a location or locations on campus. The individual is permanently banned from being present in the designated location or locations. An individual expelled from the residence hall would not retain visitation rights.

### **University Suspension**

University Suspension is the denial of enrollment, employment, attendance, and other privileges at the University for a given period of time; permission to reapply for admission/employment at the end of the period may be granted with or without qualifications. Individuals who are suspended are considered Persona Non Grata and may not be present on campus or at any campus events or

programs either on or off campus for the duration of the suspension unless attending a mandated meeting, counseling or educational program as part of other sanctions.

### **University Expulsion/Termination**

University Expulsion/Termination is permanent immediate dismissal and ongoing exclusion from the University learning community. Individuals who are expelled/terminated are considered Persona Non Grata and may not be present on campus or at any campus events or programs either on or off campus. Students who have been expelled are not eligible for readmission. In such a case as a student is expelled before matriculation then their admission is considered to be revoked.

### **Withholding Degree**

The University may withhold awarding a degree otherwise earned until the completion of a Title IX process, including the completion of all sanctions imposed, if any.

### **The Hearing Panel Ruling**

The Hearing Panel Chair will communicate the determination of the panel, along with any sanctions, in writing to both parties simultaneously. The written notification will include a summary of allegations, a summary of all procedural steps taken, a summary of the facts used to make the determination, a determination for each allegation along the rationale for that determination, all sanctions associated with specific allegations for which the respondent was found responsible and a summary of permissible bases and procedures for appeal by both parties

### **Appeal**

Either party may request an appeal in writing based on any of the following:

- A procedural irregularity that is believed to have affected the outcome of the investigation or hearing
- Newly discovered evidence that could affect the outcome of the matter
- A conflict of interest or bias by any of the Title IX personnel that affected the outcome of the matter

The appeal may be made in regard to the dismissal of a complaint as not meeting Title IX criteria by the Title IX Coordinator, a determination made by the Hearing Panel or a dismissal of allegations made by the Hearing Panel.

Appeals will be shared with all parties, including investigators or Hearing Panel Chair as relevant, who have the right to make written response to the stated reasons for appeal. The appeal is then reviewed by the Title IX Appeal Panel which will determine if the appeal is founded or unfounded. If the appeal is determined to be unfounded then the determination of the Hearing Board or Title IX Coordinator is upheld, and all parties are informed in writing of the decision. If the appeal is founded, then the Appeal Panel will review all relevant materials and vote to either overturn or maintain the determination of the hearing panel for the some or all of the allegations. If a determination is overturned, then all sanctions associated with that allegation are dismissed. The Appeal Panel will notify all parties of their determinations in writing. The decisions of the Appeal Panel are final and no reviews or appeals beyond the Appeal Panel are available.

All documents will be maintained in the office of the Title IX Coordinator for seven (7) years. All training materials used for the training of investigators, hearing panel chairs and members and appeal panel members will be published to the university's website for seven (7) years.

## **Sexual Assault Prevention and Alcohol Awareness Training Programs for Students**

Spalding University provides all incoming students with online sexual assault prevention training through our partnership with SafeColleges. Students who will be under the age of 21, will also be required to complete alcohol awareness training. Emails are sent to each student's Spalding email account to provide specific directions for accessing the training programs. The sexual assault prevention course and alcohol awareness course are two separate programs. There is no fee for either program.

(Additional information can be found within the Spalding University Student Handbook <https://studenthandbook.spalding.edu/?id=84> )

## **Annual Disclosure Requirements for Compliance with the NCAA Board of Governors Policy on Campus Sexual Violence**

**Purpose** This policy outlines the disclosures required of all incoming, continuing and transfer student-athletes in accordance with the NCAA Board of Governors Policy on Campus Sexual Violence.

**Scope** This policy applies to all student-athletes.

### **Definitions**

**A. Interpersonal Violence:** "Interpersonal violence," as defined by the NCAA Board of Governors Policy on Campus Sexual Violence, means any violence that is predominantly caused due to the relationship between the victim and the perpetrator, including dating and domestic violence.

**B. Other Acts of Violence:** "Other acts of violence," as defined by the NCAA Board of Governors Policy on Campus Sexual Violence, means crimes including murder, manslaughter, aggravated assault, or any assault that employs the use of a deadly weapon or causes serious bodily injury.

**C. Sexual Violence:** "Sexual violence," as defined by the NCAA Board of Governors Policy on Campus Sexual Violence, means both forcible and nonforcible sex offenses, *ranging from sexual battery to rape*.

### **Policy**

#### **Required Student-Athlete Disclosure Form**

Spalding University requires all incoming, continuing and transfer student-athletes to accurately complete a Student-Athlete Attestation Form, disclosing any conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal, or other acts of violence. The University also requires all continuing student-athletes to accurately complete the Student-Athlete Attestation Form on an annual basis, disclosing any conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal, or other acts of violence. The completion of such disclosure is required before a student-athlete is permitted to practice or compete.

Specifically, student-athletes must disclose the following:

- Whether they have ever been disciplined (including, but not limited to, any sanctions, suspensions, expulsions, and remedies as a result of informal resolutions) through a Title IX or similar campus proceeding for sexual, interpersonal, or other acts of violence;
- Whether they have been convicted of, pleaded guilty, or pleaded no contest to any crime of sexual, interpersonal, or other acts of violence; and
- Whether, if a transfer, a Title IX proceeding was incomplete or pending at the time of transfer.

This disclosure will be completed on a yearly basis and kept on file. You are free to ask questions about this disclosure process, what it entails and whom you can reach out to specifically with questions.

**Athletics Mailing Address**

Spalding University Athletics  
845 South Third Street  
Louisville, KY 40203  
502.873.4201  
502.585.7117 Fax

**Athletic Street Address:**

Spalding University  
Columbia Gym Bldg  
824 South 4<sup>th</sup> Street  
Louisville, KY 40203

Spalding University Website:

[www.spalding.edu](http://www.spalding.edu)

Spalding University Athletics Website:

[www.spaldingathletics.com](http://www.spaldingathletics.com)

# Spalding University Athletics Mission and Vision Statement

## Mission Statement

To integrate intercollegiate athletics into higher education by providing a program that inspires and transforms the lives of our students.

## Vision Statement

Our vision is to build a nationally recognized comprehensive athletics program. The pursuit of our vision will be grounded on the foundation of Spalding's mission to compassionately serve others. In addition, we will drive our vision through education and competition to provide a stimulating student-centered environment that prepares student-athletes for successful careers, responsible citizenship, and life-long learning. Through our efforts we will provide an athletic program that becomes a source of pride and connective rallying point for our campus and community.

## Core Values

**SERVICE** – We continue to follow the mission of the sisters of charity of Nazareth to meet the needs of the time. We will collaborate amongst our teams, on our campus and in our community to best serve one another and those in need.

**INTEGRITY** – We will do the right thing, even in the face of adversity.

**LEARNING** – Through competition and student-centered programming, athletics will act as an extension of the classroom providing a broad-based education with the development of multi-disciplinary life skills.

**FAMILY** – We will embrace one another with respect, love, humility and accountability.

**VALUE** – To value everyone in our family so that everyone, despite their role big or small, has a voice that is valued and appreciated.

