



**2023-24
STUDENT-ATHLETE
HANDBOOK**



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WELCOME, MINERS!



On behalf of the UTEP Athletic Department, I would like to welcome you to the Sun City. We are excited to be a part of your journey as a student-athlete. An incredible opportunity awaits you. The sky is the limit for what you can accomplish both academically and athletically through hard work and perseverance.

You will continue to grow as a person during your time in El Paso. Meanwhile, our staff will do its part to help you earn a degree and prepare for life after college.

We have top-notch facilities, excellent academic support, and programs that are designed to facilitate your success. You can familiarize yourself with these resources by reading this handbook. Take advantage of everything that we have to offer!

We want you to make El Paso and UTEP your “home away from home.” We encourage you to strive for greatness. Make new friends, give back and represent your University and community by being the best Miner possible. Good luck and remember, **EVERY PERSON MAKES A DIFFERENCE. #EPMAD**

GO MINERS!

A handwritten signature in blue ink that reads "Jim Senter". The signature is written in a cursive, flowing style.

Jim Senter
UTEP Director of Athletics

ABOUT THIS HANDBOOK

This handbook has been prepared to help ease you into University life, or serve as a resource guide for returning student-athletes. In providing you with the support necessary to succeed at UTEP, it is our intention to adhere to the rules and regulations of The University of Texas at El Paso, Conference USA and the NCAA.

Take advantage of the information in the handbook. Use the contact directory and the University's resources. If you have any additional questions, the Athletic Department staff is always willing to do its best to help with any academic, athletic or personal problem.



UTEP ATHLETICS CORE VALUES

INTEGRITY

Morality and honesty will drive our decision making.

HARD WORK

We will work tirelessly to achieve our goals.

EXCELLENCE

We expect all of our team members will strive to reach their full potential.

ACCOUNTABILITY

We will hold ourselves personally responsible for input and outcomes, regardless of the circumstances.

RESPECT

We will honor and value all people, regardless of their differences.

TEAMWORK

We are stronger when we are selfless and work together.

UTEP ATHLETICS MISSION

UTEP Athletics' mission is to provide student-athletes with the opportunity to achieve their academic and athletic goals, while preparing them for a successful life.

UTEP ATHLETICS VISION

UTEP Athletics' vision is to establish a premier athletic program that consistently competes for and wins championships while graduating student-athletes.

EL PASO, TEXAS



Set against the backdrop of the Franklin Mountains in the Chihuahuan Desert, The University of Texas at El Paso is located along the U.S.-Mexico border in one of the world's largest binational communities. UTEP's award-winning, sustainably designed campus landscape and unique Bhutanese architecture create an energizing and tranquil oasis in the bustling El Paso-Juárez metroplex of more than 2 million residents.

El Paso is a highly livable, bicultural community of more than 800,000 people that offers affordable homes and attractive neighborhoods. It has been repeatedly named among the safest large U.S. cities. El Paso experiences almost 300 days of sunshine annually, and residents enjoy outdoor activities year-round.

The City of El Paso is adjacent to the state of New Mexico and the country of Mexico, making it an ideal venue for academic programs and research studies on topics of national interest, such as bilingual education/language acquisition, border environment and immigration, environmental sustainability and infrastructure, health disparities, and international trade and commerce.

El Paso is home to Fort Bliss, one of the nation's fastest growing Army posts. Fortune 500 companies and numerous international corporations do business in El Paso.

CAMPUS MAP

FOR A MORE DETAILED CAMPUS MAP, PLEASE VISIT
www.utep.edu/map



UTEP THE UNIVERSITY OF TEXAS AT EL PASO
 CAMPUS DIRECTORY

Academic Advising Center 104	Larry K. Durham Sports Center 22
Administration Building 1	Leeds Grove 118
Bell Hall 55	Llakhang 257
Benedict Hall 28	Liberal Arts Building 8
Bioscience Research Building 200	Megaffey Auditorium 19
Biology Building 201	Memorial Gym 19
Borquillas Hall 274-A	Metalurgy Building 200-H
Brombellow Building 91	Mike Loy Academic Services Building 38
Business Administration Building 109	Military Science Building 110
Campbell Building (Inset A) 96	Miner Canyon Student Housing 274
Carl Herzog Building 34	Miner Heights Student Housing 317
Centennial Museum 21	Miner Village Student Housing 94
Centennial Plaza 275	Miners Hall 32
Center for Inter-American and Border Studies 95	Multidworse Field 351
Central Energy Plant 57	North Energy Plant 106
Central Receiving 113-B	Old Main 9
Chemistry and Computer Science Building 254	Parking and Transportation Services 38
Chihuahua Desert Gardens 252	Customer Service Office 112
Classroom Building 200-C	Administrative Office 112
Cotton Memorial 16	Peter and Margaret de Wetting Center 25
Don Haskins Center 90	Physical Sciences Building 36
Education Building 47	Prospect Hall 60
Engineering and Sciences Complex 200	Psychology Building 61
El Paso Natural Gas Conference Center 48	Quinn Hall 6
Facilities Services 113-A	Ross Moore Building 84
Foster + Stevens Basketball Center 253	Schuster Parking Garage 259
Fox Fine Arts Center 80	Steele and Gerald Rubin Center 11
Geological Sciences Building 35	Seamon Hall 11
Glory Field 116	Student Health Center 40
Glory Road Transfer Center and Parking Garage 276	Student Recreation Center 98
Graduate Business Center (Inset B) 258	Sun Bowl Parking Garage 214
Graham Hall 95	Sun Bowl Stadium 58
Health Sciences and Nursing Building 255	Student Health Center 40
Helen of Troy Softball Complex 93	Undergraduate Learning Center 99
Heritage House 17	University Bookstore 24
Hilton Garden Inn 212	University Heights Early Learning Center 216
Holiday Hall 2	University Field 221
Honors House 45	University Library 111
Hudspeth Hall 30	University Police 113-P
Interdisciplinary Research Building 266	University Relations 42
Kelly Hall 50	University Ticket Center 254
Key Stage/Hawthorne Building 73	University Towers 240
Kidd Field 23	Vowell Hall 7
Kidd Memorial Seismic Lab 14	Worrell Hall 35



The Miner Metro Shuttle service is FREE to faculty, staff, students and official University use. Miner Metro Shuttle stops are conveniently located across the UTEP campus with minimal wait times. All buses are ADA accessible and have bicycle racks.

For real-time shuttle locations and to view the most up-to-date routes, visit utep.edu/map. For complete schedules and more information, visit parking.utep.edu.

Legend

- Drop-off/Pick-up Point
- Emergency Telephone
- Miner Metro Shuttle Stop
- Metered Parking
- Traffic Control Station
- Electric Control Gate
- Construction Zone
- Parking Lot



V.3.0 Revised
04/19/2021



CAMPUS CONTACTS

MINER ATHLETE ACADEMIC CENTER

Heather Smith - 915-747-5668

SENIOR ASSOCIATE AD/ SENIOR WOMAN ADMINISTRATOR/ DEPUTY TITLE IX COORDINATOR

Julie Levesque - 915-747-7698

COMPLIANCE & NCAA RULES

Taylor Harrell - 915-747-8024

FACULTY ATHLETICS REPRESENTATIVE

Dr. Stephen Aley - 915-747-8813

FINANCIAL AID

Fadia Rouhana - 915-747-8607

HOUSING AND RESIDENCE LIFE

Elisa Espinosa - 915-747-5352

SPORTS MEDICINE

Andrew Ure - 915-747-6188

STRATEGIC COMMUNICATIONS

Drew Bonney - 915-747-7447

STRENGTH & CONDITIONING

Kevin Schadt - 915-747-7575

STUDENT-ATHLETE DEVELOPMENT

Mandy Pulido - 915-747-6203



CAMPUS RESOURCES

UNIVERSITY BOOKSTORE

2201 Sun Bowl Dr.
915-747-5594

<https://www.bkstr.com/texaselpasostore/>

CAMPUS ADVOCACY, RESOURCES AND EDUCATION (CARE)

Campbell Building, Rooms 100-103
915-747-7452
care@utep.edu

<https://www.utep.edu/student-affairs/care/>

UNIVERSITY CAREER CENTER Union Building West, Room 103

915-747-5640
careers@utep.edu

<https://www.utep.edu/student-affairs/careers/>

YWCA UNIVERSITY HEIGHTS EARLY LEARNING ACADEMY

315 Schuster St.
915-747-6000

<https://www.utep.edu/student-affairs/early-learning-academy/>

COUNSELING AND PSYCHOLOGICAL SERVICES

Union Building West, Room 202
915-747-5302

MINERS TALK CRISIS HOTLINE (915) 747-5302 Ext. 2

<https://www.utep.edu/student-affairs/counsel/>

CENTER FOR ACCOMMODATIONS AND SUPPORT SERVICES

Union Building East, Room 106
915-747-5148 Voice/TTY
cass@utep.edu

<https://www.utep.edu/student-affairs/cass/>

DINING SERVICES

915-747-5628

<https://utepdining.sodexomyway.com/>

FOOD PANTRY

Memorial Gym Room 105
foodpantry@utep.edu

OFFICE OF INTERNATIONAL PROGRAMS AND STUDY ABROAD

Union Building East, Room 203
915-747-5664

<https://www.utep.edu/student-affairs/oipsa/>

UNIVERSITY LIBRARY

1900 Wiggins Way
915-747-5672

LOST AND FOUND

915-747-6640 or 915-747-6338

MINER GOLD CARD

Mike Loya Academic Services Building
Room 116
915-747-7334

HOUSING AND RESIDENCE LIFE

Boquillas Hall – Miner Canyon
3490 Sun Bowl Dr.
915-747-5352

www.utep.edu/housing

OFFICE OF STUDENT CONDUCT & CONFLICT RESOLUTION (OSCCR)

Union Building East, Room 303
915-747-8694

studentconduct@utep.edu

<https://www.utep.edu/student-affairs/osccr/>

OFFICE OF THE ASSISTANT VICE PRESIDENT FOR STUDENT SUPPORT

Union Building East, Room 306
915-747-7448

DEAN OF STUDENTS OFFICE

Union Building West, Room 102
915-747-5648

DOS@utep.edu

<https://www.utep.edu/student-affairs/dean-of-students-office/>

PARKING AND TRANSPORTATION SERVICES (MINER METRO)

Mike Loya Academic Services Building
Room 122

915-747-5724

parking@utep.edu

UNIVERSITY POLICE

3118 Sun Bowl Dr.

915-747-5611

STUDENT AFFAIRS

Union Building East, Room 301
915-747-5076

<https://www.utep.edu/student-affairs/>

STUDENT RECREATION CENTER

3450 Sun Bowl Dr.

915-747-5103

<https://www.utep.edu/student-affairs/rsd/>

STUDENT GOVERNMENT ASSOCIATION

Union Building East, Room 304
915-747-5584

<https://www.utep.edu/student-affairs/sga/>

STUDENT HEALTH AND WELLNESS CENTER

Union Building East, Room 100
915-747-5624

<https://www.utep.edu/chs/shc/>

STUDENT ENGAGEMENT & LEADERSHIP CENTER

Union Building West, Room 106
915-747-5670

<https://www.utep.edu/student-affairs/selc/>

EQUAL OPPORTUNITY OFFICE

Kelly Hall, Room 302

2101 Sun Bowl Dr.

915-747-5662

eoaa@utep.edu

TITLE IX PROGRAM

Kelly Hall, Room 310

2101 Sun Bowl Dr.

915-747-8358

titleix@utep.edu

DINING ON CAMPUS



Dining Services at UTEP offers a wide range of delicious offerings. Whether it is at the Pick 'N' Shovel, UTEP's all-you-care-to-eat dining hall (located on the 2nd floor of the Union Building East), or one of our 16 dining locations situated across campus, student athletes have access to a variety of food options of their choosing.

Dining Services offers Meal Plans and Miner Plan Dollars which can be used at the Pick 'N' Shovel. Meal Plans are an affordable option that provides students with a set number of meals for the entire semester at the Pick 'N' Shovel, with no weekly restrictions on the number of meals used. Miner Plan Dollars can be utilized at any of the dining venues on campus. Miner Plans and Miner Plan Dollars can be purchased through the Miner Gold Card Office.

Whether it is at the dining hall or one of Dining Service's national brands (e.g. Starbucks, Chick-Fil-A, or Jamba Juice), there is something for everyone. To see Dining Services Hours of Operation, visit:

<https://utepdining.sodexomyway.com/dining-near-me/hours>



OTHER CAMPUS DINING OPTIONS

UNION EAST 1ST FLOOR

Jamba Juice
(We Proudly Brew
Starbucks)

UNION EAST 2ND FLOOR

Pizza Hut
Mein Bowl
Hissho Sushi
El Sazon Minero Express
Simply to Go

EDUCATION BUILDING

Café a la Carte

CHEMISTRY & COMPUTER SCIENCE BUILDING

Starbucks

UNIVERSITY BOOKSTORE

Einstein Bros. Bagels

EL PASO NATURAL GAS CONFERENCE CENTER

Chick-fil-A
El Sazon Minero

HEALTH SCIENCES AND NURSING BUILDING

Sandella's Flatbread Café

LIBRARY

Texas Western Café

ENGINEERING BUILDING

Tech Cafe

BUSINESS ADMINISTRATION BUILDING

Miner Stop

UTEP HISTORY & TRADITION

Over the course of the past century, nearly everything about The University of Texas at El Paso has changed. It moved locations once, changed names four times, grew from enrolling 27 to more than 24,000 students, and expanded its mission to embrace both educational access and academic excellence.

The State School of Mines and Metallurgy opened in September 1914 because city leaders shared a vision for higher education. To better reflect its role as an expanding regional college campus, the school changed its name in 1949 to Texas Western College.

Texas Western College was made famous in 1966 when coach Don Haskins changed the face of college athletics by starting five African-American players in the NCAA men's basketball championship game. Texas Western College beat Kentucky and won the 1966 championship.

By 1985, the student population at what became The University of Texas at El Paso in 1967 began to shift to better reflect the region's predominantly Hispanic population. Today, 84% of the University's students are Hispanic and 84% come from El Paso County.

The University has pursued a mission of access and excellence for more than 30 years. With more than \$130 million in total annual research expenditures, the University is ranked in the top 5% of research institutions nationally and still maintains its affordability with one of the lowest out-of-pocket costs of any top tier research university in the country.

UTEP entered a bold new era in 2019 as Heather Wilson, former Secretary of the U.S. Air Force, took over as President.

UTEP'S NATIONAL CHAMPIONSHIPS

Men's Basketball
1966

Men's Cross Country
1969, 1975, 1976, 1978, 1979, 1980, 1981

Men's Indoor Track & Field
1974, 1975, 1976, 1978, 1980, 1981, 1982

Men's Outdoor Track & Field
1975, 1978, 1979, 1980, 1981, 1982



STUDENT TICKETS



UTEP

UTEP ATHLETICS

Student Tickets On Mobile

FOOTBALL † MEN'S BASKETBALL † WOMEN'S BASKETBALL
VOLLEYBALL † SOCCER † SOFTBALL

Follow These Steps To Reserve Free Your Ticket

1. VISIT UTEPMINERS.COM/STUDENTTICKETS
2. ENTER YOUR UTEP EMAIL ADDRESS AND PASSWORD, THEN CLICK "SIGN IN"
3. ONCE SIGNED IN, SELECT THE EVENT(S) YOU WANT TO RESERVE A TICKET FOR

PLEASE NOTE: STUDENT-ATHLETES MUST SIT IN DESIGNATED STUDENT SECTION. SITTING IN NON-DESIGNATED STUDENT SEATS CAN RESULT IN AN NCAA VIOLATION.

FOR QUESTIONS OR MORE INFORMATION, CONTACT THE UTEP ATHLETICS TICKET OFFICE
Call: (915) 747-UTEP **Email:** TICKETS@UTEP.EDU

UTEP HISTORY & TRADITION



FIGHT SONG

In the late 1980s with Marty Robbins' blessing, the UTEP Music Department adapted Robbins' country western classic "El Paso" to serve as UTEP's fight song.

OUT IN THE WEST TEXAS TOWN OF EL PASO
HOME OF THE RIVER THEY CALL RIO GRANDE
DOWN ON THE BORDER - THE TOWN OF EL PASO
HOME OF THE MINERS, THE BEST IN THE LAND

FIGHTING TO WIN, THE MINERS OF UTEP
LONG LIVE THE COLLEGE OF MINES
(THE COLLEGE OF MINES)
LOYAL FOREVER, WE'RE STANDING TOGETHER
ONWARD TO VICTORY ORANGE AND BLUE
WE WILL BE TRUE

OUT IN THE WEST TEXAS TOWN OF EL PASO
HOME OF THE RIVER THEY CALL RIO GRANDE
DOWN ON THE BORDER - THE TOWN OF EL PASO
HOME OF THE MINERS, THE BEST IN THE LAND - HEY!

UTEP HISTORY & TRADITION

MASCOT & COLORS

The first animated Paydirt Pete was created in 1980, to replace UTEP's former mascot Henry the burro. Paydirt Pete, who was also dubbed "Sweet Pete," became a goodwill ambassador for the institution and appeared at UTEP sporting events. Today, Paydirt Pete is a kid-friendly Prospector who performs at athletic events.

ATHLETICS LOGO

The first known sketch of "Paydirt Pete" was done by Marshall Meece, a UTEP engineering student in the mid-1960s. Meece's Pete would remain the official logo for 20 years until Bernie Lopez offered a modern version of the bearded man with the pick. Lopez donated his version of "Paydirt Pete" to the University and today it has its own trademark. In August 1999, the Department of Intercollegiate Athletics contracted with SME Inc., a national strategic brand company, to unveil a new version of Paydirt Pete to begin a new season and millennium.

TRAVELING TROPHIES

The winner of the UTEP versus New Mexico State University (NMSU) football game, known as the Battle of I-10 and the oldest series on the UTEP books, receives a pair of traveling trophies -- the Silver Spade and the Brass Spittoon.

The Silver Spade was established as a symbol of victory in 1947. The first spade used for this award was an old prospector's shovel dug up from an abandoned mine in the Organ Mountains near Las Cruces. In 1955, the Student Association President, Don Henderson, who also was a student-athlete and later the mayor of El Paso, secured the spade used today. Each year the score of the game is engraved on the blade and presented to the winning team.

The Brass Spittoon, officially known as the Mayor's Cup, was established in 1982 by then-Mayors Jonathan Rogers (El Paso) and David Steinberg (Las Cruces). The trophy is presented to the winner of the annual UTEP-NMSU competition.



UTEP HISTORY & TRADITION



TEXAS WESTERN GOLD RUSH

Texas Western Gold Rush is the official kick-off to the academic year; an evening filled with Miner Pride for all UTEP students. Nestled in the heart of campus, this welcome event showcases student talent, storytelling, and high energy entertainment. There's no better way to kick off the fall semester!

MINERPALOOZA

Minerpalooza, a combination street festival, concert and pep rally, is often described as the “biggest party of the year” at UTEP and attracts upwards of 30,000 people from the campus and local community. The back-to-school tradition is a pep rally held before the first home football game and one of the largest fundraisers benefiting UTEP student organizations, featuring live music, activity booths, food and beverage vendors, and a kids zone.

TCM DAY

The oldest continuous student tradition, the observance of TCM Day in March commemorates UTEP's mining heritage through activities such as singing the Mining Engineer's Song, witnessing the Coming of St. Pat and kissing the Blarney Stone. The tradition dates back to 1920, when UTEP was still known as the Texas College of Mines and Metallurgy (TCM), as an annual rite of passage to initiate new engineers and geologists into the Order of St. Patrick, the patron saint of engineers. Now, students, faculty and staff from all colleges and disciplines are invited to participate in TCM Day activities, including the Team Mining Challenge and whitewashing the “M” on the mountain off of Sun Bowl Drive, a tradition that dates back to 1923 when students first assembled brooms, buckets and whitewash to paint the “M” on Mount Franklin.

MINER LEGENDS



TOBI AMUSAN

NCAA Champion, Olympian
& World Record Holder



NATE ARCHIBALD

NBA Hall of Famer



BOB BEAMON

Track & Field
World Record Holder



TIM HARDAWAY

NBA All-Star



DON HASKINS

Hall of Fame Basketball
Coach



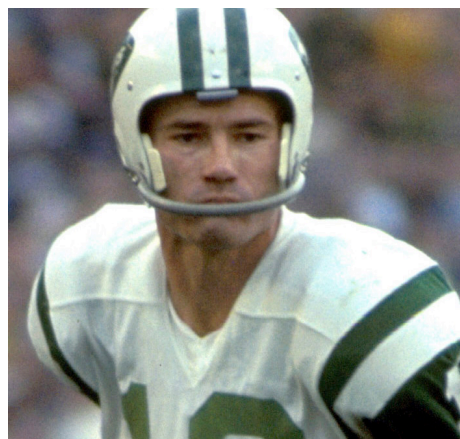
AARON JONES

Green Bay Packers



EMMANUEL KORIR

Olympic Gold Medalist



DON MAYNARD

NFL Hall of Famer



KAYLA THORNTON

New York Liberty

UTEP MISSION STATEMENT



A 21ST CENTURY UNIVERSITY

UTEP is a comprehensive public research university that is increasing access to excellent higher education. We advance discovery of public value and positively impact the health, culture, education, and economy of the community we serve.

TOGETHER WE COMMIT

TWC

THE TWC INITIATIVE

The UTEP Athletics Department is proud to support the Together We Commit (TWC) initiative. Recognizing and celebrating the significance Diversity, Equity, Inclusion, and Belonging is to student-athletes, athletics staff, and the El Paso Community. Accordingly, we are committed to:

- **Fostering Diversity and Inclusion**
- **Creating an Environment of Love and Respect**
- **Supporting Equality and Education**
- **Leading Change**

The second purpose is a not-so-subtle nod to the history of UTEP and the institution's previous name – Texas Western College. During the TWC era, one of the most recognizable moments in not only sports history but in the civil rights movement occurred. On March 19, 1966, Texas Western College (TWC) – stunned top-ranked Kentucky, 72-65, to capture the men's basketball national championship. On that day, the legendary Don Haskins became the first coach to start five black players in the national title game. Today, that historic moment becomes a symbol for solidarity.

Throughout the year, the athletic department will put on events and educational sessions to help our student-athletes and staff continue this commitment. We also have created staff and student-athlete committees to help with the planning and execution of such events and programming. In addition, you'll find numerous resources on our website. If you have any questions or are interested in getting involved, please reach out to Mandy Pulido, Director of Student-Athlete Development/ADID.

EQUAL OPPORTUNITY/ NON-DISCRIMINATION/ NON-RETALIATION POLICY



The University of Texas at El Paso is an Equal Opportunity/Affirmative Action Employer. The University is committed to providing equal opportunity to all employees and individuals seeking employment or access to its programs, facilities or services, and will not discriminate against these persons on the basis of race, color, national origin, sex, religion, age, genetic information, veteran status, disability, sexual orientation or gender identity. The University will take affirmative steps to ensure that applicants and employees are treated in a non-discriminatory manner. The University's commitment to equal opportunity principles applies to all aspects of employment, including recruitment, promotion, compensation, benefits and training. UTEP's commitment to providing equal opportunity also applies to students, applicants for admission and other beneficiaries seeking access to our programs, facilities or services.

Our institutional commitment to these policies provides for selection procedures based upon objective, defensible qualifications; promotions based upon documented performance, merit and potential achievement; evaluations which are accurate and unbiased; and a complaint process which is fair and equitable. In addition, the University commits itself to increased recruitment efforts to assure that qualified minorities, women, veterans and individuals with a disability are represented in the applicant pool and are evaluated equitably by search committees or administrative personnel.

Complaints regarding impermissible discrimination should be addressed to the Equal Opportunity (EO) Office, Kelly Hall, Room 302. All inquiries will be confidential to the extent permitted by law. Individuals may be assured that they are protected from coercion, intimidation, or retaliation for filing or assisting in an investigation of a complaint of discrimination.

Responsibility for implementation rests with every member of the University community; administrative officers, deans, department chairs, supervisory personnel and members of search committees.

A copy of the complaint procedure is available at the EO Office or via the web: <https://www.utep.edu/eoaa/>

STUDENT-ATHLETE CODE OF CONDUCT

PHILOSOPHY

Membership on an athletic team at The University of Texas at El Paso is considered a privilege. In order to maintain that membership, student-athletes are expected to demonstrate good sportsmanship, honesty, integrity, respect for others, as well as abide by all UT System and University policies, team rules, the rules and policies of the NCAA, and Conference USA, as well as state and federal laws.

Student-athletes are among the most visible students on campus as well as in the community. Because of America's fascination with sports, and those who play, a unique platform exists to be a role model, mentor or spokesperson. The University, the athletic program, and the student-athlete all benefit from this exposure. However, this platform brings with it a set of privileges and responsibilities.

To this end, the Intercollegiate Athletic Council has adopted a standard of ethical conduct and behavioral expectations for all athletes at The University of Texas at El Paso. Violation of this code of conduct is a significant event and may call for disciplinary action.

ACADEMIC RESPONSIBILITIES

In keeping with the mission of the University, a priority for the Athletic Department is to augment and support every effort that will foster intellectual development and graduation for student-athletes. While several levels of support exist at the university, the ultimate responsibility for success rests upon the shoulders of the student-athlete. As a result, each student-athlete is expected to:

- Set a primary goal of obtaining a degree
- Seek assistance from instructors and the Miner Athlete Academic Center staff before and/or when academic difficulties occur
- Be a responsible member of each class, which includes attending, being prepared for, and participating at the level expected of all students
- Attend all study tables, tutorial, and counseling sessions as required
- Meet with the academic major advisor and Miner Athlete Academic Center staff as required
- Adhere to the UT System and University's policies regarding academic integrity and honesty
- Participate in diagnostic testing as requested by Academic Services or the Athletics Department



STUDENT-ATHLETE CODE OF CONDUCT

ATHLETIC RESPONSIBILITIES

UTEP values the principles of sportsmanship and the ideal of pursuing victory with honor in intercollegiate athletics. UTEP and CUSA believe that athletics should be conducted in a way that reflects positively on the individual participants and institutions.

PRINCIPLES OF SPORTSMANSHIP

The essential elements of sportsmanship and ethics in sports are embodied in the concept of character building and six core principles: respect, responsibility, fairness, honesty, integrity and good citizenship. The highest potential of sports is achieved when competition reflects these six principles.

Student-athletes, coaches and staff shall conduct themselves in an appropriate manner in connection with all intercollegiate sporting events in which they participate (“Events”). They shall conduct themselves as positive role models and represent their institutions in a manner that exhibits the principles of sportsmanship. They shall exhibit respect and courtesy towards all participants, and comment about other institutions, coaches and student-athletes only in a positive manner.

Behavior that is not considered sportsmanlike or appropriate in connection with Events includes, but is not limited to, the following:

- Striking (e.g., kicking, hitting, throwing objects at) or other acts of violence, attempted acts of violence or attempts to incite violence;
- Obscene, profane, demeaning or unduly provocative language, gestures or actions directed towards an opposing team, institution, contest official, staff member or spectator;
- Public criticism of or publicly disparaging statements about an opposing team, institution, contest official, staff member, or spectator;
- Failure to immediately leave the playing area when ejected from a contest.
- All other actions, as determined by the Commissioner, in violation of the principles and standards of sportsmanship.



STUDENT-ATHLETE CODE OF CONDUCT



As members of a UTEP athletic team, student-athletes are expected to:

- Adhere to all UTEP Office of Student Conduct and Conflict Resolution Policies governing student conduct and behavior.
<https://www.utep.edu/student-affairs/osccr/>
- Adhere to applicable NCAA rules and policies as addressed in the NCAA Student-Athlete statement that is administered annually prior to competition
- Adhere to all CUSA rules and policies governing student-athlete conduct and behavior
- Comply with individual sport team rules, as established by the head coach and/or Athletic Administration
- Adhere to their particular team's dress code, nutritional needs and curfew

TEAM TRAVEL

Specific requirements for dress, individual conduct, curfews, and free time activities are some of the team conduct topics your Head Coach will discuss. When you are traveling as a team, you are representing the University and you are expected to conduct yourself appropriately. Prior to departure, you should reconfirm your absence with your professors. It is then your responsibility to make arrangements to make up missed coursework that results from traveling with your team. At your place of lodging, the following services must be paid for by you: room service, laundry, phone calls, pay television, video rental fees, etc. (Please save us the time and paperwork involved by not charging incidentals to your room).

DRESS CODE

Your Head Coach will let you know if they require a specific dress code. However, you should always exercise good judgment concerning the appropriateness of your attire, taking into consideration the location or function you are attending.

ATTENDANCE & PUNCTUALITY

Attendance and punctuality at practice, weight and strength training sessions, team meetings, medical treatment, classes, and academic and administrative meetings are required.

STUDENT-ATHLETE CODE OF CONDUCT

CURFEWS

The student-athlete must abide by established team curfews for preseason, traditional and nontraditional seasons and other special times.

TOBACCO, DRUGS & ALCOHOL

UTEP policy and NCAA rules prohibit the use of tobacco products in UTEP facilities or during practice or competition. UTEP is a tobacco-free campus. The use of illegal drugs, including marijuana, is prohibited at all times. Alcohol is one of the most widely abused substances on college campuses. Alcohol consumption is prohibited for anyone younger than age 21. Consumption of alcohol is discouraged during the training year for any student-athlete of legal age and is not permitted on the road or in any situation where the student-athlete is representing UTEP (e.g. recruiting visits, appearances, etc.).

SOCIAL MEDIA & INTERNET MISUSE

As a visible member of UTEP and its Athletics Department, you are expected to display responsibility and maturity in your activities on social networking sites (Facebook, Twitter, Instagram, Snapchat, etc.). Information, pictures, and other content posted on these sites is available to the general public (e.g., administrators, classmates, media, employers, etc.) and may have implications for your personal safety and image, the image of your teammates and coaches, and the image of UTEP, as well as future career and professional opportunities. Any actions which are in violation of UTEP's policies for student conduct or that otherwise are deemed inappropriate and/or compromise the image of the student-athlete, UTEP Athletics or UTEP are unacceptable.

Please be aware that the Internet is widely accessible. Remember that you represent UTEP Athletics at all times. Thus, it is recommended that student-athletes not post information including photographs, text and/or join "groups" that do not promote positive behavior. Remember that the general public, including news reporters, also have access to social media. While the Athletics Department has not banned the use of these websites, please exercise caution if you are a member.



STUDENT-ATHLETE CODE OF CONDUCT



As a student-athlete you are highly visible and people are generally interested in you. It is highly recommended that you not post any personal information including your address or phone number to any on-line site. Also, use discretion when posting pictures of yourself, your teammates or friends to your website. Do not allow yourself to be photographed in a compromising position. A photo could be “tagged” to you, leaving you little control over the content or usage of the photograph.

Inappropriate language, behavior, or postings may result in suspension or dismissal from the UTEP Athletics program.

FELONIES

If you are arrested for any reason (examples include but are not limited to DUI, Shoplifting, Theft, Burglary, Possession or Distribution of Drugs, Assault, Battery, Domestic Disturbance, Disturbing the Peace, Minor in Possession of Alcohol, or Public Intoxication) you are required to report your arrest immediately (within 24 hours) to your Head Coach. Failure to comply with this requirement may be grounds for dismissal from the Athletics program and revocation of your athletics scholarship.

Should your misconduct be severe enough to warrant felony charges being brought against you, you will be immediately suspended from participation in intercollegiate athletics. You will also be referred to the Office of Student Conduct and Conflict Resolution (OSCCR). Misdemeanor charges are also serious and may result in suspension. Once the charges have been fully resolved or at such time that there is a material change in circumstances, including but not limited to a reduction of the charged offense(s), decision of the governing public authority to not charge the offense, or plea agreement, based on all then available information, the Athletics Director may lift or modify, leave in place, extend or make permanent the suspension, or take other disciplinary action he or she deems appropriate. Further action by the Athletics Department and the University, once a legal decision is reached, will be handled on a case-by-case basis. All student-athletes are also subject to the University Student Code of Conduct (<https://www.utep.edu/student-affairs/osccr/student-conduct/resources.html>) and associated sanctions.

The University strives to provide a safe and healthy environment for student-athletes so that they may reach their full potential as students and as athletes; and to ensure all coaches and other athletics department staff adhere to ethical practices and do not develop inappropriate relationships with student-athletes, regardless of their age of consent.

STUDENT-ATHLETE & COACH RELATIONSHIP



DEFINITIONS

Coach: Any person serving as a head coach, assistant coach, graduate assistant coach, coaching intern or volunteer coach in the Athletics Department.

Staff: Any employee or student serving in the Athletics Department in an administrative, management or support capacity, or in any capacity in which they supervise student-athletes or have responsibility for the provision of services or other benefits to student-athletes. Supervisory control or authority: this includes any responsibility with the potential to affect the student-athlete's participation in the Athletics program, and includes the provision of direct services and benefits to the student-athlete, such as: training, health services, academic and student life program support, tutoring, counseling, eligibility determinations, program compliance and control over the student-athlete's team.

Student-Athlete: Any student of the University who is a member of a varsity athletics team as defined by University and NCAA regulations.

Consensual Relationship: A romantic, dating, and/or sexual relationship agreed to by the parties involved.

SCOPE OF THE POLICY & ITS REQUIREMENTS

The University of Texas at El Paso is committed to maintaining learning and work environments as free as possible from conflicts of interest and favoritism. Some romantic, dating or sexual relationships, while consensual, create conflicts of interests. The Consensual Relationships Policy applies to faculty, staff and students.

The following consensual relationships, even if a single event, are prohibited:

- A coach or athletic staff and any student-athlete or student assigned to or associated with the athletics department, such as interns and student employees.
- A faculty member and a student who is enrolled in the faculty member's course or who is otherwise under the supervision of the faculty member.
- A supervisor and a supervisee regardless of whether the supervisory relationship is direct or indirect, unless the supervisor discloses the relationship to the Office of Human Resources in advance and a management plan is in effect.

Coaches: Every coach has an ethical obligation to maintain a professional relationship with student-athletes and to place the well-being of student-athletes ahead of the coach's personal interests. This responsibility includes

STUDENT-ATHLETE & COACH RELATIONSHIP

the duty to provide a safe and healthy environment for the student-athlete to flourish, and to serve as a role model within the confines of a professional relationship. As a result, no consensual relationship between a coach and a student-athlete - regardless of the perception of consent by one or both participants - can exist without jeopardizing the professionalism of the coach-athlete relationship and creating a significant conflict of interest. The respect and trust the student-athlete places in a coach, and the vulnerability of the student-athlete in that relationship, make consent unreliable in this setting. Conflicts of interest are endemic to consensual relationships between coaches and student-athletes, and the costs to the athlete, the team, the athletics program and the University, necessitate a strict prohibition on consensual relationships between coaches and student-athletes.

Even when the coach has no direct professional responsibility for that student-athlete, other student-athletes may perceive that the student-athlete who has a sexual relationship with a coach may receive preferential treatment from the coach or the coach's colleagues. Such relationships are incompatible with the ethical obligations of the coach and the integrity of the athletics program. Accordingly, this prohibition applies to relationships between all coaches and all student-athletes in the intercollegiate athletics program.

With respect to a coach and a student-athlete on that coach's team, the prohibition on consensual relationships shall remain in effect for two full years after the end of the final academic year in which the student-athlete was a participant on the team. With respect to a coach and a student-athlete not on that coach's team, the prohibition on consensual relationships shall remain in effect while that student-athlete is a participant in the intercollegiate athletics program.

Other (Non-Coaching) Staff: Consensual relationships between student-athletes, or student assigned to or associated with the athletics department, such as interns and student employees and non-coaching staff are prohibited.

ENFORCEMENT

Reporting a Violation: Any person may allege a violation of this policy by contacting the Equal Opportunity Office at (915) 747-5662. Any coach or staff member with information suggesting a possible violation of the policy must promptly report it to the Equal Opportunity Office and the Athletics Associate Director.

EO Investigation: Upon receiving such a report or information, the Athletics Associate Director shall immediately notify the Equal Opportunity Office. Once on notice of a report or information of a possible violation of the policy, the Equal Opportunity Office shall conduct a prompt and fair investigation into whether the policy was violated.

Coordination Of Information Relating To Violations Of Other University Policy And/Or Criminal Law: If the investigation leads to information suggesting that sexual misconduct may have occurred, it must be promptly reported to the Title IX Coordinator or Deputy Title IX Coordinator, please visit www.utep.edu/titleix to obtain more information.

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

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

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

SEXUAL HARASSMENT & MISCONDUCT

The University of Texas at El Paso is committed to maintaining a learning and working environment that is free from discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), Title VII of the Civil Rights Act of 1964 (Title VII) and the Campus Sexual Violence Elimination Act (SaVE Act). Sexual misconduct is a form of sex discrimination and will not be tolerated. Sexual misconduct includes sexual harassment, sexual violence, sexual assault, stalking, domestic violence and dating violence. Sexual misconduct can happen to anyone regardless of the gender, gender identity or sexual identity of the individual.

The policy applies to all University administrators, faculty, staff, students and third parties, which includes visitors and applicants for employment. It applies to conduct regardless of where it occurs, including off University property, if it potentially affects the alleged victim's education or employment or potentially poses a risk of harm to members of the University community.

Further, information relating to how to file a complaint, the Sexual Misconduct Policy, and other information relating to Title IX can be found at <https://www.utep.edu/titleix/>. More specifically, the Sexual Misconduct Policy can be found at <https://www.utep.edu/hoop/section-6/ch-3.html>.

DEFINITIONS

Consent - a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act does not imply consent to another. Past consent does not imply future consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent.

Consent is not effective if it results from: (a) the use of physical force, (b) a threat of physical force, (c) intimidation, (d) coercion, (e) incapacitation or (f) any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual activity.

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity.

Sexual Harassment - Conduct on the basis of sex that satisfies one or more of the following:

(A) Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;

(B) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or

(C) "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in UTEP's Sexual Misconduct Policy.

Subsections (A) and (C) in this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of quid pro quo sexual harassment and any instance of sexual assault, dating violence, domestic violence, and stalking are considered sexual harassment under UTEP's Sexual Misconduct Policy.

Sexual Misconduct - This term is broadly defined to encompass sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and other inappropriate sexual conduct.

SEXUAL HARASSMENT & MISCONDUCT

Sexual Violence - Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. The term includes, but is not limited to, rape, sexual assault, sexual battery, sexual coercion, sexual abuse, indecency with a child, and/or aggravated sexual assault.

Retaliation - Any adverse action (including, but is not limited to, intimidation, threats, coercion, harassment, or discrimination) taken against someone because the individual has made a report or filed a Formal Complaint; or who has supported or provided information in connection with a report or a Formal Complaint; participated or refused to participate in a Grievance Process under Sexual Misconduct Policy; or engaged in other legally protected activities.

Economic Abuse - [In the context of domestic violence and dating violence definitions in the Sexual Misconduct Policy] means behavior that is coercive, deceptive, or unreasonably controls or restrains a person's ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to- Restrict a person's access to money, assets, credit, or financial information; Unfairly use a person's personal economic resources, including money, assets, and credit, for one's own advantage; or Exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.

Technological Abuse - Means an act or pattern of behavior that occurs within sexual assault, domestic violence, dating violence, or stalking, and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, communication technologies, or any other emerging technologies.

TITLE IX

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities that receive federal funding. Sexual harassment is a form of sex discrimination and may include acts of sexual violence. Sexual violence includes conduct that is criminal in nature. Sexual violence may include the following:

- Rape
- Sexual Assault
- Sexual Battery
- Sexual Coercion
- Unwanted Touching
- Relationship Violence
- Indecency with a Child

EDUCATION

Student-athletes will complete Title IX Sexual Violence online module training and will need to record a score of at least 70%. If a score of 70% or better is not achieved, then further in-person training will be required as assigned by the Title IX Coordinator.

UNWELCOME BEHAVIOR OR CONDUCT

Behavior or conduct must be unwelcome to be considered sexual harassment, but unwelcome does not mean involuntary. A person may consent to conduct and actively participate in it, even though it is offensive to him/her. Past submission to such behavior does not negate a person's right to file a complaint.

SEXUAL HARASSMENT & MISCONDUCT

THIRD PARTIES HAVE RIGHTS

A third party who is not the object of hostile environment harassment, but who witnesses such behavior, may report an incident.

INTENT VS. IMPACT

Harassment is harassment even if the INTENT of the behavior was not to harass. What matters is the IMPACT of the behavior on the recipient and on the employment or academic environment. "I didn't mean anything by it" is not a valid defense for harassing behavior.

FORMS OF SEXUAL HARASSMENT & MISCONDUCT MAY INCLUDE:

Verbal

- Explicit or implicit propositions to engage in sexual activity
- Requesting sexual favors in exchange for something (e.g. a better grade, class notes)
- Comments or questions of a sexual nature
- Remarks of a sexual nature about a person's clothing or body
- Remarks about sexual activities or speculation about sexual experiences
- Spreading sexual rumors
- Use of offensive or inappropriate nicknames
- Persistent, unwanted sexual/romantic attention, including repeated requests for dates
- Subtle or overt pressure for sexual favors
- Deliberate, repeated humiliation or intimidation based upon the sex of the individual
- Sexual innuendos, jokes, sounds (e.g. whistling, kissing sounds)

Non-Verbal

- Gestures or looks of a sexual nature (e.g. licking lips, winking, simulating sexual acts)
- Exposure to sexually suggestive visual displays such as photographs, graffiti, posters
- Sexual messages and or pictures (e.g. text messages, emails, wall papers, posters)

Physical

- Unwelcome intentional touching
- Deliberate physical interference with or restriction of movement
- Rape, sexual assault, sexual battery, sexual coercion, or other acts of sexual violence

WHAT YOU CAN DO IF YOU'RE EXPERIENCING SEXUAL HARASSMENT & MISCONDUCT

1. Speak Up At The Time. Say "NO" clearly and firmly. Tell the individual that his/her behavior is unwelcome and you want it stopped. Don't delay. Pay attention to cues or comments indicating harassment. If a person's behavior makes you uncomfortable, say so. If you choose to do this, be clear, direct and consistent. However, if that action is not feasible or successful, or if a student feels uncomfortable taking it, the options described below are also available.

2. Keep Records. Keep a journal and any letters or notes received. Note the dates, times, places, witnesses and the nature of the conduct - what was said, the tone and how you responded.

3. Get Help/Seek Medical Attention. After an incident of sexual assault, domestic violence or dating violence, victims should consider seeking medical attention immediately by visiting the UTEP Student Health and Wellness Center located on the first floor of Union East, or go to a local hospital's emergency department. University Medical Center is the hospital in El Paso County that performs sexual assault examinations. University Medical Center is located at 4815 Alameda Ave., 915-544-1200. Medical attention at the local hospital is required in order to

SEXUAL HARASSMENT & MISCONDUCT

preserve valuable evidence should the victim decide to seek prosecution through the criminal justice system. It is important to know that if the victim goes to the hospital, local police may be contacted.

It is also important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 120 hours so that evidence as may be necessary to the proof of criminal activity, may be preserved. If a victim of sexual assault removes their clothing, the victim is encouraged to take the clothes in which they were assaulted with them to the hospital in a paper bag, not in a plastic bag, in order to preserve evidence. Furthermore, if you suspect that you have been given a predatory drug, like Rohypnol or GHB, please let the staff at the UTEP Student Health and Wellness Center or local hospital know. A urine sample can be collected within 72 hours of a sexual assault for predatory drug testing. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Victims of sexual assault, domestic violence, stalking, dating violence and other sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to police and the University investigations and hearings. If a victim reports an incident of sexual assault, domestic violence, dating violence or stalking to UTEP PD and the incident is beyond the jurisdiction of the campus, UTEP PD will assist victims with notifying the local police department if they so desire. Although the University strongly



SEXUAL HARASSMENT & MISCONDUCT

encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police.

3. Report It. Persons who are sexually harassed or subjected to sexual misconduct may feel confused and helpless or blame themselves for the offensive behavior. They may also be afraid of retaliation and be reluctant to let anyone know about their situation. It is important for persons who believe they have been sexually harassed to report it and get help to protect themselves and others from unwanted sexual attention and advances that may interfere with academic or work opportunities and performance.

Remember, the earlier you notify someone the better. Ignoring sexual harassment does not make it go away. Indeed, it may make it worse because the harasser may misinterpret no response as approval for the behavior.

4. Get Personal Support if Necessary. Persons who may be experiencing sexual harassment or misconduct will often benefit from the personal, professional and confidential support and direction that is available from staff members of Counseling and Psychological Services and Campus Advocacy, Resources and Education (CARE).

CAPS, Care and Health and Wellness
Confidential Resources for Students
Union West 202
915-747-5302
caps@utep.edu
<https://www.utep.edu/student-affairs/counsel/>

Campus Advocacy, Resources and Education (CARE)
Campbell Bldg., Rooms 100-103
915-747-7452
care@utep.edu
<https://www.utep.edu/care>

Student Health and Wellness
Union Building East, Suite 100
915-747-5624
studenthealth@utep.edu
<https://www.utep.edu/chs/shc/>

TAKE ACTION - REPORT VIOLATIONS

Don't accept actions as "just the way things are." You do not have to tolerate sexually harassing behavior. A person who files a discrimination or harassment complaint or who participates in the investigation of a complaint is protected from retaliation, both by UTEP policy and federal law, regardless of the merit of the underlying complaint.

Any student who believes they have or may be experiencing sexual harassment or misconduct is encouraged to consult with or report such conduct immediately to one of the Title IX Coordinators.

Gabriel Ramirez, J.D.
Title IX Coordinator
Oversees Title IX investigations and policy implementation
Institutional Compliance
Kelly Hall 312
915-747-8358
gramirez2@utep.edu

William A. Epperson
Deputy Title IX Coordinator
Institutional Compliance
Kelly Hall 312
915-747-8797
waepperson@utep.edu

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Dr. Charlie Gibbens
Deputy Title IX Coordinator
Associate Vice President for Student Support
Student Affairs
Union East 301
915-747-5076
cegibbens@utep.edu

Julie Levesque
Deputy Title IX Coordinator
Senior Associate Athletic Director
Brumbelow Building, Room 104
915-747-7698
jmlevesque@utep.edu

Beatriz Tapia
Deputy Title IX Coordinator
Director for Equal Opportunity Office
Equal Opportunity Office
Kelly Hall 304
915-747-5839
betapia@utep.edu

You may also contact any of the following areas:

- UTEP Police Department
- Or any Responsible Employee

*** In addition to or in lieu of contacting the Title IX Coordinator, inquiries regarding Title IX may also be sent to the Assistant Secretary of the Office for Civil Rights.

SEXUAL HARASSMENT/MISCONDUCT COMPLAINTS

Charges of sexual harassment and misconduct within the University community are sensitive and complex. All allegations will be taken seriously and addressed appropriately. If a formal complaint is filed, the University will conduct a thorough investigation, as per the Sexual Misconduct Policy. In these situations, the University will ensure that the rights of both the complainant and alleged harasser are protected.

SUPPORTIVE MEASURES & ONGOING ASSISTANCE

In addition to the services provided by on and off campus providers, the Title IX Program will promptly reach out to the reported victim and alert them to their rights and options, including the availability of Supportive Measures.

Supportive Measures may include but are not limited to housing reassignment, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, mutual restrictions on contact between the parties, change in work or housing locations, leaves of absences, increased security and monitoring of certain areas of campus, or other similar measures tailored to the individualized needs of the parties.

SEXUAL HARASSMENT & MISCONDUCT

POLICE ASSISTANCE

The University encourages individuals who have experienced sexual misconduct to make a report to the police. It is important to note that a police department's geographic jurisdiction depends on where the sexual misconduct occurred. If the incident occurred on the University campus, a report may be filed with the UTEP Police Department by calling 915-747-5611 or in person at UTEP Police Department headquarters at 3118 Sun Bowl Dr. (the building is located in the University's Facilities Services Complex), even if time has passed since the incident occurred. If there is an emergency, please contact 911.

The UTEP Police Department can also assist with filing any protective orders. Reporting an assault to law enforcement does not mean that the case will automatically go to criminal trial or to a University disciplinary hearing. If the University Police are called, a uniformed officer will be sent to the scene to take a detailed statement. A ride to the hospital may be provided by a police department counselor. A report may be filed with the University police even if the assailant was not a University student or employee. If the incident occurred in the City of El Paso, but off campus, a report may be filed with the El Paso Police Department, even if time has passed since the assault occurred. If a report is made to the police, a uniformed officer will usually be dispatched to the location to take a written report. Effective September 1, 2021, sexual assault victims can request a crime victim liaison, advocate (or equivalent) to be present with the victim during police-related interviews.

CONFIDENTIALITY

The University shall document complaints and their resolution. To the extent permitted by law, complaints and information received during the investigation will remain confidential. Relevant information will be provided only to those persons who need to know in order to achieve a timely resolution of the complaint. A victim of sexual assault, stalking, family violence, and human trafficking under the Texas Criminal Code can request to fill out a pseudonym form. By filling out the pseudonym form, a UTEP police officer will only report the type of incident to the Title IX Coordinator but not any information identifying the reporting victim.

UTEP DOT (DO ONE THING)

It only takes one person doing one thing to prevent campus violence. The University of Texas at El Paso is committed to preventing power-based violence - sexual assault, stalking, domestic violence, and rape. DOT (Do One Thing) is a strategy of intervention, education, and awareness to help our community be involved in preventing these types of violent acts. Individuals acting proactively in that moment are the key in this effort.



SEXUAL HARASSMENT & MISCONDUCT

Barriers are often things that stop us from being involved. When you see a concerning behavior, there are reactive things that you can do, even if you have a personal barrier (i.e. shy, unsure, afraid). To help you think about ideas, remember the 3 D's:

- **DIRECT:** A direct intervention is exactly as it says. It is when a bystander chooses to confront a situation by him or herself. For example, you may witness a situation developing between your friend and another person. It looks like the situation may escalate so you step in and pull your friend out of the situation and walk him/her away. When you are not putting yourself at risk, being direct is the most immediate way to intervene in a situation.
- **DELEGATE:** When you can't intervene directly in a situation because there is a barrier that makes you uncomfortable, then enlist some help. Ask friends to assist you, talk to a faculty or staff member. Maybe it means you need to call the police. Doing a Green Dot intervention does not mean you have to do it alone.
- **DISTRACT:** Perhaps you don't want to address a situation directly, you can try to cause a distraction that will diffuse the situation and give a moment for things to calm down. Maybe you "accidentally" spill your drink or ask to borrow a cellphone from the person who is in the threatening situation. Sometimes that one break in a situation is all it takes to help someone out and prevent a red dot from occurring.

You are not alone! If you or someone you know are experiencing an act of power-based violence, you can seek assistance at any of the following resources on campus.

UTEP Police Department
3118 Sun Bowl Dr.
915-747-5611
www.utep.edu/police
police@utep.edu

Title IX Program
Kelly Hall, Room 310
915-747-8358
<https://www.utep.edu/titleix/>
titleix@utep.edu

Dean of Students Office
Union Building West Room 102
915-747-5648
[https://www.utep.edu/student-affairs/dean-of-students-office/](https://www.utep.edu/student-affairs/dean-of-students-office/dos@utep.edu)
dos@utep.edu
studentconduct@utep.edu



UTEP ATHLETICS HAZING POLICY

UTEP Athletic Department has a zero tolerance policy on hazing. At UTEP, hazing is expressly prohibited in accordance with state law, Regents' Rules and Regulations (<http://www.utsystem.edu/bor/rules>), the University's Handbook of Operating Procedures (<https://www.utep.edu/vpba/hoop/>) and the UTEP Course Catalog (<http://catalog.utep.edu/undergrad/academic-regulations/student-life-policies-and-procedures/>).

Individuals or organizations engaging in hazing could be subject to fines and charged with criminal offenses. Additionally, the law does not affect or in any way restrict the right of the University to enforce its own rules against hazing.

Hazing means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution.

Hazing includes but is not limited to:

- Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity
- Any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk or harm or that adversely affects the mental or physical health or safety of the student
- Any activity involving consumption of food, liquid, alcoholic beverage, liquor, drug, or other substance which subjects the student to an unreasonable risk or harm or which adversely affects the mental or physical health of the student
- Any activity that intimidates or threatens the student with ostracism; that subjects the student to extreme mental stress, shame or humiliation or that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution; or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subsection
- Any activity that induces, causes or requires the student to perform a duty or task which involves a violation of the Penal Code

Activities which under certain conditions constitute acts that are dangerous, harmful or degrading, in violation of rules include but are not limited to:

- calisthenics, such as sit-ups, push-ups, or any other form of physical exercise
- total or partial nudity at any time
- the eating or ingesting of unwanted substance
- the wearing or carrying of any obscene or physically burdensome article
- paddle swats, including the trading of swats
- pushing, shoving, tackling or any other physical contact
- throwing oil, syrup, flour or any other harmful substance on a person
- rat court, kangaroo court or other targeted interrogation
- forced consumption of alcoholic beverages either by threats or peer pressure
- lineups intended to demean or intimidate
- transportation and abandonment (road trips, kidnaps, walks, rides, drops)
- confining individuals in an area that is uncomfortable or dangerous (hot box effect, high temperature, too small)

UTEP ATHLETICS HAZING POLICY

- any type of personal servitude that is demeaning or of personal benefit to the individual members
- wearing of embarrassing or uncomfortable clothing
- assigning pranks such as stealing, painting objects, harassing other organizations
- intentionally messing up the house or room for cleanup
- demeaning names
- yelling and screaming
- requiring boxing matches or fights for entertainment

PERSONAL HAZING OFFENSE

A person can commit a hazing offense if:

1. He or she engages in a hazing activity
2. He or she solicits, directs, engages, aids or attempts to aid another engaging in hazing
3. Intentionally, knowingly or recklessly allows hazing to occur
4. Fails to report in writing to the Dean of Students or other appropriate University officials first-hand knowledge that a hazing incident is planned or has occurred.

ORGANIZATION HAVING OFFENSE

An organization can commit a hazing offense if the organization condones or encourages hazing or if an officer or any combination of members, pledges or alumni of the organization commits or assists in the commission of hazing.

In an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students Office or other appropriate University officials, and it immunizes a person from participation in any judicial proceeding resulting from that report.

MINERS DON'T HAZE

UTEP RECOGNIZES NATIONAL HAZING PREVENTION WEEK

<https://www.utep.edu/student-affairs/dean-of-students-office/student-safety/hazing.html>

PROBLEMS & CONCERNS

The UTEP Department of Athletics is committed to protecting the health, safety, welfare and fair treatment of its student-athletes at all times. All student-athletes must adhere to the Code of Conduct described in this handbook. Athletic department staff members are subject to the standards of conduct established for UTEP employees. Discrimination on the basis of race, color, national origin, sex, religion, age, disability, genetic information, veteran status, or sexual orientation in employment or the provision of services is strictly prohibited.

If a student-athlete feels he or she has been discriminated against or treated unfairly or inappropriately by a fellow student-athlete, a coach or any other University staff member, the procedures for making a complaint are outlined below.

PROCEDURES

If a student-athlete wishes to submit a complaint or grievance regarding another student-athlete, a coach, athletics department staff member, faculty member or any other University employee, the circumstances involved in the grievance vary greatly. Depending on the nature and sensitivity of the particular grievance, the student-athlete may or may not feel comfortable initiating the grievance process within the athletics department. In some cases, the student-athlete may feel more comfortable initiating the process with another campus department or authority. The Department of Athletics encourages its student-athletes to speak up whenever they feel that they have been treated unfairly. As a general rule, the student-athlete should initiate the grievance process in accordance with the steps described below. However, the student-athlete may initiate the process with any individual, department or authority on campus with whom the student-athlete feels most comfortable (subject to institutional regulations).

When a coach or other athletics staff member receives a complaint or grievance from a student-athlete, it is the individual's responsibility to ensure the grievance is treated seriously and as confidentially as possible.

Retaliation for reporting a grievance or participating in the complaint process is strictly prohibited. Such retaliation against any person is a serious violation of this policy and may result in disciplinary action.



PROBLEMS & CONCERNS

PROCESS

Step 1: Whenever possible, a student-athlete should attempt to resolve the issue directly with the other person(s) involved.

Step 2: If the student-athlete cannot reach a satisfactory resolution of the issue through direct interaction or if the student-athlete is uncomfortable making direct contact with the other person(s) for any reason, the student-athlete should report the grievance to the Head Coach or Sport Administrator (see chart below). If the grievance involves the Head Coach, the student-athlete should report the grievance to the Sport Administrator.

Name	Title	Sports	Phone	Email
Jeff Darby	Senior Associate AD	Football, Softball	915-747-6652	jdarby@utep.edu
Daniel Garcia	Senior Associate AD	Women's Basketball, Rifle, Soccer	915-747-7601	dagarcia72@utep.edu
Taylor Harrell	Senior Associate AD	Volleyball (Beach/Indoor)	915-747-8024	tlvena@utep.edu
Julie Levesque	Senior Associate AD/ SWA/Deputy Title IX Coordinator	Men's Basketball, Cross Country, Track & Field	915-747-7698	jmlevesque@utep.edu
Charley Thrash	Senior Associate AD	Men's Golf, Women's Golf	915-747-6141	cwthrash@utep.edu
Jon Washington	Associate AD	Tennis	915-747-5841	jiwashington@utep.edu

If the grievance involves an academic issue (e.g., problems with a faculty member, tutor, academic staff member), the student-athlete may initiate the grievance process with the Head Coach, the Sport Administrator or one of the following individuals:

Name	Title	Phone	Email
Dr. Stephen Aley	Faculty Athletic Representative (FAR)	915-747-8813	saley@utep.edu
Dr. Heather Smith	Associate VP, Academic & Eligibility Services	915-747-5668	hsmith@utep.edu
Dr. Catie McCorry-Andalis	Vice President for Student Affairs	915-747-5648	cmandalis@utep.edu

Step 3: If the student-athlete is uncomfortable with initiating the grievance process with the individuals mentioned in Step 2, the student-athlete may report the grievance to the Director of Athletics.

Step 4: If resolution cannot be reached by these internal mechanisms, or if these internal mechanisms are not appropriate, the student-athlete (or anyone involved in the particular grievance matter) should seek the assistance of the Dean of Students office.

Note: Separate policies and procedures have been established to address situations in which a student-athlete wishes to appeal a decision by the athletics department to (1) Deny a student-athlete permission to speak to another institution about transferring; (2) Deny a student-athlete permission to use the one-time transfer exception; or (3) Cancel, reduce or not renew a student-athlete's athletically-related financial aid.

Student-athletes or others with questions about those policies and procedures should consult with the athletic department compliance office.

GETTING THE MOST OUT OF YOUR COLLEGE EDUCATION

You have worked hard to get to college and to gain a spot in the UTEP Athletics program. You have high hopes for enjoying your years at UTEP both in the classroom and in the playing arena. Above all, you want an education that will influence and benefit you throughout your future.

As a freshman, you will be responsible for learning on your own and for getting the most out of your classes, textbooks, study, University services and activities. You will need to take full advantage of the organized academic study table and assistance available through the Miner Athlete Academic Center and other offices on campus. It will help to keep in close contact with your coaches in your weekly academic conferences and establish good rapport with the academic support staff in working out schedules, classroom and assignment problems, and study routines.

You need to keep your coach advised of your academic progress. Many demands will be placed upon you as student-athletes and you will be forced to make choices and to have more discipline than ever before in order to take full advantage of the wonderful opportunities that are open to you. You will need to pace yourself to take each new experience and challenge in stride. You will need to budget your time as never before.

But trust yourself. You have made it to college; you have been selected to be a part of the Miner Athletic Program. You have the capability to succeed. How well you carry out this success is up to you.



YOUR ATTITUDE TOWARDS LEARNING IS A KEY FACTOR

Most of your professors at UTEP will agree that you have the motivation, desire, and capacity to be successful. However, the extent to which you succeed will depend on your interest in acquiring knowledge and your willingness to study. You will, guided by the catalog requirements, be selecting your classes.

YOU ARE IN COLLEGE TO LEARN

Set goals for yourself. Learn to study as effectively and efficiently as possible. Appraise your weaknesses and strengths in the classroom just as honestly as you do on the field. Set out to profit from your abilities and to improve your weak points. Learn how to channel your energies productively so that you get the most out of every experience.

Take the time and read through this booklet and keep it with you throughout your four years. It will provide you with a multitude of information and will enhance your ability to become a productive student-athlete during your time at UTEP.

ACADEMICS

MINER ATHLETE ACADEMIC CENTER

The MAAC is the academic and eligibility services center for UTEP student-athletes and provides holistic and integrated academic services from admissions through graduation. The MAAC serves as the primary liaison between athletics and the academic community on campus and is responsible for providing personalized services to student-athletes and monitoring academic compliance through a structure that includes three significant components:



- Academic support program that provides personalized advising through a cohort-model where every student is assigned their own advisor; individual tutoring, mentoring, course scheduling, and degree monitoring
- Certification of NCAA academic eligibility—initial, transfer, and continuing eligibility—including monitoring, calculating and reporting student-athlete and sport eligibility every semester
- Oversight of NCAA Academic Programs and requirements including data collection and submission for the Academic Progress Rate (APR) and Graduation Success Rate (GSR)

ACADEMIC SUPPORT SERVICES

Missed Tutoring Appointments. Student-athletes who miss tutoring appointments for reasons other than athletic competition/travel or illness/injury verified by sports medicine, will be assessed the cost of the tutoring appointment. A total of \$10 will be deducted from a student-athlete's scholarship check for each missed appointment.

ACADEMIC INTEGRITY & MISCONDUCT

The University of Texas at El Paso prides itself on its standards of academic excellence. In the classroom and in all other academic activities students are expected to uphold the highest standards of academic integrity. Any form of academic dishonesty is an affront to the pursuit of knowledge. Any student who commits an act of academic dishonesty is subject to discipline. Academic dishonesty includes, but is not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, and any act designed to give unfair advantage to a student or the attempt to commit such acts.

Academic fraud and misconduct are violations of the NCAA Ethical Conduct and Eligibility bylaws and carry the potential to end a student-athlete's academic career and may result in permanent loss of athletic eligibility.

The MAAC and UTEP Athletics is dedicated to academic integrity and does not tolerate any form of academic dishonesty. Student-athletes are expected to submit their own academic work and are not permitted to complete academic work on coaches computers. Students engaged in academic fraud or dishonesty will be reported to the Office of Student Conduct and Conflict Resolution (OSCCR) for disciplinary action and, if found responsible, will forfeit their next Cost of Attendance (COA) check.

COST OF ATTENDANCE RESTRICTIONS

- (1) Student-athletes who obtain an uncountable grade towards their degree program will have their last Cost of Attendance check of the semester withheld.
- (2) Student-athletes who are academically ineligible will not receive a Cost of Attendance check until they become eligible to compete (i.e. if they become back eligible at the end of Spring they will start getting COA checks again until the Fall)
- (3) Student-athletes who are found responsible for committing academic dishonesty forfeit their next Cost of Attendance check.
- (4) Student-athletes who do not complete the financial literacy workshop by the May 1 deadline forfeit their last Cost of Attendance check.
- (5) Student-athletes with a positive drug test will have their next Cost of Attendance check withheld.
- (6) Student-athletes who violate the University Student Conduct and Discipline policy <https://www.utep.edu/student-affairs/osccr/>, including being found responsible for academic dishonesty, or the student-athlete code of conduct as stated in the SA handbook, will have their next Cost of Attendance withheld.
- (7) Student-athletes who voluntarily withdraw from the team or University, or provide written notification of their intent to transfer to another institution, could be subject to cancellation of their Cost of Attendance checks at the discretion of the Head Coach or athletics administration. This cancellation could be valid for the current or ensuing term.
- (8) Student-athletes who violate team rules, as determined by the head coach, are also subject to having their cost of attendance check withheld.

ACADEMICS

POST ELIGIBILITY POLICY

Process

In order to qualify for post-eligibility funding from the athletic department, student-athletes must complete the post-eligibility funding application. In addition, they must have completed an exit interview once their eligibility has exhausted and agree to work hours for the athletic department commensurate with the value of their scholarship, not to exceed 19 hours per week. The completed application must be approved by the Miner Athlete Academic Center (MAAC) and the athletic department. Cost of attendance is not distributed to post-eligibility students.

Criteria

In order to qualify for post eligibility funding, student-athletes must:

- Be on campus attending classes in person and/or online at The University of Texas at El Paso
- Have been on an athletic scholarship and participated for a minimum of two years at the University of Texas at El Paso
- Have exhausted their athletics eligibility and met progress towards degree requirements
- Have a cumulative grade point average of 2.0 or better at the conclusion of their final semester of athletic eligibility
- Be on target to complete their bachelor's degree within five years of initial full-time enrollment

While receiving post eligibility financial aid, student-athletes must:

- Carry a minimum full-time course load. All course work must be required on degree plan
- Earn and maintain a minimum grade point average of 2.0 each semester enrolled
- Agree to work hours for the athletic department commensurate with the value of their scholarship, not to exceed 19 hours per week
- Reimburse the athletic department the cost of tuition and fees for courses that are not completed satisfactorily (W, D or F)

Funding

Funding for post eligibility student-athletes is contingent on meeting the aforementioned criteria and dependent on financial resources available to the Department of Intercollegiate Athletics. The total amount of post eligibility funding cannot exceed a student-athlete's scholarship award. Cost of attendance is not provided to post eligibility student-athletes.

Failure of Compliance

Student-athletes who do not meet the terms and conditions of post eligibility funding will not have their scholarship renewed.

Out of Town/Returning Student Athletes

Student-athletes who are out of town and/or at least one semester removed from UTEP are eligible to apply for reimbursement of tuition and fees upon satisfactory completion of coursework.

SUMMER BRIDGE PROGRAM

Summer school funding for incoming student-athletes, prior to initial full-time enrollment at UTEP, covers the cost of tuition and fees and room and board. The intent of the summer bridge scholarship is to assist incoming student-athletes with acclimation to campus, college coursework, and sport requirements. Student-athletes who receive summer school funding are responsible for repayment of tuition/fees for courses not completed satisfactorily (D/F/W).

SUMMER SCHOOL

Priority for summer school funding is given to student-athletes who need it for graduation within a certain timeframe, or for immediate eligibility. All other summer school requests are evaluated, annually, by the UTEP Athletics Administration. Summer school funding is not guaranteed. Student-athletes who receive summer school funding are responsible for repayment of tuition/fees for courses not completed satisfactorily (D/F/W).

UTEP Athletics will not fund summer school for student-athletes that have entered the transfer portal and need to take summer courses in order to graduate.

FINANCIAL AID

Paying for a college education can be expensive. The cost of attendance for a Texas resident at UTEP can be as much as \$23,548 per year on campus and \$27,126 off campus. For non-residents, this cost is about \$36,204 per year on campus and \$39,782 off campus. This section of the handbook will provide you with resources on how to fund your education.

APPLYING FOR NEED BASED ON FINANCIAL AID

Remember that college financial aid funding is awarded on a first-come, first-served basis. Meeting deadlines, completing your applications in a timely manner, and tracking progress are all vital steps in the college financial aid process. For more information regarding the types of need based financial aid, please visit <https://www.utep.edu/student-affairs/financialaid/types-of-aid/index.html>. To apply for financial aid, students must complete the free application for Federal Student Aid (FAFSA) at studentaid.gov as early as October 1 prior to the upcoming academic year. Renewal of need based financial aid is subject to completion of the FAFSA every year and meeting satisfactory academic progress (SAP) as explained here: <https://www.utep.edu/student-affairs/financialaid/eligibility/sap.html>.

ATHLETIC FINANCIAL AID

When awarded athletic financial aid, the prospective student-athlete or student-athlete will be presented with a National Letter of Intent (NLI) and/or a Financial Aid Agreement (FAA). These forms must be returned to the Athletic Compliance Office by the deadline specified on these documents in order for them to be considered valid. Athletic financial aid offers have a dollar value as well as an equivalency value and NCAA rules regulate maximum equivalency values for all sports sponsored by UTEP.

Other forms of aid you receive may affect your equivalency value and must be reported to the Director of Compliance for Athletics. Failure to report aid received may result in loss of athletic eligibility.

Athletic financial aid may include the following:

- Tuition and course/registration related fees
- Required course related books and materials
- Room and board
- Other expenses related to the attendance at this institution

Athletic financial aid does not include the following:

- Parking permits or fines
- Replacement of Student ID cards
- Housing deposits, lockout fees, trash charges or rent outside the contract period
- Cap, gown, or diploma fees

HOW ATHLETIC FINANCIAL AID IS FUNDED

The Miner Athletic Club (MAC) supports the mission of the UTEP Department of Intercollegiate Athletics. The MAC raises money to offset the cost of student-athlete scholarships and provides support for sport-specific fundraising needs. Scholarship money is raised by the MAC through special events, annual fundraising campaigns, annual memberships, major and planned gifts, and through donor portions of ticket sales. Financial contributions are critical as they directly support UTEP student-athletes in their quest for excellence in academics and athletics.

To request more information about the MAC, please call 915-747-8759.

NON-RENEWAL OF ATHLETIC FINANCIAL AID (OTHER THAN 4-4 UNDERGRADUATE TRANSFERS)

Decisions regarding renewal of athletic financial aid are made on or before July 1 prior to each academic year. Should your athletic financial aid be reduced or canceled, you will be notified in writing that you have an opportunity to appeal and instructions on how to submit your appeal. The Appeals committee does not include Athletics Department coaches, staff, or Athletics Council members but makes the final decision.

FINANCIAL AID

REDUCTION OR CANCELLATION DURING PERIOD OF AWARD (OTHER THAN 4-4 UNDERGRADUATE TRANSFERS)

Athletic financial aid may be reduced or canceled during the period of award if a student athlete:

- Becomes ineligible for intercollegiate competition;
- Provides false information on his/her application, letter of intent or Athletics Financial Aid Agreement;
- Engages in serious misconduct that brings disciplinary action from UTEP;
- Voluntarily withdraws from the sport for personal reasons;
- Violates a non-athletically related condition outlined in the Athletics Financial Aid Agreement or any documented UTEP or team rule or policy;
- Provides the Athletics Compliance Office with written Notification of Transfer;
- Exhausts eligibility in their applicable sport;
- UTEP is unable to fund athletic aid due to cancellation of one or more sport seasons due to conditions beyond UTEP's control (e.g. force majeure, acts of god, order by public authority, pandemic, etc.), which affect available athletic aid funding; or,
- Fails to make a full and accurate disclosure on the NCAA Campus Sexual Violence Policy Disclosure Form.

If such action occurs, you will be notified in writing of an opportunity to appeal. The Appeals committee does not include Athletics Department coaches, staff, or Athletics Council members but makes the final decision.

REDUCTION OR CANCELLATION DURING PERIOD OF AWARD FOR 4-4 UNDERGRADUATE TRANSFERS

Athletic financial aid may be reduced or canceled during the period of award if an undergraduate 4-4 transfer student athlete:

- Transfers to another institution;
- Loses amateur status and is no longer eligible for intercollegiate competition in the applicable sport;
- Is disqualified or suspended from receiving institutional financial aid (including athletic aid) by an institutional proceeding (e.g., disciplinary process);
- Exceeds his/her full cost of attendance or individual limit as stipulated in NCAA Bylaw 15;
- Receives other forms of countable aid which cause you to exceed your individual equivalency or your team's NCAA scholarship limit;
- Withdraws from all courses at UTEP; or
- Graduates with a baccalaureate degree.

ACADEMIC SCHOLARSHIPS

Mike Loya Academic Services Building, Room 202
915-747-5478

<https://www.utep.edu/student-affairs/scholarships/>

The Office of Scholarships administers all UTEP academic scholarships for undergraduate students. This includes processing applications, awarding scholarships in accordance with UTEP/donor guidelines, and disbursing and renewing undergraduate academic scholarships. In addition, this Office provides oversight for awards received from external entities and maintains information about other scholarship opportunities on their website <https://www.utep.edu/student-affairs/scholarships/external-scholarships/opportunities.html>

Incoming freshmen with a 90+ average in high school or transfers with a college GPA of 3.0 or better should apply for academic scholarships via <https://utep.awardspring.com/> once he/she has a UTEP account.

For more information on graduate school assistance or funding, please visit <https://www.utep.edu/graduate/funding/paying.html>

NAME, IMAGE & LIKENESS POLICY

PURPOSE

In accordance with Texas state law, The University of Texas at El Paso (UTEP) may not restrict enrolled student-athletes from earning compensation for use of their name, image, and likeness (“NIL”) when they are not engaged in official team activities, or from obtaining professional representation to secure NIL opportunities. Additionally, UTEP may not provide or solicit enrolled or prospective student-athletes (PSAs”) with compensation for use of their NIL. In order to ensure that UTEP student-athletes and staff are complying with rules and laws set forth by the NCAA and the State of Texas regarding student-athlete compensation, UTEP has adopted the following guidelines.

SECTION I: RESPONSIBILITIES OF THE UTEP ATHLETICS DEPARTMENT

1. UTEP Athletics may not:
 - Adopt or enforce a policy, requirement, standard, or limitation that prohibits or prevents a student-athlete participating in an intercollegiate athletics program at UTEP from:
 - Earning compensation for the use of their NIL when the student-athlete is not engaged in official team activities.
 - Obtaining professional representation (including an attorney licensed to practice law in Texas) for contracts or other legal matters relating to the use of the student-athlete’s NIL.
 - Provide or solicit a PSA with compensation in relation to the PSA’s NIL.
 - Arrange or assist in securing compensation for student-athletes.
 - This includes, but is not limited to:
 - Setting up meetings/introductions
 - Scheduling of meetings or appearances
 - Marketing, advertising, or serving as a reference for any student-athlete
 - Collecting of compensation
 - Filing disclosure documents or signing student-athlete attestations
2. UTEP Athletics will provide general financial literacy and NIL education to all student-athletes.
 - See Section 5: Education for specific guidance on financial and life skills workshops.
3. A scholarship, grant, or similar financial assistance awarded to a student-athlete that covers cost of attendance at UTEP is **not** compensation for purposes of NIL related provisions.
4. A student-athlete may not be disqualified from eligibility for athletic financial aid because the student-athlete:
 - Earns compensation for the use of the student-athlete’s NIL.
 - Obtains professional representation for contracts or other legal matters relating to the use of the student-athlete’s NIL.
 - The University may not have team rules for an athletic program that prohibits or prevents a student-athlete from using their NIL for a commercial purpose when the student-athlete is not engaged in official team activities.

“Official team activities” are any activities with an athletic or academic purpose involving student-athletes and at the direction of, or supervised by, one or more of the institution’s coaches or administrative staff. Such activities include, but are not limited to, the following:

- Practices
- Competition, including travel to and from away contests
- Strength and Conditioning sessions
- Class
- Academic study hall

NAME, IMAGE & LIKENESS POLICY

- Team- or Department-organized community service events
- Team promotional events
- Compliance meetings
- Athletic training or other medical appointments

SECTION 2: RESPONSIBILITIES OF UTEP STUDENT-ATHLETES

1. A UTEP student-athlete:
 - Must, before entering into a contract, disclose to the Athletics Compliance Office any proposed contract they may enter into for the use of their NIL.
 - See *Section 3: Disclosure Procedure and Attestation*, and the Athletics Compliance Office, for information regarding disclosure and attestation.
 - Is prohibited from using any UTEP logos, marks, or branding to earn compensation for their NIL. This also includes instances where UTEP logos or marks are improperly modified, or a product of unauthorized or incorrect usage.
 - See [UTEP's Graphic Identity Guide](#) for all University marks and logos.
 - May not enter into a contract for use of the student-athlete's NIL if:
 - Any provision of the contract conflicts with:
 - A provision of the student-athlete's team rules
 - A provision of an institutional contract of UTEP
 - A policy of the Athletics Department
 - A provision of UTEP's Handbook of Operating Procedures, or
 - A provision of a University honor code
 - The compensation for the use of the student-athlete's NIL is provided:
 - By UTEP
 - In exchange for athletic performance or attendance at UTEP
 - In exchange for property owned by UTEP
 - In exchange for providing an endorsement while using intellectual property or other property owned by UTEP
 - In exchange for an endorsement of
 - Alcohol
 - Tobacco products
 - E-cigarettes or any other type of nicotine delivery device
 - Anabolic steroids
 - Sports betting
 - Casino gambling
 - A firearm that the student-athlete cannot legally purchase, or
 - A sexually oriented business as defined in [Section 243.002, Local Government Code](#)
 - The duration of the contract extends beyond the student-athlete's participation in the intercollegiate athletics program
 - Is not considered an employee of UTEP based on the student-athlete's participation in the intercollegiate athletics program.
 - Is responsible for any taxes or documenting of income as it relates to their NIL.
 - May earn compensation from selling their autograph in a manner that does not otherwise conflict with applicable laws, rules, and regulations.
 - May obtain professional representation (including an attorney licensed to practice law in Texas) for contracts or other legal matters relating to the use of the student-athlete's NIL.

NAME, IMAGE & LIKENESS POLICY

SECTION 3: DISCLOSURE PROCEDURE AND ATTESTATION

Per Texas state law, UTEP student-athletes are required to disclose all proposed contracts for use of their NIL to the UTEP Athletics Compliance Office prior to engaging in the NIL activity. Disclosure is accessible to the student-athletes and may be submitted to the Athletics Compliance Office via the INFLCR app. The Athletics Compliance Office will review the disclosure to ensure compliance with laws and provisions regarding NIL.

SECTION 4: DISCLOSURE OF NONCOMPLIANCE

If UTEP identifies a provision in a contract disclosed to UTEP by a student-athlete that conflicts with a provision in the student-athlete's team rules, a provision of an institutional contract of UTEP's, a policy of the Athletics Department, a provision of UTEP's Handbook of Operating Procedures, or a University honor code provision, UTEP shall promptly disclose the conflict to the student-athlete or the student-athlete's representative. The student-athlete or the student-athlete's representative is responsible for resolving the conflict no later than 10 days after the date of the disclosure.

SECTION 5: EDUCATION

UTEP shall require each student-athlete to attend a financial literacy and life skills workshop at the beginning of the student's first and third academic years. The workshop include information on financial aid, debt management, time management, budgeting, and academic resources available to the student-athlete. During the workshop, UTEP may not allow any presenter or provider of financial products or services to:

- Market, advertise or refer the provider's services to a student-athlete, or
- Solicit a student-athlete to use the provider's services.

SECTION 6: BOOSTERS

Boosters are allowed to enter into a contract with a UTEP student-athlete for the use of NIL in exchange for money, goods, or services.

- Student-athletes must disclose to the UTEP Athletics Compliance Office any such contract with boosters or potential boosters.
- Such contracts are still subject to restrictions under state or federal laws as well as NCAA rules.

UTEP staff members cannot assist with arranging for student-athletes to participate in NIL activities; however, UTEP staff members may forward information about legitimate NIL opportunities to enrolled student-athletes.

SECTION 7: PROSPECTIVE STUDENT-ATHLETES

Individuals, corporate entities, and other organizations may not:

- Enter into any arrangement with a prospective student-athlete relating to the prospective student-athlete's NIL to recruit a PSA to UTEP.
- Use inducements of future NIL compensation arrangements to recruit a PSA to UTEP.

SECTION 8: VIOLATIONS AND CONSEQUENCES

Student-athletes should be aware that even if they are following Texas law when they enter into any given NIL contract, they could still be in violation of other NCAA or University rules. For example:

- Use of UTEP facilities without going through the proper reservation protocol (reserving and paying for the use of a facility at the going public rate).
- Accepting compensation without a contract or without doing the work in a signed contract.

NAME, IMAGE & LIKENESS POLICY

For questions regarding NIL, please reach out to the UTEP Athletics Compliance Office.

Taylor Harrell
Senior Associate A.D./Compliance
915-747-8024
tlvena@utep.edu

Camilla Carrera
Director of Compliance
915-747-6783
cjcarrera@utep.edu

Fadia Rouhana
Director of Compliance - Athletics Student Aid Coordinator
915-747-8607
frouhana@utep.edu

*Note that guidelines in this policy are subject to change dependent upon local, state, and federal laws as well as any changes to NCAA rules.



COMPLIANCE



SUMMARY OF NCAA RULES

All student-athletes are responsible for abiding by NCAA, conference, and institutional rules and regulations. Listed below is a summary of NCAA rules most likely to affect student-athletes during their period of eligibility. These rules are covered in detail at compliance meetings conducted at the beginning of each semester.

UNETHICAL CONDUCT (NCAA BYLAW 10.1)

As a student-athlete, you must abide by University, conference, and NCAA regulations, including NCAA Bylaw 10.1 covering unethical conduct. Unethical conduct may include, but is not limited to the following:

- a) Refusing to provide information relevant to an investigation of a possible violation of a University, Conference USA or NCAA regulation when requested to do so;
- b) Knowingly being involved in arranging for fraudulent academic credit or false transcripts for a prospective or an enrolled student-athlete;
- c) Knowingly being involved in offering or providing a prospective or enrolled student-athlete an improper extra benefit or improper financial aid;
- d) Knowingly furnishing or knowingly influencing others to furnish the NCAA or the individual's institution false or misleading information concerning an individual's involvement in or knowledge of matters relevant to a possible violation of an NCAA regulation;
- e) Receiving benefits for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor, or a representative of an agent or advisor (e.g. "runner");
- f) Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state and federal law;
- g) Failure to provide complete and accurate information to the NCAA or institution's admissions office regarding an individual's academic record (e.g., schools attended, completion of coursework, grades, and test scores);
- h) Fraudulence or misconduct in connection with entrance or placement examinations;
- i) Engaging in any athletics competition under an assumed name or with intent to otherwise deceive;
- j) Failure to provide complete and accurate information to the NCAA or the individual's institution regarding your amateur status.

COMPLIANCE

What NCAA Bylaw 10.1 Means:

- When UTEP staff interviews you about your possible involvement in a violation of NCAA rules, you are required to provide complete and truthful information, to the best of your ability, in response to all questions from UTEP staff.
- Refusing to answer questions or asking other student-athletes, students, staff or other people to provide false or misleading information to UTEP staff members are also considered violations of NCAA Bylaw 10.1.
- Refusal to furnish information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution is considered a violation of NCAA Bylaw 10.1. May include other actions deemed by the NCAA or UTEP as unethical conduct under NCAA Bylaw 10.1.

Penalty for NCAA Bylaw 10.1 Violations:

- The NCAA penalties for NCAA Bylaw 10.1 violations range from a minimum loss of eligibility for 50 percent of a season to permanent loss of eligibility.
- The most common penalty is withholding from one calendar year of competition and being charged a season of competition for that year.
- Additional penalties could be implemented by UTEP, Conference USA or the NCAA.

EXAMPLE: A student-athlete provides false information and withholds some information when interviewed on multiple occasions by UTEP staff about a potential violation. The student-athlete will likely have to sit out all UTEP competitions for one calendar year [364 days from date student-athlete was ruled ineligible]. The student-athlete would also be charged with one season of competition.

HEAD COACH CONTROL

The NCAA holds your head coach accountable for promoting an atmosphere of compliance and monitoring the activities for all coaches, staff, and student-athletes within the program. Not only can your actions impact your own eligibility, but could also result in the suspension of your head coach.



COMPLIANCE

SEASONS OF COMPETITION

Student-athletes are eligible to participate in a total of four seasons of intercollegiate competition. Student-athletes must complete his/her seasons of competition within five calendar years, beginning with his/ her initial full-time enrollment at any collegiate institution. The NCAA Committee on Student-Athlete Reinstatement may grant extensions for the five-year period of eligibility if extenuating circumstances prevent a student-athlete from competing during two or more of his/her five-year period of eligibility. The Committee may also provide an extension if the student-athlete redshirted in their initial season and if extenuating circumstances prevent the student-athlete from competing during one or more of his/ her five-year period of eligibility.

OUTSIDE COMPETITION

NCAA rules governing outside competition differ by sport. In general, student-athletes may not participate in non-collegiate, amateur competitions during the academic year and during their playing season without jeopardizing their eligibility for intercollegiate competition. In sports other than basketball, student-athletes may participate in noncollegiate amateur competition outside the institutions declared playing and practice season during any official vacation period as published in the institutions catalog. Prior to participating in any outside competition, an Outside Competition Form must be signed by the student-athlete and the head coach and submitted to the Athletics Compliance Office for review and approval.

COMPLIMENTARY ADMISSIONS

Complimentary admissions to team competitions are distributed in accordance with NCAA rules. Student-athletes may receive a maximum of four complimentary admissions (if there is an admission charge) per event in their sport. Hard tickets are not issued and complimentary admissions may not be sold or traded for anything of value. Abuse of student-athletes' complimentary admissions is a violation of the Code of Conduct and of NCAA rules

GAMBLING

The NCAA opposes all forms of legal and illegal sports wagering, which has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes.

The NCAA has established specific guidelines (NCAA Bylaw 10.3) stating no athletics staff members, coaches, non-departmental staff with responsibility within the athletics department, conference staff, or student-athletes shall knowingly participate in sports wagering activities or provide information to individuals associated with any type of sports wagering activities concerning athletics competition, including at the youth, collegiate, amateur, or professional levels.

The NCAA defines sports wagering as putting something at risk – such as an entry fee – with the opportunity to win something in return, which includes many fantasy league games (e.g. Draft Kings/ Fan Duel).

The following sanctions for violation of NCAA Bylaw 10.3 apply:

- a) The NCAA Division I Committee on Student-Athlete Reinstatement and the NCAA student-athlete reinstatement staff will review violations of gambling legislation cases on an individual basis and consider the totality of the circumstances when determining appropriate sanctions.
- b) A student-athlete who engages in any sports wagering activity through the Internet, a bookmaker or parlay card shall be ineligible for all regular-season and post-season competition for a minimum of one year from the date that UTEP determines that a violation occurred and shall lose a season of eligibility.

In order to educate the student-athlete regarding illegal organized gambling, the University and the Athletics Department will instruct the student-athlete on the nature and prevalence of intercollegiate gambling and bribery, as well as the risk involved for the individual and for the entire University. The following policies will be followed in accordance with these guidelines:

COMPLIANCE

1. At the start of each season, the Athletics Compliance Office is responsible for educating all student-athletes on the nature and prevalence of gambling and bribery in intercollegiate sports. This should include a review of applicable federal, state and local laws. Student awareness of the problem should be maintained through the season, particularly prior to major competitive events.
2. Students are required to report any solicitations that they might receive that ask them to be a party to sports bribery. Failure to do so may negatively impact a student-athlete's eligibility.
3. The Athletics Department is committed to taking an active stance against gambling and bribery. Additionally, institutional rules in this area apply equally to student-athletes, staff, and the general student body.
4. No Professional or College Office Pool.

As recommended by the NCAA, students found guilty of handling bets, distributing handicap information or otherwise serving as an agent of the gambling industry are subject to immediate expulsion.

EXTRA BENEFITS

An extra benefit is any special arrangement by an institutional employee or a booster to provide a student-athlete or the student-athlete's relative or friend a benefit not expressly authorized by NCAA legislation. NCAA regulations prohibit The University of Texas at El Paso coaches, staff, and representatives of athletics interests (boosters) from providing student-athletes with extra benefits. Receipt of a benefit by student-athletes or their relatives or friends is not a violation of NCAA legislation if it is demonstrated that the same benefit is generally available to the institution's general student body or their relatives or friends or to a particular segment of the student body (e.g., foreign students, minority students) determined on a basis unrelated to athletics ability. Extra benefits include, but are not limited to:

- A special discount, payment arrangement or credit on a purchase (e.g., airline ticket, clothing) or a service (e.g., dry cleaning, laundry)
- A professional service at no charge or at a reduced cost (e.g., typing of letters)
- The use of a telephone or credit card for personal reasons without charge or at a reduced rate
- Services (e.g., movie tickets, dinners, use of car) from commercial agencies (e.g., theaters, restaurants, car dealers) without charge or at reduced rates
- Free or reduced-cost admission to professional athletic contests from professional sports organizations
- A loan of money; a guarantee of bond
- Use of an automobile
- Signing or cosigning a note with an outside agency to arrange a loan
- Preferential treatment, benefits or services (e.g., loans on a deferred payback basis) for your athletic reputation, skill or payback potential as a future professional athlete
- Rent-free or reduced-rate housing during the academic year OR during the summer

SALE OF ATHLETIC ITEMS

A student-athlete is not permitted to sell, trade, or offer in exchange for other benefits or services, any items obtained as a privilege for being a student-athlete. This includes, but is not limited to, memorabilia, awards, apparel, equipment, complimentary tickets, etc. Such action violates NCAA regulations and will jeopardize the student-athlete's eligibility.

AMATEURISM

Student-athletes will lose amateur status and be ineligible for intercollegiate competition in their particular sport if they:

- Use their athletics skill (directly or indirectly) for pay in any form in that sport
- Accept a promise of pay even if such pay is to be received following completion of intercollegiate athletics

COMPLIANCE

participation

- Sign a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any compensation received
- Receive, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based upon athletics skill or participation, except as permitted by NCAA rules and regulations
- Compete on any professional athletics team, even if no pay or remuneration for expenses was received
- Subsequent to initial full-time collegiate enrollment, enter into a professional draft
- Enter into an agreement (written or verbal) with an agent

AGENTS

A student-athlete shall be ineligible for participation in an intercollegiate sport if he or she ever has agreed (orally or in writing) to be represented by an agent for the purpose of marketing his or her athletics ability or reputation in that sport. This includes agreements for future representation following the completion of eligibility. Further, an agency contract not specifically limited in writing to a sport or particular sports shall be deemed applicable to all sports, and the individual shall be ineligible to participate in any sport.

In addition, a student-athlete will render himself or herself ineligible if he or she (or his or her relatives or friends) accepts transportation or other benefits from:

(1) Any person who represents any individual in the marketing of his or her athletics ability. The receipt of such expenses constitutes compensation based on athletics skill and is an extra benefit not available to the student body in general; or

(2) An agent, even if the agent has indicated that he or she has no interest in representing the student-athlete in the marketing of his or her athletics ability or reputation and does not represent individuals in the student-athlete's sport.

TRANSGENDER STUDENT-ATHLETE PARTICIPATION

UTEP prescribes to the NCAA guidelines relating to participation of transgender student-athletes undergoing hormonal treatment for gender transition. If you have any questions or concerns regarding these guidelines, please contact the Senior Associate Athletic Director/SWA or you can refer to the following link: <http://www.utepminers.com/transgenderpolicy>.

STUDENT-ATHLETE TRANSFER POLICY

If a student-athlete requests to be placed in the NCAA Transfer Portal, the below processes and policies will apply:

- a) The student-athlete must contact the Athletics Compliance Office to fill out the Notification of Intent to Transfer Form;
- b) The Athletics Compliance Office will place the student-athlete in the Transfer Portal within 2 business days of receiving the completed Notification of Intent to Transfer Form unless another date has been indicated either by way of the student-athlete or NCAA rules (i.e., Transfer Portal "windows")
- c) The Athletics Compliance Office will notify the head coach and the sport administrator that the student-athlete has been placed in the Transfer Portal;
- d) If a student-athlete is cut or dismissed from the team or if the student-athlete chooses to quit the team, the student-athlete will no longer be permitted to have access to any athletics facilities (weight room, locker room, etc.) unless the head coach uses their discretion to indicate otherwise. Additionally, a student-athlete receiving athletic aid will maintain such aid through the current term unless NCAA rules indicate otherwise. The MAAC will continue to provide academic services (tutoring, advising, etc.) through the term before a student-athlete departs UTEP.

COMPLIANCE

COUNTABLE ATHLETICALLY RELATED ACTIVITIES (CARA)

A countable athletically related activity (CARA) includes any required activity with an athletics purpose involving student-athletes and at the direction of, or supervised by, any member or members of an institution's coaching staff (including strength and conditioning coaches) and must be counted within the weekly and daily limitations. NCAA regulations limit the amount of time coaches can require a student-athlete to be involved in CARA each day and week. Coaching staffs must provide at least 1 day off per week in-season and 2 days off per week out-of-season. The required day(s) off must be free from all required and countable athletically related activities, with limited exceptions.

What are the daily and weekly time limitations on CARA?

Student-athletes may not participate in CARA for more than:

In-Season

Maximum 20 hours per week

Maximum 4 hours per day

At least 1 day off per week

Out-Of-Season (during academic year)

Maximum 8 hours per week (no more than 4 hours of skill instruction)

Maximum 4 hours per day

At least 2 days off per week

The daily and weekly hour limitations DO NOT apply to the following time periods:

- During preseason practice prior to the first day of classes or the first scheduled contest, whichever is earlier.
- During an institution's term-time official vacation period (e.g., Thanksgiving, spring break), as listed in the institution's official calendar, and during the academic year between terms when classes are not in session.

The 1 day off per week requirement is still applicable during preseason practice and vacation periods.

Below are partial lists of common activities that are considered CARA and RARA.

REQUIRED ATHLETICALLY RELATED ACTIVITIES (RARA)

Required Athletically Related Activities (RARA) include any activities, including but not limited to those that are countable in the daily and weekly limitations, that are required of a student-athlete. In general, required athletically related activities other than competition (and associated activities) shall not occur during a continuous eight-hour period between 9 p.m. and 6 a.m. If a home competition concludes after 9 p.m., once the student-athletes are released from team obligations, there must be a continuous 8 hour period provided during which RARA are prohibited. Also, if a team returns to campus after 9 p.m., following an away-from-home competition, there must be a continuous 8 hour period provided during which RARA are prohibited. Also, RARA is prohibited on required day(s) off.

UTEP will develop a Student-Athlete Time Management Plan for each varsity intercollegiate sport. This policy shall include, at a minimum, policies that ensure:

- Student-athletes are provided adequate notice of all countable athletically related activities and other required athletically related activities.
- Schedules for all countable athletically related activities and other required athletically related activities are developed through a collaborative process involving student-athletes, coaches and senior athletics department staff members.
- Student-athletes are provided adequate notice of changes to a previously established schedule for countable athletically related activities and other required athletically related activities.

The Student-Athlete Time Management Plan will be signed by the head coach, every student-athlete, and the sport administrator for that sport.

COMPLIANCE

COUNTABLE ATHLETICALLY RELATED ACTIVITIES	REQUIRED ATHLETICALLY RELATED ACTIVITIES
Practice or skill instruction	Compliance meeting
Competition and associated activities <i>* always counts as 3 hours towards the daily and weekly CARA limits</i>	Team promotional activities, Team-Building, Fundraising activities, etc.
Team meetings with a coach	Media activities
Required strength & conditioning sessions	Tutoring/Study Hall/MAAC Mentor Meetings
Any other activities that occur on-field, on-court, etc.	Community Service
Visiting competition sites (i.e. cross country, golf, etc.)	Team Travel
Required participation in camps/clinics	Recruiting Activities (i.e. serving as Student Host)

RULES VIOLATIONS

A key responsibility of the Compliance Staff is to investigate potential NCAA rules violations when necessary. The reporting of violations can come in many forms. There are times when an anonymous phone call or letter will arrive. There are also times when a formal request for an investigation occurs either through the conference office or the NCAA. A rules violation may also be self-reported through a University staff member, student-athlete, or coach. In all instances, it is necessary to conduct some type of investigation to discover the extent to which a problem does or does not exist.

It is extremely important that student-athletes report any issues you think may be a rules violation. It is your duty to assist with maintaining NCAA regulations. NCAA Bylaw 10.1 requires that student-athletes must fully cooperate with any investigation. If it is determined that you have not cooperated fully, your eligibility may be negatively affected.

REPORTING VIOLATIONS

Student-athletes are required to report any factual or potential NCAA, Conference, or UTEP rules violations. Even if a student-athlete is unsure if a violation occurred, they should report anything that makes them question whether something is a rule violation. Student-athletes will not be retaliated against for reporting any factual or potential violations.



COMPLIANCE

REPORTING ISSUES INTERNAL TO ATHLETICS

There are three options to report an issue internal to Athletics:

1. Coaching Staff
2. Athletics Compliance Office
Tayler Harrell
Phone: 915-747-8024
Email: tlvena@utep.edu
3. Director of Athletics
Jim Senter
Phone: 915-747-6822
Email: jsenter@utep.edu



REPORTING ISSUES EXTERNAL TO ATHLETICS

Although you are encouraged to raise issues first internally, there are two options to report an issue externally to Athletics.

1. Faculty Athletics Representative
Dr. Stephen Aley
Phone: 915-747-8813
Email: saley@utep.edu
2. Gabriel Ramirez
Title IX Coordinator
Oversees Title IX investigations and policy implementation
<https://www.utep.edu/TitleIX/>
Kelly Hall 312
Phone: 915-747-8358
Email: gramirez2@utep.edu

Report allegations of discrimination, including sexual harassment, sexual misconduct or abuse. NOTE: No one is required to raise concerns related to any of violations listed in this section internally (within Athletics).

William A. Epperson
Deputy Title IX Coordinator
Primary Investigator
Institutional Compliance
<https://www.utep.edu/TitleIX/>
Kelly Hall 312
915-747-8797
Email: waeperson@utep.edu

Dr. Charlie Gibbens
Deputy Title IX Coordinator
Associate Vice President for Student Support
Student Affairs
Union East 301
Phone: 915-747-5076
email: cegibbens@utep.edu

Julie Levesque
Deputy Title IX Coordinator
Senior Associate Athletic Director
Brumbelow Building, Room 104
915-747-7698
jmlevesque@utep.edu

Beatriz Tapia
Deputy Title IX Coordinator/
Director for Equal Opportunity Office
<https://www.utep.edu/eoaa/>
Equal Opportunity Office
Kelly Hall 304
Phone: 915-747-5839
Email: betapia@utep.edu

MENTAL HEALTH & WELLBEING



The mental health and wellbeing of our student-athletes is a top priority for UTEP Athletics. We are committed to providing you with the resources that will help keep you in the right headspace.

WE ARE HERE FOR YOU. YOU ARE NOT ALONE.

If you or someone you know needs to talk to someone, needs help or just wants information, we encourage you to utilize the following at UTEP:

ATHLETIC TRAINING ROOM

Location: Larry K. Durham Center

Every athletic trainer is equipped to talk with you about your mental health and any struggles that you may be experiencing. That means you can go to your team athletic trainer or any other athletic trainer that we have on staff, if you feel comfortable. They will listen and will be able to help you, guide you or steer you in a direction that will benefit you and your mental wellbeing.

COACHES AND ATHLETIC STAFF

If you're comfortable, your coaches are a great place to start talking about your mental health and wellbeing. Athletics staff members, such as your MAAC advisor, strength and conditioning coach, or sport administrator, are also great people to reach out to.

MENTAL HEALTH & WELLBEING

EMERGENCE HEALTH NETWORK

Location: Multiple Locations in El Paso

Website: [Emergence Health Network – El Paso Strong](#)

Crisis Hotline:

915-779-1800 or 1-877-532-6467

Can be called in any emergency situation, whether it be yourself or someone else, involving situations of attempted suicide, thoughts of suicide and any/all thoughts of causing harm to oneself.

El Paso Crisis Center:

1601 Yandell Drive, El Paso, TX 79903

In-person counseling center for emergency situations in any event where you, or someone else near you, has thoughts of suicide or harming themselves.

General Services:

915-242-0555

915-887-3410

Note: The process for being set up with Emergence starts with your athletic trainer. It is a service that is completely free to any student-athlete while school is in session and completely confidential for all student-athletes. This means that what a student-athlete and a counselor discuss will never be repeated to a coach, athletic trainer or any member of the UTEP Athletics administration. Simply state to any athletic trainer that you wish to be set up with Emergence, and he/she can help schedule an appointment - no questions asked. Appointments are available both virtually and in-person.

CAPS (COUNSELING AND PSYCHOLOGICAL SERVICES)

Location: 202 Union West

The University Counseling Center is dedicated to providing high-quality mental health services that support students' ability to benefit from their experience at the University of Texas at El Paso. To this end the center provides career counseling, psycho-educational workshops, individual and group counseling, crisis intervention, and professional training experiences that are responsive to the individual, cultural, and demographic diversity of our students.

[Counseling and Psychological Services \(utep.edu\)](#)

[Crisis Counseling \(utep.edu\)](#)

TOGETHERALL

Feel like you need somewhere to talk? Togetherall is a free online community, a safe place to support your mental health 24/7. Join us today and share how you're feeling, listen and be heard.

<https://www.utep.edu/student-affairs/counsel/services/togetherall.html>

24/7 MINERS TALK: CRISIS LINE (915-747-5302)



TITLE IX

Location: 310 Kelly Hall

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination including sexual misconduct, sexual harassment, and acts of sexual violence.

[Title IX \(utep.edu\)](#)

[Filing a Complaint \(utep.edu\)](#)

Click here to file a complaint: [Title IX Incident Reporting Form \(maxient.com\)](#)

[Training \(utep.edu\)](#)

MENTAL HEALTH & WELLBEING

CARE (CAMPUS ADVOCACY, RESOURCES, AND EDUCATION)

Location: 1101 Campbell St. (Campbell Building)

Campus Advocacy, Resources and Education (CARE) office seeks to empower students who have been impacted by violence by providing private advocacy, resources and supportive services.

[CAMPUS ADVOCACY, RESOURCES AND EDUCATION \(utep.edu\)](https://www.utep.edu/care)

[Support Groups \(utep.edu\)](https://www.utep.edu/care/support-groups)

OSCCR (OFFICE OF STUDENT CONDUCT AND CONFLICT RESOLUTION)

Location: 303 Union East

The Office of Student Conduct and Conflict Resolution (OSCCR) will guide students in their ethical development, foster skills to civilly manage interpersonal conflicts, and strengthen students' commitment to the campus community while promoting honesty and integrity.

[Office of Student Conduct and Conflict Resolution \(utep.edu\)](https://www.utep.edu/osccr)

[Submit an OSCCR Report: Report \(utep.edu\)](https://www.utep.edu/osccr/report)

STUDENT HEALTH AND WELLNESS CENTER

Location: Union East

[Student Health and Wellness Center \(utep.edu\)](https://www.utep.edu/student-health)

[Services \(utep.edu\)](https://www.utep.edu/student-health/services)

NCAA RESOURCES

[Mental Health Educational Resources - NCAA.org](https://www.ncaa.org/health-and-wellness)

[Nutrition, Sleep and Performance Educational Resources - NCAA.org](https://www.ncaa.org/health-and-wellness/nutrition)

[Sexual Assault and Interpersonal Violence Educational Resources - NCAA.org](https://www.ncaa.org/health-and-wellness/sexual-assault)

NATIONAL SEXUAL ASSAULT HOTLINE: Any student-athlete, coach or athletics administrator may call the National Sexual Assault Hotline's safe, confidential call-line at 800-656-HOPE (4673) to be connected with a trained staff member from a sexual assault service provider in his or her area.

HELPFUL MOBILE APPS

General: [Moodfit](#)

Sleep and Meditation: [Calm](#), [Headspace](#)

Therapy: [BetterHelp](#), [TalkSpace](#)

Coping Skills: [MoodMission](#)

For Stress Relief: [Sanvello](#)

HOTLINE AND EMERGENCY NUMBERS

University Police: Emergency, 911, Non-emergency, 915-747-6411

National Suicide Prevention Lifeline: 1-800-273-8255;

El Paso Police Department: Emergency, 911, Non-emergency, 915-832-4400

Las Palmas Medical Center: 915-595-9200

Adult Protective Services: 915-834-5743

Child Protective Services: 1-800-252-5400

El Paso Domestic Violence Hope Line: 915-593-7300 or 1-800-727-0511

National Domestic Violence Hotline: 1-800-799-SAFE or 1-800-787-3224 (TTD)

National AIDS Information Hotline: 1-800-342-AIDS

El Paso Public Health Department: 915-212-0200

National Sexual Assault Hotline: 800-656-HOPE (4673)

SPORTS MEDICINE

The University of Texas at El Paso Sports Medicine Program provides the student-athlete with medical care, treatment and rehabilitation for any illness or injury incurred throughout the year while participating in intercollegiate athletic activities and voluntary physical activities that prepare the student-athlete for competition on campus or on official University away competitions.

The Sports Medicine staff is comprised of 40+ team physicians (orthopedics, internal medicine, family practice, neurologist, cardiologist, etc.), 10 certified athletic trainers and 20-25 student athletic trainers. The physicians are selected by the Director of Sports Medicine and work through the Athletic Training Department to provide services for the student-athletes.

The Sports Medicine Center is located in the Larry K. Durham Sports Center. The hours of operation are: Monday – Friday from 8 a.m. until approximately 6 p.m. Open hours outside of business hours are determined by the individual athletic trainers.

Athletic competitions, practices and scheduled treatment and rehabilitation sessions dictate the weekend hours.

STUDENT-ATHLETE RESPONSIBILITY

It is to be acknowledged by the student-athlete that there are certain inherent risks involved in participating in intercollegiate athletics and the student-athlete is willing to assume responsibility for such risk. All student-athletes may assume responsibility for:

- Expense related to non-athletic related injury or illness which is inclusive of any condition(s) that occurs outside a organized, supervised athletic workout or intercollegiate competition for which the student-athlete is not representing UTEP
- Expense related to condition(s) not arising from practice or competition (such as, but not limited to: domestic accidents, motor vehicle accidents, sexually transmitted disease, or dental conditions not related to injury)
- Unresolved athletically related injury or illness upon termination of athletic participation, withdrawal or graduation from the University, unless arrangements for provision of medical care for the unresolved athletically related injury or illness is made prior to withdrawal, graduation or termination of athletic participation.

Student-athletes are no longer eligible for medical coverage through the Athletics Department if:

- Student-athlete quits sport
- Student-athlete is dismissed from sport
- An injured student-athlete discontinues rehabilitation as prescribed by the team physician
- The team physician certifies that an injured student-athlete has recovered sufficiently to reasonably permit him or her to compete, and that student-athlete nonetheless chooses to quit athletic participation
- If a student-athlete enters the transfer portal, all medical services will be discontinued except for injuries that occurred while the student-athlete was representing UTEP

Seeking Medical Coverage Outside of UTEP

It is always the option of the student-athlete to obtain his or her own medical care. If his or her parents, guardian or spouse prefer to seek outside medical care, note these guidelines.

UTEP Intercollegiate Athletics may not:

- Assume financial responsibility for charges incurred, unless prior approval is granted by the University
- Render any follow-up care; or,
- Allow the student-athlete to participate until the following conditions are met:
 - The Director of Sports Medicine has received written clearance from the attending health care provider
 - The student-athlete has received medical clearance from the head team physician to resume athletic participation

HEALTH INSURANCE

The Department of Athletics requires each student-athlete to review his or her health insurance plan. Scholarship student-athletes who are not covered by their family medical coverage are strongly encouraged to participate in the student insurance plan offered on campus or seek advice from the athletic department insurance coordina-

SPORTS MEDICINE



tor. Walk-on student-athletes and cheerleaders are required to have health insurance that covers intercollegiate sports before they are permitted to receive a physical and practice.

Personal insurance information is annually requested from the student-athlete and kept on file in the Larry K. Durham Center Sports Medicine Department. The medical service plan utilized by the UTEP Athletics program is an injury policy only and is designed to be used as a supplement to the student-athlete's medical insurance plan. Insurance information forms will be issued to the student athlete requesting information about the family medical coverage. For approved medical expense incurred by scholarship student athletes, the Athletics Department Insurance Coordinator submits all medical expenses through the student-athlete's personal insurance policy (or policies). After insurance processing is completed, the Department, per any existing arrangements with the providers, pays the remaining balance.

INJURY/ILLNESS & REHABILITATION

The certified athletic trainer will screen for signs and symptoms, provide care, and/or refer the student-athlete to a physician as indicated. The certified athletic trainer, in conjunction with the team physician, is responsible for dictating the participation status of an injured or ill student-athlete. Immediately following an injury the student-athlete is required to report it to the athletic trainer responsible for that sport. Once the injury has been evaluated, the student-athlete is responsible for attending all scheduled appointments with team physicians, treatment and rehabilitation. Failure to do so only increases the risk of further injury and slows recovery time.

MEDICAL BILLS

The student-athlete must submit medical bills to the insurance coordinator. Otherwise, the Athletic Department will not be aware there are such bills to be processed. An itemized statement is required. Should the student-athlete, parent or guardian receive an "Explanation of Benefits" from their insurance company, this also should be forwarded to facilitate resolution of the account.

PHYSICAL EXAMS

All student-athletes must have a physical examination or health evaluation conducted by the team physician prior to each year of participation. The team physician in conjunction with the Director of Sports Medicine schedules annual physical examinations and health evaluations.

EMERGENCY TREATMENT

If the Sports Medicine Department is closed and the student-athlete finds himself or herself in need of medical treatment, the Director of Sports Medicine or the certified athletic trainer assigned to their sport should be called. In the event of a legitimate or life-threatening emergency, the student-athlete should call 911 for immediate medical attention and an ambulance for transportation to the hospital. In emergency situations, costs may be approved afterward. Any student-athlete who does not contact a staff certified athletic trainer within 24 hours of receiving emergency care may be held financially responsible for any expenses.

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM



Please note: Coaches in each sport may have additional policies that are stricter than departmental policies listed here.

PURPOSE

The intent of this program is to prevent and deter the use and abuse of prohibited substances by student-athletes through education, testing and professional guidance. Systematic drug testing is necessary to ensure the health, safety and welfare of our student-athletes, to promote fair competition in intercollegiate athletics, to affirm compliance with applicable rules and regulations governing drug use, and to identify student-athletes who are improperly using drugs and assist them before they harm themselves or others. Signed consent and notification forms shall be considered confirmation of the student-athlete's agreement to the terms and conditions contained in this policy and shall be a contractual obligation of the student-athlete.

CONFIDENTIALITY

Confidentiality is a basic element of this program. All persons having information related to drug testing and/or treatment will keep this information confidential. All written and electronic records of test results will be maintained in a secure manner.

PROGRAM COMPLIANCE/ELIGIBILITY

In order to become a member of any of UTEP's 17 Division I athletic teams, including receiving athletics grant-in-aid after exhausting his/her eligibility, a student-athlete must comply with the terms of this program which encompasses substance abuse education, testing and counseling. Completion of the Drug and Alcohol Consent Form is required of all student-athletes as part of their annual pre-participation physical examination and/or orientation. Failure to sign the consent form will result in the student-athlete's ineligibility to participate in all intercollegiate athletics.

SAFE HARBOR PROGRAM

With the understanding that there are circumstances where individuals have drug problems, which stem from background, habit, or recreation, UTEP Athletics has developed a policy to assist those individuals who desire to make a positive life change. To this end, the self-referral process was instituted. It is the assumption that indi-

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

Individuals who self-refer for a drug and/or alcohol problem are actively seeking help and are interested in making a positive life change. It is the commitment of UTEP Athletics to assist all individuals in this process. Individuals utilizing self-referral will be assessed by a trained professional to gauge the severity of the problem. A recommendation for treatment, based on the assessment, will be made. No disciplinary action will take place at the onset of the student-athlete's entrance into the program. Upon entering the program, the student-athlete will submit to a drug test. The outcome of this test will serve as a baseline for future testing to track the substance in the student-athletes system. Should any of these future tests reveal an increase or new usage of the banned substance; the student-athlete will be dismissed from the safe harbor program and be charged with a positive test. Additional parameters are listed below.

- A) Self-referral for any drug problem can only be made one time during a student-athlete's college career.
- B) Self-referral can only be utilized prior to the notification of a drug test or screening. In other words, to self-refer for fear of being caught after a drug test has been announced will not be considered. For purposes of this guideline, "announced" includes the time when a list of student-athletes to be tested has been assembled and/or a person is either verbally or physically notified. If the Director of Sports Medicine and/or his/her designee are in the process of actively pursuing individuals to test, a self-referral may not be utilized.
- C) Student-athlete must satisfactorily complete the prescribed substance abuse treatment recommended by our approved Drug Counselor. Failure to successfully complete recommended treatment will result in an initial positive drug test.
- D) During treatment, UTEP Athletics reserves the right to perform routine, unannounced drug tests. If any subsequent test reveals new usage after the above-mentioned baseline test, that result will be considered a positive.
- E) Upon official release from the professional treatment program, all student-athletes will be subject to drug testing. If any substance is discovered, an automatic positive test will result.
- F) Self-referral cannot be used while in treatment for an existing violation. The concept of self-referral is for the student-athlete to ask for help for an addictive problem he/she is facing. For this reason, self-referral will not be considered when a student-athlete is actively undergoing treatment for a substance abuse violation.

NCAA DRUG TESTING

All student-athletes are subject to urinalysis drug testing by the NCAA year-round and at championship events (including bowl games). The purpose of the NCAA drug-testing program is to deter student-athletes from using performance-enhancing drugs. Student-athletes who try to cheat by using banned substances risk having their eligibility impacted. The NCAA tests for steroids, peptide hormones and masking agents year-round, and tests for stimulants and recreational drugs. Any scheduled NCAA drug testing that is missed by a student-athlete will cost them the loss of one calendar year of eligibility. In the case of a positive NCAA drug test, the student-athlete is given the opportunity to have their frozen "B" sample re-tested by NCAA approved lab at their own expense and will have the right of rebuttal to explain any extenuating circumstances. The "B" sample will always be tested to confirm, but the student-athlete is given 48 hours to determine if they want to be present for this to happen.

The NCAA bans the following classes of drugs:

- Stimulants
- Anabolic Agents
- Alcohol and Beta Blockers (banned for rifle only)
- Diuretics and Other Masking Agents
- Street Drugs
- Peptide Hormones and Analogues
- Anti-estrogens
- Beta-2 Agonists

THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES. Please see Drugfreesport.com or your athletic trainer and/or strength coach for additional information. Do not rely on this list to rule out any label ingredient.

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

Stimulants: amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); 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; 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; synthetic cannabinoids – no other substances are classified as NCAA street drugs.

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 of banned drugs is also banned unless otherwise noted



SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

PENALTIES FOR POSITIVE TEST

Ineligibility for Use of Banned Drugs

A student-athlete who, as a result of a drug test administered by the NCAA, is found to have used a substance on the list of banned drug classes, as set forth in Bylaw 31.2.3.1. shall be declared ineligible for further participation in post season and regular-season competition in accordance with the ineligibility provisions in this bylaw.

Duration of Ineligibility-Banned Drug Classes Other than “Street Drugs”

A student-athlete who, as a result of a drug test administered by the NCAA, tests positive shall be charged with the loss of one season of competition in all sports in addition to the use of a season, pursuant to Bylaw 12.8.3.1, if he or she has participated in intercollegiate competition during the same year. In addition, the student-athlete shall remain ineligible for all regular-season and post season competition during the time ending one calendar year (365 days) after the collection of the student-athletes positive drug-test specimen and until the student-athlete tests negative and the student-athletes eligibility is restored by the Committee on Student-Athlete Reinstatement. If the student-athletes participated in any contests from the time of collection until the confirmation of the positive result, he or she must be withheld from an equal number of contests after the 365-day period of ineligibility.

Duration of the Ineligibility- “Street Drugs”

A student-athlete who, as a result of a drug test administered by the NCAA, is found to have used a substance in the banned drug class “street drugs” shall be charged with the loss of competition during a minimum of 50 percent of a season in all sports (at least the first 50 percent of regular-season contests or dates of competition in the season following the positive test). The student-athlete shall remain ineligible until the prescribed penalty is fulfilled, the student-athlete tests negative and his or her eligibility is restored by the Committee on Student-athlete Reinstatement.

Tampering With Drug-Test Sample

A student-athlete who is involved in a case of clearly observed tampering with an NCAA drug-test sample, as documented per NCAA drug-testing protocol by a drug-testing crew member, shall be charged with the loss of a minimum of two seasons of competition in all sports if the season of competition has not yet begun for that student-athlete or a minimum of the equivalent of two full seasons of competition in all sports if the student-athlete is involved in the tampering with a drug-test sample during his or her season of competition (the remainder of contests in the current season and contests in the following two seasons up to the period of time in the initial season in which the student-athlete was declared ineligible) The student-athlete shall remain ineligible for all regular-season and postseason competition during the time period ending two calendar years (730 days) after the student-athlete was involved in the tampering with a drug-test sample and until the student-athlete tests negative (in accordance with the testing methods authorized by the Executive Committee) and the student-athlete’s eligibility is restored by the Committee on Student-Athlete Reinstatement.

Testing Positive on More than Once Occasion

If the student-athlete tests positive for the use of any banned drug other than a “street drug” after having previously tested positive for any banned drug other than a “street drug,” he or she shall lose all remaining regular-season and postseason eligibility in all sports. If the student-athlete tests positive for the use of a “street drug” after having tested positive for use of any banned drug, he or she shall be charged with the loss of a minimum of one additional season of competition in all sports and also shall remain ineligible for regular-season and post season competition during the time period ending one calendar year (365) after the collection of the student-athlete’s positive drug-test specimen.

PROCEDURES FOR A POSITIVE TEST

- 1) Athletic Department is notified of the results of the NCAA test.
- 2) Director of Sports Medicine notifies the head coach that a student-athlete has tested positive for an illegal and is in violation of the substance abuse policy.

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- 3) Director of Sports Medicine/Athletic Trainer notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 4) In the meeting with the Director of Sports Medicine, student-athlete will sign a contract statement, acknowledging the first positive test, the terms of the violation, and the consequences of a second positive test. Refusal to sign will result in immediate dismissal from the athletic program with loss of athletic scholarship.
- 5) The student-athlete will be required to meet with the BASICS coordinator (2 sessions), or associated medical services, for evaluation and recommendations of a corrective course of action and treatment.
- 6) Student-athlete must follow the prescribed treatment program and is financially responsible for the cost of any missed appointments.
- 7) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 8) The student-athlete will be required to complete 10 hours of off-campus community service for a non-profit of choice. Hours must be documented and verified by the Life Skills department. If the hours are not completed by the due date, the student-athlete will forfeit the next cost of attendance check and will continue to forfeit until the community service is completed.
- 9) Failure to successfully complete recommended treatment may result in the loss of athletic scholarship and/or participation, as well as student-athlete incurring financial responsibility for the treatment program.
- 10) Upon official release from the professional treatment program, the student-athlete may be subject to random drug testing. If any substance is discovered, an automatic positive test will result.
- 11) The student-athlete's next cost of attendance check will be withheld.
- 12) Additional penalties may be possible at the discretion of the head coach.

UTEP DRUG TESTING

UNANNOUNCED RANDOM DRUG TESTING

The UTEP Athletic Department, through the use of an independent private testing firm, will randomly screen members of all athletic teams for the presence of any and all banned substances throughout the year. All incoming student-athletes will be tested within their first two months of enrollment. The purpose is to proactively identify those who might have dependency issues, and to make that detection early enough to provide them with the

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

proper educational resources. Incoming student-athletes that have a positive result will not be subject to any penalties but will be provided with the necessary education and counseling to prevent future use. The testing list is comprised of drugs generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete. The list specifically includes psychomotor stimulants, central nervous system stimulants, anabolic steroids, street drugs and diuretics. Any scheduled drug testing that is missed by a student-athlete will be treated as a positive test, unless excused in advance.

Testing in Response to Individualized Reasonable Suspicion

A student-athlete may be subject to testing at any time when the Director of Athletics, in consultation with other departmental staff, determines there is individualized reasonable suspicion to believe the participant is using a banned substance. Such reasonable suspicion may be based on objective information as determined by the Director of Athletics or by an Sr. Associate/Associate Athletic Director, Head Coach, Assistant Coach, Director/Associate Director of Sports Medicine, Assistant Athletic Trainer, or Team Physician, and deemed reliable by the Director of Athletics or his/her designee. Reasonable suspicion may be found, but not limited to:

1. Observed possession or use of substances appearing to be prohibited drugs.
2. Arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances.
3. Observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances.

Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are, class attendance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes and legal involvement. If suspected, the Director of Athletics or designee will provide 24-hour notice specifying the date, time and place at which the student athlete will be tested. The consequences of failure to participate in or cooperate with such testing and the consequences of impermissible drug use discovered through such testing shall be the same as those applicable to unannounced testing.

SPECIMEN COLLECTION PROCEDURE

Urine specimen banned substance screening shall consist of the collection of a urine sample from the student-athlete under the supervision of a trained collector. Each urine sample will be analyzed for the presence of banned substances and all test results will be reported to the Director of Sports Medicine.

SPECIMEN COLLECTION MANIPULATION OR ADULTERATION

Any attempt to substitute, manipulate, adulterate or intentionally dilute a urine specimen will be treated as a positive drug test. Manipulation refers to the use of any product, including excessive water consumption, for the purpose of providing a dilute urine sample or substitution of a urine sample. Adulteration refers to the use or attempted use of any chemical (excluding water) added directly to the urine sample for the purpose of interfering with the testing procedures used to identify the presence of drugs. Any sample outside of designated temperature range, hot or cold, will be positive.

CLARIFICATION OF POSITIVE DRUG TEST

If the student-athletes urine sample tests positive, their medical record will be reviewed at the time to determine whether any medications (prescription and/or over the counter) or dietary supplement may have caused a positive test. In this event, the Drug Testing Program Director would consult with appropriate personnel (prescribing physician, toxicologist) to confirm whether the use of the medication or dietary supplement was appropriate and used properly in the correct dosage. If so, this would be considered a "medical exception." The student athlete will continue to be eligible for random testing each month for street drugs.

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

Consequences for a positive test for street drugs and other classes of banned substances, other than anabolic steroids, peptide hormones and analogues, and diuretics.

1st Violation

- 1) Director of Sports Medicine notifies the head coach that a student-athlete has tested positive for an illegal and is in violation of the substance abuse policy.
- 2) Director of Sports Medicine/Athletic Trainer notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 3) In the meeting with the Director of Sports Medicine, student-athlete will sign a contract statement, acknowledging the first positive test, the terms of nonrestrictive probation, and the consequences of a second positive test. Refusal to sign will result in immediate dismissal from the athletic program with loss of athletic scholarship.
- 4) The student-athlete will be required to meet with the BASICS coordinator (2 sessions), or associated medical services, for evaluation and recommendations of a corrective course of action and treatment.
- 5) Student-athlete must follow the prescribed treatment program and is financially responsible for the cost of any missed appointments.
- 6) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 7) The student-athlete will be required to complete 10 hours of off-campus community service for a non-profit of choice. Hours must be documented and verified by the Life Skills department. If the hours are not completed by the due date, the student-athlete will forfeit the next cost of attendance check and will continue to forfeit until the community service is completed.
- 8) Failure to successfully complete recommended treatment may result in the loss of athletic scholarship and/or participation, as well as student-athlete incurring financial responsibility for the treatment program.
- 9) Upon official release from the professional treatment program, all student-athletes may be subject to be included in the department's drug testing yearly program. If any substance is discovered, an automatic positive test will result.
- 10) The student-athlete's next cost of attendance check will be withheld.
- 11) Additional penalties may be possible at the discretion of the head coach.

Effects of Drugs on the Human Body

	Increased Blood Pressure	Increased Heart Rate	Strokes	Dehydration	Risk of Cancer
Steroids	✓		✓		
Caffeine Based Pre-Workout	✓	✓			
Post workout Protein		✓		✓	
No-xplode	✓	✓		✓	
Marijuana	✓		✓	✓	✓

Statistics taken from livestrong.com

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

2nd Violation

- 1) Director of Sports Medicine notifies the head coach and Athletic Director that a student-athlete has tested positive for an illegal or banned substance and is in violation of the substance abuse policy.
- 2) Director of Sports Medicine notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 3) In the meeting with the Director of Sports Medicine and Senior Associate Athletic Director, the student-athlete will sign a contract statement, acknowledging the second positive test, the terms of nonrestrictive probation, and the consequences of a third positive test. Refusal to sign the contract statement may result in immediate dismissal from the athletic program with loss of athletic scholarship.
- 4) The student-athlete will be required to meet with staff psychologist/counselor (4 sessions), or associated medical services, for evaluation and recommendations of a corrective course of action and treatment. A minimum of five consecutive days of suspension from date of signed notification (no exceptions) from ALL athletic-related activities (competition, practice, weightlifting, running, etc.) will be enforced per the recommendation of the treatment team.
- 5) Immediate suspension of 10 percent (rounding method used) of countable athletic contests. The penalty will be observed in all sports from the date of signed notification.
- 6) Student-athlete must follow the prescribed treatment program and is financially responsible for the cost of any missed appointments.
- 7) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 8) The student-athlete will be required to complete 20 hours of off-campus community service. Hours must be documented and verified by the Life Skills department.
- 9) Failure to successfully complete recommended treatment may result in the loss of athletic scholarship and/or participation, as well as student-athlete incurring financial responsibility for the treatment program.
- 10) Upon official release from the professional treatment program, all student-athletes will be subject to drug testing. If any substance is discovered, an automatic positive test will result.
- 11) The student-athlete's next cost of attendance check will be withheld.
- 12) Additional penalties may be possible at the discretion of the head coach.

3rd Violation

- 1) Director of Sports Medicine notifies the head coach and Director of Athletics that a student-athlete has tested positive for an illegal or banned substance and is in violation of the substance abuse policy.
- 2) Director of Sports Medicine notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 3) Athletic aid is terminated. The penalty will be observed in all sports from the date of signed notification.
- 4) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 5) Any third violation case may be appealed at the written request of the head coach detailing the reason(s) for the request.



SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

Appeal Process

- 1) The administrative voting committee will be made up of the Director of Athletics, Senior Associate Athletic Director, the Director of Sports Medicine, and the Faculty Athletics Representative. In cases where a student-athlete has exhausted his/her eligibility to compete in a sport, a partial committee may be assembled at the discretion of the Director of Athletics.
- 2) If after reviewing, the committee allows restoration of the third violations case, the restoration will be based on full compliance of all athletic department rules and regulations for the remainder of the student-athlete's time at UTEP. The committee, at its discretion, may impose conditions upon reinstatement that are binding for the student-athlete's reinstatement to full eligibility (i.e. loss of scholarship, game suspensions, etc.)
- 3) A successful appeal may result in monthly testing for the following two months, then placed into randomized testing for the duration of the athletic department's random drug testing program. If an institutional drug test reveals the existence of drugs above the threshold level, or if at any time the student-athlete tests positive for a different drug than which he/she originally tested positive for, an automatic positive test will be issued, and permanent ineligibility may result.
- 4) In the case of an unsuccessful appeal, the student-athlete may forfeit all future cost of attendance checks, removal from the team and loss of athletic scholarship.
- 5) Unsuccessful appeal of a positive test is nonnegotiable. The student may be removed from the team.

Consequences of a positive test for anabolic steroids, peptide hormones and analogues, and diuretics. The use of anabolic steroids and peptide hormones and analogues is cheating and undermines the integrity of any athletic competition in which the offending student-athlete participates.

1st Violation

- 1) Director of Sports Medicine notifies the head coach that a student-athlete has tested positive for an illegal or banned substance and is in violation of the substance abuse policy.
- 2) Director of Sports Medicine notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 3) In the meeting, the student-athlete will sign a contract statement, acknowledging the first positive test, the terms of nonrestrictive probation, and the consequences of a second positive test. Refusal to sign the contract statement will result in immediate dismissal from the athletic program with loss of athletic scholarship.
- 4) The student-athlete will be required to meet with staff psychologist/counselor, or associated medical services, for evaluation and recommendations of a corrective course of action and treatment.
- 5) Suspension of 50 percent (rounding method used) of countable athletic contests. The penalty will be observed in all sports from the date of signed notification.
- 6) Student-athlete must follow the prescribed treatment program and is financially responsible for the cost of any missed appointments.
- 7) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 8) The student-athlete will be required to complete 10 hours of off-campus community service. Hours must be documented and verified by the Life Skills department.
- 9) During treatment, the UTEP Athletic Department, as well as any of the inpatient/outpatient facilities utilized by the department, reserves the right to perform routine, unannounced drug tests. If a drug test reveals existence of drugs after an 8-week period, or if at any time the student-athlete tests positive for a different drug than which he/she was originally referred for, an additional violation of the substance abuse policy will be enforced.
- 10) Failure to successfully complete recommended treatment may result in the loss of athletic scholarship and/or participation, as well as student-athlete incurring financial responsibility for the treatment program.

SUBSTANCE ABUSE EDUCATION & TESTING PROGRAM

- 11) Upon official release from the professional treatment program, all student-athletes may be subject to drug testing. If any substance is discovered, an automatic positive test will result.
- 12) The student-athlete's next cost of attendance check will be withheld.
- 13) Additional penalties may be possible at the discretion of the head coach.

2nd Violation

- 1) Director of Sports Medicine notifies the head coach and Director of Athletics that a student-athlete has tested positive for an illegal or banned substance and is in violation of the substance abuse policy.
- 2) Director of Sports Medicine notifies the student-athlete of the violation and arranges a meeting between the Director of Sports Medicine, Senior Associate Athletic Director, Director of Student-Athlete Development, and the student-athlete.
- 3) Athletic aid is terminated. The penalty will be observed in all sports from the date of signed notification.
- 4) The student-athlete's parent or guardian is notified by the UTEP Athletics Administration.
- 5) A student whose athletic participation has been terminated may seek assistance from university counseling and medical resources available to UTEP students. Such services will not be supervised by the athletic department since the student's affiliation with the athletic programs has ended. Any fees associated with required counseling will be the responsibility of the student.

THRESHOLDS

METHAQUALONE -- 300 ng/mL
AMP/MAMP -- 1000 ng/mL
BARBITURATES -- 300 ng/mL
BENZODIAZEPINES -- 300 ng/mL
COCAINE METABOLITE -- 300 ng/mL
MARIJUANA METABOLITES -- 150 ng/mL
METHADONE MTB (300/300) -- 300 ng/mL
PROPOXYPHENE MTB -- 300 ng/mL
PHENCYCLIDINE -- 25 ng/mL
OPIATES-4 -- 2000 ng/mL



STRENGTH & CONDITIONING



UTEP student-athletes have access to state-of-the-art strength and conditioning equipment and top-notch coaching in the Larry K. Durham Sports Center and the Foster Stevens Basketball Center.

Student-athletes have access to 12,000 square feet of training space. The two weight rooms contain a full range of equipment, including Power Lift and Samson multi-racks, Hammer Strength plate loaded machines. Together they make the facilities a premier setting for intense training. Because of their size and amenities, the strength and conditioning centers rival any in Division I athletics.

Included in the two weight rooms are:

- 18 Power Lift multi-rack power stations
- 5 Samson multi-rack power stations
- Seventy-five Olympic and power barbells
- Over 20,000 lbs. of free weight
- 30 Hammer Strength machines
- Multi-level plyometric boxes and Dyna-max medicine balls
- Various other Body Master and Power Lift equipment
- Multi-Speed vibration plates
- Cardio areas and nutritional centers

The UTEP strength and conditioning program is designed to provide each student-athlete with the most productive, effective and efficient means of sport-specific physical and mental training. The program is geared toward helping all student-athletes reach their physical potential and meet their specific individual needs. Programs are tailored to enable student-athletes to maintain strength, speed and conditioning during peak physical demands of the playing season and to increase those components through extensive and grueling training during the offseason.

Director of Speed, Strength and Conditioning Kevin Schadt and his assistants, along with a highly qualified group of graduate assistants and interns, personally oversee the development of each student-athlete. Schadt and his staff stress an intensive physical program which leads to success and confidence on the playing field and in real life.

STRENGTH & CONDITIONING

All programs are evaluated daily and each individual's progress is monitored and charted with the aid of computer technology. While the student-athlete's physical progress is gauged through a battery of testing procedures, the strength and conditioning staff also helps each individual set training goals while striving for complete excellence.

Each strength and conditioning program is sport specific. Strength, speed, conditioning, agility, flexibility and nutrition education are components of each program. The year-round program is divided into three periods: preseason, in-season and postseason. During the preseason and postseason, student-athletes are involved in a heavy and intensive program; participation during the competitive season is limited to two or three days per week.

The training protocol used by Schadt and his staff is based on the progressive overload principle, incorporating advanced and basic multi-joint exercises. Choice of exercise, set and repetition schemes are dependent upon the sport and individual position of the student-athlete.

Speed training is performed two to four times per week in the offseason. Speed mechanics, resistive training and plyometrics are all aspects of the speed program. The training program is continued through the playing season to ensure the highest quality of speed during this critical time period.

Agility and conditioning workouts vary depending on the time of year and are specific to the energy systems and movement patterns of each sport. The primary goal of each team is to have the best conditioned athletes possible.

Flexibility training occurs year-round and involves individual attention as well as team stretching sessions.

Nutrition is a very important aspect of the entire program. Nutritional supplements and counseling are provided in order for each athlete to reach his or her maximum potential.

STANCE ON PERFORMANCE ENHANCING DRUGS (PEDS)

The strength and conditioning department at The University of Texas at El Paso does not in any way condone the use of PEDs.

It is our belief that:

- The risk of muscle tears and pulls, tendon and ligament strains and the long-term health risks, strongly outweigh the benefits of PEDs
- Taking PEDs is unethical and morally wrong. Do you want to cheat to get to the top, or follow the rules and work hard to be champions?
- Not only are PEDs banned by the NCAA, Conference USA and The University of Texas at El Paso, it is a federal offense to buy, sell or have PEDs in your possession at any time
- It is our belief that with proper use of nutrition, rest and a sound speed, strength and conditioning program, you can achieve the same results as using PEDs with much less chance of injury and beneficial long-term health results



STRENGTH & CONDITIONING

STUDENT-ATHLETE DRESS CODE

With the purpose of instilling continuity and pride, and to provide an inclusive, safe, and appropriate environment; all UTEP student-athletes will comply with the following year-round dress code:

- Student-Athletes will wear UTEP-issued gear from their respective team
- All issued gear will be approved UTEP school colors (orange, navy, black, gray, white)
- Allowable gear if not issued by UTEP:
 - Blank/plain t-shirts within UTEP school colors (orange, navy, black, gray, white)
 - Event-specific “Awareness” t-shirts sponsored by UTEP
 - UTEP sponsored tournament, UTEP athletic department events, and UTEP camp shirts
 - Logos other than what pertains to UTEP athletics will not be allowed
- Absolutely no gear from any other university
- No offensive language or messages will be displayed on any gear
- Approval of all gear is at the discretion of the Director of Strength and Conditioning

Shirt and Sweatshirt Guidelines:

- Regular t-shirts with full sleeves, cap sleeve, or sleeveless only
 - Sleeveless shirts will be allowed if:
 - Manufactured as a sleeveless shirt with clean edge (no cut-offs)
 - Depth is just under armpit (if chest or sport bra is visible, it is too deep)
 - Crop tops and a-shirts are NOT allowed
 - Coverage must be adequate to minimize skin on equipment
 - Gear should not be damaged and/or altered. Ripped or cut gear will not be allowed
 - Length should cover torso while performing exercises
 - Sweatshirts may be worn provided they are team-issued and within UTEP school colors

Lower Body Guidelines:

- Team issued leggings that cover undergarments and approved UTEP colors are acceptable
- Waistbands will be worn high enough so undergarments are not visible
- Shorts must have a 3-inch inseam and cover the sub-gluteal fold
- Sweatpants may be worn provided they are in good condition (no holes, cuts, etc.) and are UTEP school colors (orange, navy, black, gray, white)
- Closed toe shoes must be worn at all times and no crocs, slip-ons or sandals will be permitted

Additional Apparel Guidelines:

Individual, Voluntary, and Rehabilitation Workouts

- The same guidelines for scheduled team workouts apply to individual, voluntary, and rehabilitation workouts performed by student-athletes
- Student-Athletes should always have approved back up gear.

Student-Athletes without Issued Gear

- When possible, Walk-On Student-Athletes should be issued gear from their respective coach (as allowable by NCAA) prior to training in the LKD Vandenburg Weight Room
- Student-Athletes may wear their own personal gear but it should be UTEP school colors with UTEP or generic logos
- Gear must be Adidas or a non-competitive apparel brand (Nike/Under Armor/Reebok, etc.)
- Student-Athletes or teams who have lost the privilege of UTEP-issued gear due to disciplinary conditions will lose privileges to the athletic performance facility as well until gear is re-issued. The UTEP Recreation center will be available as an alternate. A member of the strength staff will not supervise workouts performed at the Recreation Center?

examples will be built out as more questions come in



ACCEPTED



NOT ACCEPTED

STUDENT-ATHLETE DEVELOPMENT



UTEP STUDENT-ATHLETE DEVELOPMENT MISSION

The mission of UTEP Student-Athlete Development department is to develop and implement innovative programs and services that will empower student-athletes to make positive contributions to their communities and have the best opportunity to grow and succeed in college and in life after sport. Upon graduation, Miner Student-Athletes will have received the knowledge, experience, and training to successfully begin their lives after college athletics.

Areas this department oversees are:

TWC

Recognizing and celebrating the significance Diversity, Equity, Inclusion, and Belonging is to student-athletes, athletics staff, and the El Paso Community. TWC strives to:

- Foster Diversity & Inclusion
- Create an Environment of Love and Respect
- Support Equality and Education
- Lead Change

More information: <https://utepminers.com/sports/2021/6/8/together-we-commit-twc.aspx>

SAAC

This committee serves as the governing body for UTEP student-athletes. The committee is comprised of representatives from all sports and meets twice a month throughout the academic year. The role of each member is to represent their team in terms of communicating information to the administrative staff/coaches as well as assisting with planning of events/initiatives and communicating those events with their teammates.

STUDENT-ATHLETE DEVELOPMENT

Functions of the UTEP SAAC:

- Promote communication between athletics administration and student-athletes
- Disseminate information
- Provide feedback and insight into athletics department issues
- Generate a student-athlete voice within the campus and athletic department on formulation of policies
- Build a sense of community within the athletics program involving all sports and administration
- Solicit student-athlete responses to proposed conference and NCAA legislation
- Organize community service efforts
- Create a vehicle for student-athlete representation on campus committees (i.e. Student Government)
- Encourage a positive student-athlete image on campus
- Attend annual summer C-USA In-Person Meeting
- Assist with Student-Athlete Development Initiatives and Golden Pick Awards

More information: <https://utepminers.com/sports/2017/6/7/saac.aspx>

COMMUNITY ENGAGEMENT

Through serving we want our student-athletes to learn social awareness and the ability to take the perspective of and empathize with others from diverse backgrounds and cultures. Social awareness is also widely established as an important factor in workforce success. Through intentional projects, student-athletes will participate in individual and collective actions designed to identify and address issues of public concern. Civic engagement includes efforts to directly address an issue and volunteerism. Part of this program includes participation in:

ChangeMakers Initiative

This is the UTEP Athletics service-learning project plan. Service Learning is an educational approach and experiential learning approach that moves students beyond the classroom to become active participants in their learning and develop civic knowledge, responsibility, and skills. The intention of this project is to allow student-athletes the opportunity to participate in community engagement while also acquiring life skills. All 17 UTEP sports will be charged with creating their own service-learning project for the 2023-24 academic year. This will involve research, planning, action, and reflection. The goal is to serve the El Paso community in thoughtful ways.



STUDENT-ATHLETE DEVELOPMENT



Project Move

This is a campus-wide initiative in which organizations or teams pair up with different organizations throughout the city and perform all different types of services.

SAAC Cup

This is a C-USA initiative designed to recognize student-athlete contributions in community service projects as well as achievement in personal development programming and academic success.

UTEP Campus Involvement

Student-athletes participate at many events on campus whether it is for alumni events or various organizations on campus requesting their appearances.

Dedication to El Paso Community

Student-athletes participate in service initiatives throughout the city of El Paso to include local school visits, nonprofit organizations, and various community initiatives.

More information: <https://utepminers.com/sports/2017/6/7/communityengagement.aspx>

CAREER DEVELOPMENT

We seek to meet you at every stage of your career development. The Student-Athlete Development department will host a variety of workshops to assist you in exploring different career options, formulate career paths and plans, sharpen your skills, provide you opportunities to apply what you have learned, and help you search for internships, jobs, and experiences.

There is extensive programming and resources available in order to proactively complete items on your 4-year student-athlete plan.

More information: <https://utepminers.com/sports/2023/5/1/career-development.aspx>

STUDENT-ATHLETE DEVELOPMENT

UTEP 4-Year Annual Plan: T

Year 1: Exploration

Exploration is the first stage in the student-athlete development program. At this stage student-athletes are discovering who they are and who they want to be. Programming involved:

- Attend new student-athlete orientation.
- Join Athlete Network!
- Attend individual career meeting with Director of Student-Athlete Development
- Complete Choices 360 - a comprehensive career planning program that can help you make decisions about your educational and career goals.
- Research student organizations to join on Minetracker
- Explore career field through "What Can I Do With This Major"
- Complete Financial Literacy Module: How Not to Suck at Money
- Explore the tools and resources and available to you through the University Career Center
- Complete mandatory 5 hours of NIL education.
- Complete six sessions in the First Year, Picks Up Program.
- Complete values clarification exercise.
- Attend team development sessions.

Year 2: Commitment

The commitment stage is where our student-athletes start to formulate their career and leadership paths and start to sharpen their own personal skills. Programming involved:

- Create resume.
- Declare Your Major.
- Create a LinkedIn Profile.
- Start building your network by attending events on campus and joining a student organization.
- Attend team development sessions.
- Develop career-related skills by searching for jobs on campus, internship opportunities, or shadowing opportunities.
- Participate in team community service events.

Year 3: Preparation

During the preparation stage, we provide student-athletes with various opportunities to apply the education and skills they have acquired their first two years. Programming involved:

- Update resume and LinkedIn profile.
- Complete strengths assessment.
- Complete financial literacy course.
- Attend Main Event.
- Participate in Mock Interviews.
- Develop your leadership skills and consider joining the U-LEAD Institute.
- Attend university career fair and or employer panels/info sessions.
- Participate in Graduate/Professional School Prep.
- Attend team development sessions.
- Participate in team community service.
- Complete mandatory 5 hours of NIL education.

Year 4/5: Implementation

The implementation stage is where we give student-athletes the independence to search for jobs, internships, and create their own leadership experiences. At this final stage student-athletes should feel equipped with all the tools they need to be successful in life.

Programming involved:

- Update your resume and LinkedIn Profile.
- Attend Athlete Identity Transition Workshop.
- Attend Main Event.
- Attend Career Panels/Fairs.
- Attend Alumni Engagement Events.
- Participate in Job Site Visits.
- Revisit your values, skills, and interest to understand more about what you can offer an employer and or what you value in a workplace.
- Submit grad school and or grad school applications.
- Attend team development sessions.
- Participate in team community service.

STUDENT-ATHLETE DEVELOPMENT

LEADERSHIP DEVELOPMENT

Every day, UTEP Athletics is producing new leaders that will go out and pursue different avenues and guide others in their charge. The Student-Athlete Development department seeks to help you identify what type of leader you are. This involves self-discovery and application. The below programs are geared towards freshmen and upperclassmen to generate hands-on leadership training with their peers.

U-Lead Institute

Engage in a wide range of student-athlete focused professional development activities that can be applied to everyday life. Self-aware and knowledgeable leaders can clearly communicate their vision to future employers, stakeholders, family and friends. Participants will learn important skills to build effective relationships and develop confidence to impact your everyday leadership journey. Sessions will help you articulate your personal leadership philosophy and values, understand the core components of effective communication and how it can be utilized to resolve conflict, gain insight into emotional intelligence and strengths based leadership, and enhance your relationship building. Upperclassmen can apply for this semester long program held twice an academic year.

First Year, Picks Up Program

This program will assist freshmen student-athletes with their transition into college life. The First Year, Picks Up Program goals are to: create a safe and healthy environment, provide education on key topics, help teammates find resources, increase social engagement, and promote involvement in campus resources.

More information: <https://utepminers.com/sports/2023/6/1/leadership-development.aspx>

PERSONAL DEVELOPMENT

Within sport and life after sport, personal development encompasses a spectrum of topics and learning opportunities. The Student-Athlete Development department seeks to grow your exploration, increase your commitment, enhance your preparation, and assist you in implementing knowledge, skills, and awareness surrounding topics such as financial literacy, mental wellness, healthy relationship, diversity, equity, inclusion, and much more. Obtaining knowledge on these topics will build you to be a better leader and professional.

Financial Literacy

Striving to make good financial decisions will help student-athletes become better professionals. This includes preparing a budget, strategies in how to save money, understanding loans, understanding credit, and distinguishing different avenues of retirement. Visit our website for more information: <https://utepminers.com/sports/2023/6/1/financial-literacy.aspx>



STUDENT-ATHLETE DEVELOPMENT

Health & Safety

To be the best student-athletes on and off the playing field, your health must be prioritized. There are multiple resources to ensure you receive education on alcohol and drugs, sexual health, nutrition, and sleep. Visit our website for more information and helpful links: <https://utepminers.com/sports/2023/6/7/health-safety.aspx>

Diversity, Equity, Inclusion

The Student-Athlete Development department supports and gathers resources for the Together We Commit (TWC) initiatives, please refer back to that section or visit our website: <https://utepminers.com/sports/2021/6/8/together-we-commit-twc.aspx>

Mental Wellness

The mental health and wellbeing of our student-athletes is a top priority for UTEP Athletics. We are committed to providing you with the resources that will help keep you in the right headspace. Please visit this website for resources and how to receive help: <https://utepminers.com/sports/2022/6/16/mental-health-and-wellbeing.aspx>

Healthy Relationships

Research shows that good relationships help people live longer, deal with stress better, have healthier habits, elevate feelings of positivity and self-worth and overall contribute to increased happiness. Take the time to recognize what a healthy relationship looks like and what an unhealthy relationship looks like. Visit this website for more information: <https://utepminers.com/sports/2023/6/16/healthy-relationships.aspx>

Self-Discovery

Seeking a fulfilling professional life after sport requires student-athletes to understand who they are. We can you take steps to complete this so that you are living their most authentic version of yourself. Visit this website for information on the sessions we offer for self-discovery: <https://utepminers.com/sports/2023/6/16/self-discovery.aspx>

More information: <https://utepminers.com/sports/2023/5/1/personal-development.aspx>

APPLICATIONS FOR STUDENT-ATHLETES

Athlete Network

Current and former UTEP student-athletes are encouraged to join UTEP Athlete Network. This app is geared towards helping current and former student-athletes network and receive assistance on their career journey. Current student-athletes will receive mentorship and career opportunities from alumni in their career field. Alumni can stay in the loop with behind the scenes content and program updates. This app seeks to create a support system for current and former Miners. Click here to download the app: <https://utep.getgrafted.com/>

INFLCR

A comprehensive NIL-focused platform that allows automatic and compliant NIL transaction disclosures, Allow student-athletes and staff to find, download, and share content with detailed social engagement and growth metrics.

Spry

Offers a cloud-based and mobile-friendly platform designed specifically for collegiate athletic departments, facilitating efficient management of various tasks and responsibilities, including recruiting, CARA management, calendar sharing, document distribution and tracking, NIL management, education and career planning, and more.

Zoneln

AI-driven platform that is customized to the nutrition and ordering needs of each organization. This app connects athletes, dietitians, and kitchens like never before!

AWARDS & RECOGNITION

GOLDEN PICK AWARDS

The sixth annual Golden Pick Awards, presented by the Robbins Family and organized by the UTEP Student-Athlete Advisory Committee, are scheduled for April 29, 2024 in the Don Haskins Center. The following awards were presented in 2023, along with team MVP awards for each sport.



- Male and Female Athlete of the Year
- Male and Female Newcomer of the Year
- Team of the Year
- Coach of the Year
- Moment of the Year
- Best Comeback
- Dr. Louis Robbins Award for Academic Excellence (Top Senior GPA)
- Team GPA Award
- Community Service Award
- Thomas Howard Walk-On Student-Athlete Award



AWARDS & RECOGNITION

VARSIITY ATHLETIC AWARDS

Graduation Framed “T”: A Framed “T” is awarded upon graduation from UTEP to a student-athlete who satisfies the established criteria for a varsity letter award in one or more years of participation with UTEP intercollegiate athletic program.

Student-Athlete Stole: A stole is given to the student-athletes who are on the “Official” UTEP graduation list as determined by the Miner Athlete Academic Center.

Varsity Letter Jacket: A varsity letter jacket is awarded to the student-athlete who satisfies the established criteria below. Distribution Dates: Fall Sports – December, Winter and Spring Sports – June.

VARSIITY LETTERWINNER CRITERIA

Annually each Head Coach is responsible for determining which student-athletes are to be issued a varsity letter jacket. The student-athlete must meet the criteria below and must be in good academic standing. Exceptions for the varsity letter policy may be made with approval from the sport administrator.

Traditional season competition is defined as outside competition that counts in a team’s official record.

TEAM SPORTS	
Sport	Criteria
Women’s Basketball	Participate in 50% of official varsity contests.
Men’s Basketball	Participate in 20% of official varsity contests.
Beach Volleyball	Participate in 20% of official varsity contests.
Football	Participate in 40% of official varsity contests.
Soccer	Participate in 25% of official varsity contests.
Softball	Participate in 20% of official varsity contests.
Volleyball	Participate in 20% of official varsity contests.

INDIVIDUAL SPORTS	
Sport	Criteria
Cross Country	Participate in 40% of official varsity contests and must finish top 21 as an individual at conference championship race.
Golf	Participate in 50% of official varsity contests Participate in conference championship
Rifle	Participate in 40% of official varsity contests
Tennis	Participate in 40% of official varsity contests
Track & Field	Must score points at the conference championship meet. Relay teams must finish top-five at the conference championship meet.

AWARDS & RECOGNITION



CONFERENCE USA AWARDS

Conference USA is committed to academic excellence. The conference plays a vital role in encouraging an environment of and setting high expectations for academic success. CUSA's Academic Awards program honors the academic achievements of CUSA student-athletes and publicly recognizes their accomplishments at the conference level.

Institutional Academic Excellence Award

Awarded to the institution with the highest overall student-athlete GPA in conference sponsored sports.

Sport Academic Award

Awarded to the team in each conference sponsored sport with the highest GPA for the current academic year.

Commissioner's Honor Roll

Awarded to student-athletes who have achieved a 3.0 cumulative GPA or above.

Commissioner's Academic Medal

Awarded to student-athletes who have achieved a 3.75 cumulative GPA or above.

Scholar Athlete of the Year Award

Awarded to the top student-athlete in each conference sponsored sport as determined by the Faculty Athletics Representatives. The award is based on academic achievement (3.0 GPA or better), athletic achievement and service.

Postgraduate Scholarships

Twelve awards of \$4,000 each for graduates of each academic year. The Faculty Athletic Representatives will determine the recipients at the conference's spring meetings. At least two awards must go to women and two to men. Recipients of the Conference USA postgraduate scholarships must enroll in a graduate program within three years of receipt of the award.

All-Academic Teams

Conference USA selects an All-Academic team in each conference sponsored sport. The set of requirements for each team varies slightly, however each student-athlete must have a 3.2 cumulative GPA or better, should be a starter or key reserve and at least a sophomore standing in school. The team is determined through a vote by the league's Sports Information Directors.

Athlete of the Year

Conference USA selects a male and female Athlete of the Year at the end of the academic year. The award is based solely on athletic achievement during an academic year and the winners are determined through a vote by the league's Athletic Directors.

Sportsmanship Award

The conference sponsors a Sportsmanship Award in all sports. This award is given to student-athletes, coaches or teams that perform an individual act of sporting behavior or generally conduct themselves with a high degree of good sportsmanship. Individuals and teams can be nominated by any staff member of a CUSA institution or the conference office.

STRATEGIC COMMUNICATIONS



As a UTEP student-athlete, it is your responsibility to portray your team, your University and yourself in a positive manner at all times. A big part of this responsibility involves cooperating with the local and national media.

The media's role is not to be a cheerleader for you or for your team; however, you will find the more cooperative you are with the media, the better chance you will have of the media presenting positive stories about you and your team.

Media attention also means your conduct both during competition and on a day-to-day basis will be under intense scrutiny because of your position as a UTEP student-athlete.

SOCIAL MEDIA

Social media is a fun and useful tool, but it can also spread information in a negative way that exposes your personal life to the world. UTEP supports an individual's expression of First Amendment rights of free speech. We do not place restrictions on the use of social media by our student-athletes. HOWEVER, please remember that you represent UTEP, the Athletics Department and your team at all times. Because the content 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 general public, coaches, Athletics Department administrators, media, opponents, NCAA, law enforcement agencies and future employers have access to these accounts. Inappropriate online language, behavior or postings, as well as postings that violate NCAA rules, could lead to repercussions from the UTEP Athletics Department.

It is HIGHLY recommended that you do not post any personal information, including your address or phone number, to any social media account. 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 social media platforms. 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 UTEP, your team or your family. If you believe something you posted would upset your parents, then know that it is going to upset the University, too.

STRATEGIC COMMUNICATIONS

INTERVIEWS

The primary way you will deal with the media is via the interview. Most interview topics are about your team and yourself. Interviews should be looked upon as part of the educational experience offered at UTEP. The interviewing process helps you develop communication skills that can assist you not only in the classroom but in future professional and business endeavors. The more interviews you do, the better you will become at handling them and the more fun they will be. We encourage you to make yourself available to the media — student-athletes can be tremendous representatives of UTEP. If you are uncomfortable doing interviews, the Athletic Communications staff is available to give you helpful tips on what to say and what the media is looking for.

DEADLINES

Just as your sport might have a clock that winds down, many members of the sports media have to keep an eye on the time. Most newspapers require their writers to submit their stories by a daily DEADLINE. Wire services and radio news have instantaneous deadlines, while TV news crews must put their segments together for the early evening and late evening news in a matter of minutes.

Time and accuracy is of the essence for journalists. Keep deadlines in mind. When the media is seeking access to you after a practice or game, please visit with them as soon as possible - win or lose. Remember, this is their job. Maintain a professional demeanor with the media at all times.

RULES FOR INTERACTING WITH THE MEDIA

- Only do interviews that have been arranged by a member of the UTEP Athletics Strategic Communications Office. Interviews ordinarily are conducted at practice. Writers are strongly encouraged to interview student-athletes in person and not on the phone.
- Do not give out your home phone number to a member of the media ever! You don't want a late night phone call from a reporter catching you unprepared during a time of crisis.
- If you have an interview scheduled, show up and be on time. Because of deadlines, the media relies on you to be on time. Should you EVER have a problem making a pre-scheduled appointment, always call the Athletics Strategic Communications Office 915-747-6653.

TIPS FOR INTERACTING WITH THE MEDIA

- Pause before speaking
- Do not feel obligated to answer every question
- Set time limits
- Be prepared to provide an opening statement
- Call reporters by name
- Select and employ your own words
- Defer certain questions to other people
- Speak slowly and be yourself
- Never bad mouth an opponent or the referee
- Avoid saying "you know" during the interview
- Be cooperative
- Do not be defensive
- Think before you answer
- Listen to the question carefully
- Personal appearance counts
- Say thanks
- Act ethically
- Provide short answers
- Avoid jargon
- Practice modesty in victory and self-control in defeat
- Never speak off the record
- Remember that you represent UTEP!

Always feel free to contact the UTEP Athletics Strategic Communications Office at 915-747-6653 if you need assistance preparing for an interview!

UTEP ATHLETICS SOCIAL MEDIA DIRECTORY

UTEP ATHLETICS

- o Twitter: UTEPAthletics
- o Instagram: UTEPAthletics
- o Facebook: UTEPAthletics

UTEP MEN'S BASKETBALL

- o Twitter: UTEPMBB
- o Instagram: UTEPMBB
- o Facebook: UTEPMensBasketball

UTEP WOMEN'S BASKETBALL

- o Twitter: UTEPWBB
- o Instagram: UTEPWBB
- o Facebook: UTEPWomensBasketball

UTEP BEACH VOLLEYBALL

- o Twitter: UTEPBEACHVB
- o Instagram: UTEPBEACHVB

UTEP CROSS COUNTRY/TRACK & FIELD

- o Twitter: UTEPTrack
- o Instagram: UTEPTrack
- o Facebook: UTEPTrack

UTEP FOOTBALL

- o Twitter: UTEPFB
- o Instagram: UTEPFB
- o Facebook: UTEPFB

UTEP MEN'S GOLF

- o Twitter: UTEPMGolf
- o Instagram: UTEPMensGolf
- o Facebook: UTEPMGolf

UTEP WOMEN'S GOLF

- o Twitter: UTEPwgolf
- o Instagram: UTEPWomensGolf

UTEP RIFLE

- o Twitter: UTEPRifle
- o Instagram: UTEPRifle
- o Facebook: UTEPRifle

UTEP SOCCER

- o Twitter: UTEPSoccer
- o Instagram: UTEPMinersSoccer
- o Facebook: UTEPSoccer

UTEP SOFTBALL

- o Twitter: UTEPSoftball
- o Instagram: UTEPSoftball
- o Facebook: UTEPSoftball

UTEP TENNIS

- o Twitter: UTEPWTennis
- o Instagram: UTEP_TENNIS
- o Facebook: UTEPTennis

UTEP VOLLEYBALL

- o Twitter: UTEPVB
- o Instagram: UTEPVB
- o Facebook: UTEPVolleyball

PAYDIRT PETE

- o Twitter: PaydirtPete
- o Instagram: paydirtpete_utep
- o Facebook: uteps.pete/community



ATHLETICS FACILITIES

SUN BOWL STADIUM

The Sun Bowl Stadium has been home for the UTEP football team for more than a half century. Nestled in the foothills of the Franklin Mountains, the stadium provides a truly unique setting for big-time college football. With 50,000 fans cheering and their battle cries bouncing off the mountain, the Sun Bowl transforms into one of the loudest stadiums in college football. The stadium also plays host to the long-running Sun Bowl each December. The Sun Bowl has been enhanced in recent years with the addition of a FieldTurf Classic HD CoolPlay surface, along with state-of-the-art scoreboards and video replay boards. The 2020 season took the fan experience to the next level as the GECU Terrace, Hunt Family Sky Lounge and loge seating were added to the iconic venue. A new FieldTurf Classic HD with CoolPlay surface was installed in the Summer of 2023.



DON HASKINS CENTER

One of the premier basketball facilities in the Southwest, the Don Haskins Center has been home to the UTEP men's basketball team since 1977. Originally known as the Special Events Center, the building now bears the name of the Hall of Fame coach who directed the Miners to the historic 1966 national title. The UTEP men have won nearly 80 percent of their games in the Haskins Center, routinely playing before capacity crowds of 12,000. The UTEP women have been playing in the Haskins Center since 1991. During the 2013-14 campaign, capacity crowds packed the arena for women's WNIT games versus South Dakota State and Rutgers. One of the loudest arenas in college basketball, it is also one of the toughest places for opponents to play in.



KIDD FIELD

Built in the early 1930s, Kidd Field has been home to over 500 All-Americans, more than 100 national champions, and nearly 100 Olympians. Named after Texas College of Mines and Metallurgy professor and athletic booster John W. Kidd, the lit facility welcomes world-renowned athletes at the annual UTEP Springtime Meet. A state-of-the-art Daktronics video board and timing booth were installed on the north end of the stadium in 2008. The 9-by-15-foot LED video display combines graphics and real-time highlights to provide the ultimate experience for track and field fans. In 2019, a new Beynon track surface was installed.



ATHLETICS FACILITIES



HELEN OF TROY SOFTBALL COMPLEX

At an estimated cost of \$1.8 million, the state-of-the-art Helen of Troy Softball Complex is one of the premier venues in the country. Built in 2004, the complex is equipped with spacious locker rooms for softball and soccer coaches and players. The facility also features two lounges, a conference room and meeting room, as well as reception and storage areas. Helen of Troy Field seats 607 spectators with 157 chair-backed seats and 450 bleachers, welcoming fans to a scenic view of the Franklin Mountains.



UNIVERSITY FIELD

University Field has served as the home for UTEP soccer since the program's inception in 1996. At an elevation of 4,200 feet, it provides a unique and picturesque setting for a soccer game. The facility recently received a \$100,000 overhaul with a state-of-the-art drainage system, new sod, improved electrical wiring and refurbished light standards. Added for 2015 was a FieldTurf Revolution CoolPlay surface.



LARRY K. DURHAM SPORTS CENTER

The Larry K. Durham Sports Center bears the name of the man who scored UTEP's first touchdown in the Sun Bowl. The 65,000-square foot facility serves all UTEP student-athletes. UTEP players collect their gear from the equipment center and dress in the spacious locker room. The Hall of Champions honors UTEP's rich athletic heritage and is utilized for various athletic department functions, including pre-game gatherings. The strength and conditioning center boasts 11,420 square feet of space and features open space with 22 stations for Olympic lifting with all-new equipment, two office areas, one storage area and a juice bar. The sports medicine center encompasses 4,798 square feet and includes taping and treatment areas, one hot and one cold whirlpool in the Hydro Therapy Center, X-ray and exam rooms. The Durham Center also houses all UTEP football staff, including coaches' offices overlooking the stadium.

ATHLETICS FACILITIES

GOLF COURSES

The UTEP golf teams benefit not only from spectacular weather year-round, but the opportunity to play some of the most picturesque and challenging courses in the nation. Courses utilized by the Miners include Coronado Country Club, El Paso Country Club, Lone Star Golf Club, Painted Dunes Desert Golf Course, Underwood Golf Complex and Vista Hills Country Club.



EL PASO TENNIS CLUB

Within walking distance from campus, the El Paso Tennis Club has proven to be a great home for the UTEP tennis team since the program's inception in 1983. It is the first and oldest tennis club in the Sun City, and has served as a training ground for numerous elite athletes. The club's amenities include 15 courts equipped with lights, ample spectator seating and viewing areas, a swimming pool, and a locker and team room dedicated to the Miners.



MEMORIAL GYM

Memorial Gym is a crown jewel in the history of UTEP Athletics. Conveniently located between the Don Haskins Center and Miner Village, the venerable facility also served as home court to the storied 1966 men's basketball national champions. Memorial Gym's intimate setting makes it one of the loudest venues in college volleyball - providing a distinctive home court advantage for the Miners, who annually draw some of the largest crowds in Conference USA.



ATHLETICS FACILITIES



RIFLE RANGE

Located inside the Military Science Building on the UTEP campus, the UTEP Rifle Range is the home of the Miners. The range is equipped with a coach's office as well as an eight lane shooting area. Spectators are able to keep an eye on each individual shooter, while continuously being provided with up-to-date results. The facility also boasts a state-of-the-art scoring system.

FOSTER STEVENS BASKETBALL CENTER

The latest addition to UTEP's athletic landscape, the Foster Stevens Basketball Center was opened in April 2009. The breathtaking complex is located adjacent to the Don Haskins Center at the corner of Mesa Street and Glory Road. The Hall of Champions is a shrine to the 1966 national championship team. The 43,000-square foot building houses both the men's and women's basketball coaches' offices. It includes two practice courts - one each for the Miner men and women - as well as two auditorium-style film rooms. The 2,200 square foot Foster Stevens Center weight room is supplied with state-of-the-art amenities. The Foster Stevens athletic training room contains first-class therapy equipment, complete with whirlpools, electrical stimulation/ultrasound machines and rehabilitation equipment. UTEP basketball student-athletes can also relax in the spacious locker rooms.



VOLLEYBALL SAND COURT

UTEP's newest athletics team, Beach Volleyball, practices on the sand volleyball court located next to the Student Recreation Center. Housed alongside the Multi-purpose Field on the south corner, the Sand Pit is utilized for many recreational activities. The Sand Pit has the capability of setting up two full sand volleyball courts as well as sand soccer.



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