



UNIVERSITY
OF WYOMING



STUDENT-ATHLETE HANDBOOK



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Dear Wyoming Student-Athlete,

We would like to welcome you to our University of Wyoming Intercollegiate Athletics program this year, as well as tell you how proud we are that you have chosen to become a member of our Wyoming family. As you were aware when you made your collegiate choice, there is a tremendous tradition established here over the years, a tradition made possible to a great extent by our student-athletes who have competed athletically and academically.

The University of Wyoming is nationally recognized for its teaching and research excellence. It is committed to improving and maintaining that reputation. Our athletics goals here are no less ambitious. As a member of the Mountain West Conference, Big 12, and Western Athletic Conference we continue to successfully strive for excellence at the highest level of intercollegiate competition in the country.

Your academic success is our top priority and it must be yours as a student-athlete. Our Office of Academic Support will provide you every opportunity to accomplish your academic and personal goals that will include a top-notch education and a degree from one of our six undergraduate colleges. The diploma you earn at UW will enhance your future opportunities while opening doors you thought were not possible.

We are extremely proud of our programs and facilities. The upgrades to the Curtis and Marian Rochelle Athletics Center (now the High Altitude Performance Center) have improved the Sports Medicine Office, the Office of Academic Support, the Sports Performance center, the football offices/meeting rooms and much more. We would put our facilities up against anyone in the country! We have recently updated the football field with new turf (summer 2023), a new scoreboard on the women's soccer field (fall 2023), and have aggressive planning for the west side of War Memorial Stadium following the 2023 fall football season. Furthermore, we are constantly expanding our staff to offer you the very best support in your chosen sport.

We look forward to working with you and watching you grow and mature into the individual you know you can be. We are counting on you to help continue the rich tradition of Cowgirl and Cowboy excellence. We wish you the very best in this, one of the greatest adventures of your life.

Sincerely,



Tom Burman
Director of Athletics
University of Wyoming

Dear Wyoming Student-Athlete,

Welcome to another exciting year at the University of Wyoming. It is our goal to facilitate the academic and personal excellence of a diverse group of student-athletes. We strive to assist you in achieving your academic and athletic goals in any way we can.

You will have a great opportunity this year to further develop the skills and knowledge necessary to fulfill your college degree requirements. I hope that the attainment of your degree is of the utmost importance to you – it will open up many opportunities for you upon your departure from the University of Wyoming. With the combination of our academic, personal and career services, we hope to enhance your success and experience here at UW.

Again, welcome to campus. The Athletics Administration is eager to help you create the best experience possible for you over the upcoming years. We are looking forward to an awesome 2023-24 academic year. Please never hesitate to reach out and contact anyone in our administration if you have questions or concerns on how we can assist you during your time at UW.

Go Pokes,

Peter Prigge
Associate Athletics Director – Compliance & Olympic Sports
University of Wyoming

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Student-Athlete Handbook

“Excelling in Athletics and Life”

Introduction

The Student-Athlete Handbook has been developed for the exclusive use of the University of Wyoming Athletics Department. All student-athletes are expected to become familiar with the information provided here as well as the information in the University of Wyoming Student Code of Conduct. The Student-Athlete Handbook is not the only information source required for review at the University of Wyoming for this academic year. Other necessary resources include the Fall Class Schedule, Spring Class Schedule, the University Catalog (http://www.uwyo.edu/registrar/university_catalog/) and the electronic forms signed via ARMS Recruiting Software.

The Student-Athlete Handbook is incredibly useful and contains a variety of information relating to your UW Athletics experience. We hope you will take full advantage of this useful document. If questions arise that are not covered, please contact the UW Athletics administration and/or your coaches.

We hope you will take full advantage of your opportunities offered at the University of Wyoming. With your academic and athletic experiences, the success you achieve and the memories you gain will play an instrumental role in your personal and professional growth.

UNIVERSITY OF WYOMING MISSION STATEMENT AND GUIDING PRINCIPLES

MISSION STATEMENT

The University of Wyoming, Department of Intercollegiate Athletics is committed to the development of tomorrow's leaders by creating an environment that promotes personal growth, academic and athletic excellence in a progressive, inclusive, and transparent manner. The Department of Intercollegiate Athletics will support the overall University of Wyoming mission, provide an outstanding fan experience, encourage community engagement, and serve as a source of pride for alumni, supporters, and the State of Wyoming.

GUIDING PRINCIPLES

- **Dedication to Student-Athletes:** We will promote the well-being of student-athletes and provide opportunities for academic, athletic, and personal success. We will foster academic excellence, graduate student-athletes, support their development as citizens, and prepare them to be leaders.
- **Integrity:** We will demonstrate integrity in all areas. We are dedicated to financial stability, rules compliance, diversity, and personal accountability.
- **Respect:** We will celebrate a climate of mutual respect, inclusiveness, loyalty, and sportsmanship by recognizing contributions to our teams, our department, and the university.
- **Competitive Success:** We will endeavor to be the very best when representing the University of Wyoming and our state. We are committed to providing the resources and personnel for our teams to achieve success.
- **Tradition:** The legacy of the University of Wyoming Athletics is proud and strong. We will honor our outstanding tradition.
- **Excellence:** We believe in a spirit of comprehensive excellence. We will strive for excellence in all we do.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE CODE OF CONDUCT

As a member of a program in the University of Wyoming Athletics Department, a student-athlete becomes a representative not only of their team, but also of the University. As a University of Wyoming (UW) student-athlete, you are expected to behave both on-and off-campus in a manner that brings credit to the University and your team. This includes, but is not limited to, your behavior/actions while utilizing social networks (e.g., Instagram, Twitter, Snapchat, etc.).

The University of Wyoming Athletics Department requires employees (e.g., coaches, staff, etc.) to conduct themselves in a manner that creates a positive image of the people, values and traditions associated with the University, Conference, and the NCAA. As a student-athlete, you are expected to uphold the same standards of behavior outlined in the University of Wyoming Student Code of Conduct, as well as the standards set forth by the University of Wyoming Athletics Department, your head coach, applicable athletics conference and the NCAA.

Participating in sports at the University of Wyoming **is not a right, but a privilege**. Violations of the UW Athletics Department Student-Athlete Code of Conduct include, but are not limited to, convictions *or credible evidence* of the following:

1. Alcohol/drug related issues/problems (see UW Substance Abuse Policy)
2. Shoplifting or theft
3. Assault/physical violence in any form
4. Violations of the University of Wyoming Student Code of Conduct including, but not limited to, those involving academic dishonesty, hazing, violations of other UW Athletics Department policies and procedures (i.e. NIL Policy), etc.
5. Trafficking/disseminating any illegal substance

If a Student-Athlete Conduct Code violation is found to have been committed, a student-athlete may be assessed a penalty including, but not limited to, a written reprimand, community service, reduction or cancellation of athletics aid and/or termination of their student-athlete status. Any reduction or cancellation of scholarship aid may be appealed through established University procedures. (*See attachment A of the UW Substance Abuse Policy*).

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE SUBSTANCE ABUSE POLICY

I. Purpose of Drug and Alcohol Education and Screening

The University of Wyoming (hereafter referred to as UW) is concerned with the physical, mental and emotional well-being of its students, including those who participate in intercollegiate athletics. While the misuse of drugs and alcohol is neither condoned by the University nor the UW Athletic Department, it is recognized as a potential problem for all students, especially the student-athlete. The student-athlete experiences unique pressures and risks due to his/her involvement in intercollegiate athletics and is highly susceptible to the experimentation of drugs and alcohol. Therefore, the UW Athletic Department has instituted a mandatory substance-abuse program.

In order to facilitate a more positive decision-making process for the student-athlete, the following drug education and screening goals have been developed.

1. To protect the health, safety and well-being of student-athletes;
2. To educate the student-athletes on the physiological and psychological dangers inherent in the misuse of drugs and alcohol;
3. To identify and address student-athletes' problems and concerns involving drug and alcohol use and abuse;
4. To protect the student-athletes and others with whom they compete from potential injury as a result of the misuse of drugs and alcohol;
5. To provide a screening program to identify student-athletes (defined below) who are improperly using drugs or alcohol. Furthermore, to assist them through education and counseling before they injure themselves or others or become physiologically or psychologically dependent. For the purpose of the Substance Abuse Policy, a student-athlete at UW is defined as the following:
 - Any person currently participating in the intercollegiate athletic program
 - Any person currently participating on the University of Wyoming Spirit squad(s) (hereafter referred to as spirit squads)
 - Any person who has been medically disqualified from competition and is still receiving athletic aid
 - Any person who has exhausted their athletic eligibility and is still receiving athletic aid.
6. To be in compliance with the NCAA rules and regulations regarding drug testing procedures;
7. To prevent the use and distribution of performance enhancing substances;
8. To protect UW's integrity; and

9. To seek to maintain “fair play” in intercollegiate athletic competition.

II. Education

The purpose of drug and alcohol education is to provide realistic and up-to-date information about chemical use and abuse so that responsible decisions can be made about drug and alcohol usage and prevent a student-athlete’s career from being shortened or extinguished because of chemical misuse and/or addiction. The UW Athletic Department will conduct educational seminars as appropriate. These may include specific information on a single topic (e.g., drinking and driving, marijuana, steroids, etc.), new information about alcohol or drug misuse and/or abuse or education regarding the inherent risks of utilizing nutritional supplements. These seminars may be mandatory for student-athletes, student managers, the spirit squad (hereafter referred to as “student-athlete”) and other applicable personnel.

III. Substance Abuse Committee

The Substance Abuse Committee is composed of the Athletic Department’s Primary Care Physician/Medical Director, the Deputy Director of Athletics, the Senior Associate AD/SWA, the Director of Sports Medicine (DSM) and the Faculty Athletic Representative (FAR). The Deputy Director of Athletics serves as the Chairperson of the Substance Abuse Committee and works closely with the DSM who coordinates the actual screenings (ensures paperwork is completed, etc.) with the appropriate testing body/laboratory. The UW Athletic Department currently uses Drug Free Sport (<http://www.drugfreesport.com/>) as its main testing body/laboratory but may utilize other entities when appropriate/necessary (as determined by the UW Athletic Department).

IV. Substance Abuse Program General Procedures

Various specimen collection methodologies (e.g., urine, blood, etc.) may be utilized by the respective testing body/laboratory. Furthermore, the policies and procedures regarding, but not limited to, specimen collection validation, specimen chain of custody, specimen identification and confidentiality will be determined by the respective testing body/laboratory.

The Substance Abuse Committee Chairperson and the DSM/Designee will be notified (generally via email) by the testing body/laboratory of all results (positive and/or negative).

The substances that may be tested for include, but are not limited to, the following: Alcohol, Amphetamines, Cocaine, Marijuana, Methamphetamines, Ecstasy, Eve, MDA, PMA, Phentermine, Codeine, Morphine, Oxycodone, Hydrocodone, Hydromorphone, Dihydrocodeine, Anabolic Steroids, Ephedrine and Adulterants.

Testing may be conducted for all student-athletes throughout the entire year including, but not limited to, the beginning of each school year as part of a physical exam, the summer and/or immediately prior to any post-season competition. Testing may occur at any time of day.

Any student-athlete who tests positive may be subject to random weekly tests for as long as he/she is a member of a UW Athletics team. Generally 2-3 student-athletes who have previously tested positive will be selected randomly each time (a test occurs). However, that number (2-3)

may be modified based on various factors (e.g., the number of student-athletes being tested, the number of student-athletes who have previously tested positive, etc.).

The refusal to cooperate in such tests and/or failure to report to a test (i.e., a “No Show” – see **Section VI** below) will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

A student-athlete will be permitted to leave the testing area if he/she has a documented (via the Office of Academic Support) academic reason (e.g., class, lab, etc.). Should this occur the student-athlete must immediately return (generally within 10-15 minutes) to the testing area as soon as the academic commitment is completed. Failure to return or failure to return *within the appropriate timeframe* (as determined by the DSM/Designee) will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

****In the rare instance the student-athlete is unable to provide a usable specimen (e.g., the specimen is too dilute, etc.), the DSM/Designee will determine the appropriate course of action. Generally the student-athlete will be asked to stay in the testing area until a usable specimen is provided. However, should a student-athlete continue to provide an unusable specimen after multiple attempts, the DSM/Designee will determine the next steps (e.g., use another means of specimen collection, have student-athlete test on another date, etc.).**

V. Selection Process

Selection for testing *may* be based on position, time played, year in school, participation on a particular team, participation in post-season play, previous offenses of the UW Athletic Department Student-Athlete Substance Abuse Policy (see **Section IV** above) or “reasonable suspicion.”

All selection for testing is done randomly by the testing body/laboratory conducting the specimen analysis **EXCEPT** when a student-athlete is selected due to “reasonable suspicion” (see below). The general selection process (*not* including selection via “reasonable suspicion”) is as follows:

1. The Deputy Director of Athletics/Designee sends squad lists to the testing body/laboratory at various times throughout the academic year (to ensure the testing body/laboratory has the most up-to-date squad lists).
2. The testing body/laboratory is informed by the Deputy Director of Athletics or the DSM/Designee of the number of student-athletes to be tested over a particular time period. For example, the testing body/laboratory may be informed to select 40 student-athletes (5 of which have previous offenses) for testing during the month of October.
3. The testing body/laboratory randomly selects the student-athletes to be tested and sends the list to the DSM/Designee.

4. The DSM/Designee sets the schedule for weekly testing and then coordinates actual screenings (testing) with the testing body/laboratory utilizing the Notification Process outlined below (see **Section VI** below).

Selection via “Reasonable Suspicion:”

If a student-athlete is suspected of using banned substances (as outlined in the UW Athletic Department Student-Athlete Substance Abuse Policy), he/she may be selected to be tested. This selection is **not** random but based on “reasonable suspicion.” “Reasonable Suspicion” exists where an observed and articulated basis in fact indicates that a student-athlete is using alcohol or other drugs in violation of this policy. The evidence supporting the suspicion must be reasonably reliable and should be clearly documented in writing. The process for selection via “reasonable suspicion” is outlined below:

1. If a member of the UW Athletic Department suspects that a student-athlete is using a banned substance and wants to have that student-athlete tested via the UW Athletic Department Student-Athlete Substance Abuse Policy; he/she must complete the “Reasonable Suspicion to Suspect Prohibited Substance Use Notification Form” (see **Attachment B** below).
2. The Substance Abuse Committee will review the form and render a decision as to whether the student-athlete will be tested. A majority of the committee (a minimum of 3 members) must agree that there is sufficient “reasonable suspicion” before testing can occur.
3. The signed form will be kept on file in the office of the Substance Abuse Committee Chairperson.

VI. Notification Process

UW has a “zero to twenty-four hour” notification policy. The DSM/Designee will notify the Head Coach/Designee for that sport prior to the test which student-athletes have been selected for testing (see **Section V** above) and are to report to the designated testing location (and at what time). The DSM/Designee will then contact (see definition below) the appropriate student-athletes at the appropriate time.

Contact is considered to be made when the DSM/Designee either speaks directly to the student-athlete or receives a written response (via text messaging or email) from the student-athlete. Leaving a message/voicemail, *sending* a text message and/or email does **NOT** in itself constitute contact.

If a student-athlete is late to testing (once notification/contact has occurred), the following actions will occur (in order):

1. The DSM/Designee will attempt to contact the student-athlete (via phone, text, email, etc.) to notify him/her that he/she is late. If contact is not made within a short time period (generally 20-30 minutes), Step 2 (see below) will occur.
2. The DSM/Designee will contact the Head Coach/Designee for the respective sport and update him/her that the student-athlete is late. The Head Coach/Designee will then attempt to contact the student-athlete. In addition, the DSM/Designee will continue to try and establish contact.
3. The student-athlete will be considered a “No Show” if he/she does not report within 2 hours of the original testing time. A “No Show” will be considered a positive **Level II violation** including all of the sanctions associated with a positive result. In addition, the student-athlete may be recommended for non-renewal of the athletic scholarship (if

applicable). This includes not only those student-athletes actively participating but also those student-athletes who are receiving athletic financial aid that have been medically disqualified or have exhausted their eligibility.

VII. Test Results

The written documentation of the testing program are considered to be medical records and as such, shall remain in the confidential possession of the DSM. However, test results (i.e., whether the test is positive or negative), **not** documentation, may be *released to the following:

1. Parents
2. Director of Athletics
3. Other members of the Substance Abuse Committee
4. Head Coach of the student-athlete's sport
5. Select UW personnel as determined by the Substance Abuse Committee and/or the Director of Athletics/Designee
6. Referral agencies providing counseling to the student-athlete
7. Appropriate parties pursuant to a valid subpoena
8. UW personnel involved in any appeal by a student-athlete of sanctions imposed as a result a positive drug test

** Note: Protected information, including the results of drug tests, will not be released to individuals specifically indicated as denied by the applicable student-athlete on the Student-Athlete Release Form.*

VIII. Resulting Actions of Substance Abuse Violations

UPDATED (as of 2/28/2022) POLICY BASED ON ADJUSTED THRESHOLDS

Violations of the Student-Athlete Substance Abuse Policy will result in the appropriate actions/repercussions (see **Attachment A** below).

The NCAA Competitive Safeguards and Medical Aspects of Sports (CSMAS) increased the THC testing threshold from to 150 nanograms per milliliter (applicable to drug tests administered in Fall 2021 or later). Per the recommendation of Drug Free Sport, the University of Wyoming will utilize the lowest THC testing threshold of 5 nanograms per milliliter. Any student-athlete whose tests results are between 5-149 nanograms per milliliter (THC) will **NOT** be subject to disciplinary action (i.e., will **NOT** be subject to the Student-Athlete Substance Abuse Policy (**Attachment A**)). However, the student-athlete will receive an educational document regarding THC use including, but not limited to, the potential impact of THC on their general health/sports performance, general resource info including points of contact and reminders regarding the Student-Athlete Substance Abuse Policy (should they test above the minimum threshold in the future). It should be noted that while student-athletes who have test results between 5-149 nanograms per milliliter are not subject to the Student-Athlete Substance Abuse Policy, those test results (5-149 nanograms per milliliter) are still considered "positive" and thus may still be released to appropriate personnel (see **Section VII** above).

IX. NCAA Drug Testing

The NCAA conducts post-season championship and bowl game testing. All student-athletes (in every sport) will be subject to drug testing before, during or after their competitive season. Should a UW student-athlete test positive in any NCAA drug test, they will be declared a positive under the University of Wyoming program. The “student-athlete” will be required to fulfill all of the requirements under the appropriate penalty. **In addition, the “student-athlete” may lose up to an entire year of eligibility and may lose a year of athletic financial aid. Furthermore, as per NCAA regulations, the “student-athlete” will be required to arrange and pay for a NCAA repeat drug test and appeal hearing in order to re-establish their eligibility.**

X. Appeal Rights

A student-athlete may appeal the decisions or actions of the UW Athletic Department (excluding the actual drug testing procedures and laboratory results) based on a positive drug test result in accordance with applicable procedures provided by the UW Athletic Department.

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT SUBSTANCE
ABUSE/CODE OF CONDUCT VIOLATION STRUCTURE POLICY**

Level	Infractions	Repercussions- 1st offense	Repercussions- 2nd offense	Repercussions- 3rd offense	Repercussions- 4th offense
1	Conviction, or credible evidence of, the following: MIP, UACA, Positive drug test (marijuana only), Minor in a bar, shoplifting, <u>non-violent</u> misdemeanor offenses, violations of UW/Athletic Department policies and procedures and/or conduct unbecoming of a UW student-athlete as determined by AD/Designee.	15 hours of community service AWARE (<i>substance abuse violations only</i>)	Suspension from 10% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 25 hours of community service Mandatory counseling for a <i>minimum</i> of 2 appointments Other repercussions including a <i>minimum</i> 2% reduction in athletic scholarship (<i>if applicable</i>)	Suspension from 15% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 50 hours of community service Mandatory counseling for a <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic scholarship (<i>if applicable</i>)	Dismissed from team and cancelation of athletic scholarship
2	Conviction, or credible evidence of, the following: Possession of illegal substance, Positive drug test* (substances other than marijuana), Disorderly Conduct/Drunk in Public, DUI, DWI and/or other behavior deemed more severe than a Level I violation as determined by AD/Designee.	Suspension from 10% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 25 hours of community service Mandatory counseling for a <i>minimum</i> of 2 appointments Other repercussions including a <i>minimum</i> 2% reduction in athletic	Suspension from 15% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 50 hours of community service Mandatory counseling for a <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic	Dismissed from team and cancelation of athletic scholarship	

		scholarship (if applicable)	scholarship (if applicable)		
3	Conviction, or credible evidence of, the following: a felony offense (of any type), Intent to sell/distribute, intentional violations of Athletic Department “no-contact” orders as determined by AD/Designee, or other <i>violent</i> acts that show disrespect to others and property as determined by AD/Designee.	Immediate suspension based upon legal proceedings <i>Minimum</i> suspension from 15% of scheduled athletic contests AWARE (<i>substance abuse violations only</i>) 50 hours of community service Mandatory counseling <i>minimum</i> of 4 appointments Other repercussions including a <i>minimum</i> 4% reduction in athletic scholarship (if applicable)	Dismissed from team and cancelation of athletic scholarship		

* Including, but not limited to, the following: Amphetamines, Cocaine, Methamphetamines, Ecstasy, Eve, MDA, PMA, Phentermine, Codeine, Morphine, Oxycodone, Hydrocodone, Hydromorphone, DehydroCodeine, Anabolic Steroids, Ephedrine and Adulterants.

Notes/Comments:

1. Scheduled contests include scrimmages/exhibitions (e.g., spring games, etc.). Please note that when calculating all numbers will be rounded down (10% of 28 contests = 2.8 contests OR 2 contests).
2. Suspensions from scheduled athletic contests do not have to be taken at the next (scheduled) opportunity. The AD/Designee will work with the appropriate head coach to determine the applicable timeframe.
3. *Generally*, the Coordinator/Director of Student-Athlete Well-Being, the Mental Health Specialist(s) and/or the Primary Care Physician/Medial Director will be utilized for all mandatory counseling sessions. However, if additional counseling is needed outside the scope of these entities or the entities cannot conduct the sessions in the appropriate timeframe (as determined by the AD/Designee), then non-Athletic Department/University services may be utilized. These additional counseling needs (if applicable) will be determined by the AD/Designee.
4. Reductions in athletic scholarships will begin in the subsequent semester (not including winter or summer terms) *except if* the student-athlete is in his/her last semester in which

case the reduction will occur immediately. Furthermore, all reductions in athletic scholarship are permanent for the duration of the time the student-athlete receives an athletic scholarship at the University of Wyoming (including an Exhausted Eligibility Scholarship).

- Example 1: John Doe is a freshmen student-athlete on a full (100%) athletic scholarship. His 1st term of enrollment at UW was fall 2021. In the fall 2021 he tested positive for marijuana during a UW drug test (Level 1 - 1st offense). He subsequently tested positive for marijuana again during a UW drug test in the spring of 2022 (Level 1 – 2nd offense).
 - When will John’s athletic scholarship be reduced?
 - Beginning in the fall 2022 and for the duration of the time John receives an athletic scholarship at UW (*assuming* there are no additional issues/violations/etc.); John will receive a 98% scholarship.
 - Example 2: Joe Doe is a senior student-athlete on a 50% athletic scholarship. He exhausts his athletic eligibility and graduates from UW in the spring of 2022. In the fall 2021 he tested positive for marijuana during a UW drug test (Level 1 - 1st offense). He subsequently tested positive for marijuana again during a UW drug test in the spring of 2022 (Level 1 – 2nd offense).
 - When will Joe’s athletic scholarship be reduced?
 - Joe’s athletic scholarship will be immediately reduced from 50% to 48% (2%) following the 2nd positive drug test in the spring of 2022.
5. Level 1 violations remain on student-athlete’s record for a period of one year (365 days). If a student-athlete does not receive another violation (Level 1, Level 2 or Level 3) during that 365 day period, the Level 1 violation will be expunged (i.e., the record will be “wiped clean”) from his/her record. This (i.e., having the record “wiped clean”) does not apply for student-athletes who previously received a Level 2 or Level 3 violation.
 6. For penalties in which counseling is mandated, student-athletes may NOT complete more than one counseling appointment per day. For example, a student-athlete with two (2) counseling appointments must complete each of these on separate dates and provide documentation of such to the athletic administrator managing student-athlete conduct.
 7. Generally student-athletes will only go through the AWARE process one (1) time for applicable conduct-related matters (e.g., 1st time MIP, UACA, etc.). Should a student-athlete engage in conduct that warrants additional meetings with AWARE; he/she will instead be required to meet with the Coordinator/Director of Student-Athlete Well-Being, the Mental Health Specialist(s) and/or the Primary Care Physician/Medical Director.
 8. Failure to complete ALL prescribed penalties within the mandated timeframe (as described in the Student-Athlete Code of Conduct Violation Notification Letter) will result in the Athletic Department placing a hold on future athletic scholarship payments (including stipends and/or unpaid tuition and fees) if applicable.
 9. The AD/Designee may modify the policy (including the repercussions/sanctions outlined above) at his/her discretion.

Attachment B

**University of Wyoming Athletics Department
Reasonable Suspicion to Suspect Prohibited Substance Use Notification Form**

I, _____, having reasonable suspicion to suspect prohibited substance use

(Athletic Department Staff Member)

as defined in the UW Athletic Department Student-Athlete Substance Abuse Policy, report the following objective sign(s), symptom(s) and/or behavior(s) that I believe reasonably warrant _____ be referred for testing.

(Name of Student-Athlete)

The following sign(s), symptom(s) and/or behavior(s) were observed by me over the past _____ hours and/or _____ days. Please include specific, objective behaviors.

Substance Abuse Committee:

By signing below, I am affirming that the reasonable suspicion outlined above **warrants testing.**

Deputy Director of Athletics: _____ Date: _____

Associate AD for Internal Ops/SWA: _____ Date: _____

Director of Sports Medicine: _____ Date: _____

Primary Care Physician/Medical Director: _____ Date: _____

Faculty Athletics Representative (FAR): _____ Date: _____

By signing below, I am affirming that the reasonable suspicion outlined above **does NOT warrant testing.**

Deputy Director of Athletics: _____ Date: _____

Associate AD for Internal Ops/SWA: _____ Date: _____

Director of Sports Medicine: _____ Date: _____

Primary Care Physician/Medical Director: _____ Date: _____

Faculty Athletics Representative (FAR): _____ Date: _____

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT POLICY ON ACADEMIC DISHONESTY

Academic dishonesty, in any form, will not be tolerated. If an instructor formally charges a student-athlete with academic dishonesty, a grade of “F” may be given for the course. Furthermore, the academic dishonesty charge will be noted in his/her respective student record for the remainder of their career at the University. A second formal charge of academic dishonesty will result in a suspension of one calendar from the University. Please note that all administrative procedures including the appeal process are outlined in University Regulation 2-114

Academic dishonesty not only violates University Regulations but is also a violation of the Student-Athlete Code of Conduct. Therefore, in addition to the penalties assessed via University Regulation 2-114, the Department of Athletics may assess additional penalties. These penalties may be assessed *based upon a conviction of or credible evidence* of academic dishonesty. In other words, **the Department of Athletics may assess penalties regardless of whether the instructor files formal or informal charges.** Penalties assessed by the Department of Athletics include, but are not limited to, the following:

- Warning/Educational Session
- Community Service
- Suspension from outside competition and/or other athletically-related activities (i.e., practice, team meetings, lifting/conditioning, etc.)
- Reduction/cancellation of athletic financial aid (if applicable)
- Termination of team membership

DEFINITION OF ACADEMIC DISHONESTY:

A. Academic Dishonesty

An action attempted or performed that misrepresents one’s involvement in an academic endeavor in any way, or assists another student in misrepresenting his or her involvement in an academic endeavor. Examples of academic dishonesty include, but are not limited to:

- i. Plagiarism: presenting the work (i.e., ideas, data, creations) of another, wholly or in part, as one’s own work without customary and proper acknowledgement of sources and extent of use, unless authorized by the instructor.
- ii. Cheating: using information, study aids, notes, materials, devices, or collaboration not explicitly approved by the instructor. For example: doing a class assignment for someone else or allowing someone to copy one’s assignment; copying from, or assisting, another student during an examination; or stealing, or otherwise improperly obtaining, copies of

an examination before or after its administration.

iii. Fraud: altering or inventing data, research, or citations for an academic endeavor; fabricating, forging or otherwise misrepresenting to an instructor or an institution one's past or current academic or professional activities; impersonating someone or allowing oneself to be impersonated for an examination or other academic endeavor; using a ghost writer, commercial or otherwise, for any type of assignment.

iv. Violation of Standards: violations against ethical and professional standards required by individual University programs, academic courses, and clinical programs that may result in qualification for entry into a profession that maintains standards of conduct.

v. Multiple Submissions: submitting, wholly or in part, the same academic endeavor to earn credit in two or more courses without explicit approval by all concerned instructors.

vi. Interference or Obstruction: interfering with academic efforts of other students to gain unfair advantage for personal academic advancement. Interference may include but is not limited to, sabotage, harassment, tampering, bribery, or intimidation of another student.

vii. Complicity: assisting another person in any act of academic dishonesty as defined above.

B. Academic Endeavor

Any student activity undertaken to earn University credit or meet some other University program requirement. Examples of academic endeavors include, but are not limited to:

- i. Course assignments (written and/or oral, projects, research, exhibitions of work)
- ii. Exams (written and/or oral, quizzes)
- iii. Clinical assignments (internships, rotations, practical)
- iv. Presentations (on and off campus)
- v. Publications
- vi. Independent study coursework
- vii. Plan B papers or projects, theses, dissertations
- viii. Student media associated with academic credit

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT
POLICY ON ETHICAL CONDUCT & SPORTSMANSHIP FOR
STUDENT-ATHLETES AND THE SPIRIT SQUAD**

Statement of Purpose. It is the policy of the University of Wyoming and all University representatives to maintain the highest degree of credibility and decorum possible. All persons involved with intercollegiate athletics are expected to conduct themselves in a manner so as not to embarrass the institution by their action. Behavior by institutional representatives that does not meet this standard and which has the potential of harming the reputation of the institution or any of its units is prohibited.

Good sportsmanship must be an integral part of every sport sponsored by the University of Wyoming. The ethical environment of the university must assert and reflect primacy of human dignity, must encourage growth and achievement and must insist on respect in all interpersonal relations. Fighting, taunting, trash-talking, profane/vulgar language, inappropriate "celebrations" or a disrespectful attitude toward our opponents or officials will not be tolerated.

Disciplinary Action. The Director of Athletics and the Head Coach or Supervisor of the activity will review each action of inappropriate and unethical behavior. At the sole discretion of the Director of Athletics and depending upon the severity of the incident, the following system of progressive discipline may be utilized to deal with the situation:

Oral Warning - The Director of Athletics, in consultation with the Head Coach or Supervisor of the activity shall review the incident and counsel the individual concerning his or her actions and future behavior. A private written reprimand will be issued.

Written Warning - Recurrence of behavior previously identified or in situations where conduct is of a highly offensive nature, the individual will after investigation be publicly reprimanded. Appropriate written documentation will be placed in the individual's file. Other disciplinary action may be taken as deemed fit by the Director of Athletics.

Suspension/Termination - In cases where conduct is of an inflammatory or violent nature or in cases of conduct previously documented and for which the individual has been warned or counseled, the individual will be subject to disciplinary action up to and including suspension or termination.

Distribution of Information. Each year at a designated meeting, all involved students will be required to sign this form stating their understanding of the University's policy concerning sportsmanship and ethical behavior.

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT
POLICY ON SPORTS GAMBLING**

1. Sports Gambling Agreement

- I will not provide information to individuals involved in organized gambling activities concerning intercollegiate competition;
- I will not solicit a bet on any intercollegiate athletic team;
- I will not accept a bet on any team representing the university;
- I will not solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has a tangible value and;
- I will not participate in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by the gaming industry.

2. Sports Gambling Sanctions (NCAA)

NCAA Bylaw 10.3.2 The following sanctions for violations of Bylaw 10.3 shall apply:

- Student-athletes who engage in activities to influence the outcomes of their own games or knowingly provide information to individuals involved in sports betting activities will potentially face permanent loss of collegiate eligibility in all sports. This would also apply to student-athletes who wager on their own games or on other sports at their own schools.
- If a student-athlete wagers on their own sport at another school, education on sports wagering rules and prevention will be required as a condition of reinstatement, and the loss of 50% of one season of eligibility will be considered.
- For all other wagering-related violations (e.g., wagering on professional sports), cumulative dollar value of the wagers will be taken into consideration with the following terms for reinstatement:
 - \$200 or less: sports wagering rules and prevention education.
 - \$201-\$500: loss of 10% of a season of eligibility, plus rules and prevention education.
 - \$501-\$800: loss of 20% of a season of eligibility, plus rules and prevention education.
 - Greater than \$800: loss of 30% of a season of eligibility, plus rules and prevention education.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE STATEMENT

AMATEURISM:

- I **MAY** utilize my Name/Image/Likeness for a commercial profit or purpose. All NIL activities must be registered with the Compliance office through Opendorse/ARMS to be kept on file. *Please see NIL Policy.*
- I **WILL NOT** enter into a verbal or written agreement with an agent *for athletics purposes* before conclusion of my eligibility.
- My family members **WILL NOT** enter into a verbal or written agreement with an agent *for athletic purposes* on my behalf before the conclusion of my eligibility.
- I **WILL NOT** accept gifts, benefits, or services from an agent before the conclusion of my eligibility (student-athletes with questions relating to agents should contact the Compliance Office).

AWARDS, BENEFITS AND EXPENSES:

- I **WILL NOT** accept any benefits, gifts, or services/discounts that are not available to the general student-body. Examples of benefits would be free meals at local restaurants following practice or competition, free entry into a local establishment (cover charge), or receiving free/reduced cost items from an institutional coach or staff member.
- I certify that my use/ownership of my personal vehicle does not violate NCAA rules (extra benefit legislation). Further, I certify that an institutional staff member or booster was not involved in the purchase of, or any vehicle related payments. If I currently own or lease a vehicle that is financially supported by someone other than myself or my parents/legal guardians, I will contact the Compliance Office. If I find myself purchasing a new or used vehicle and receiving financial assistance from someone other than a parent or legal guardian, I will contact the Compliance Office immediately.

DISCRIMINATION:

- I **WILL NOT** partake in any form of discrimination (see definition below).

DEFINITION OF DISCRIMINATION:

Civil Rights Discrimination – Adverse treatment and harassment on the basis of race, sex, gender, color, religion, national origin, disability, age, veteran status, sexual orientation, political belief or other status protected by state and federal statutes or University Regulations.

Program Discrimination – Civil rights discrimination that serves to exclude from or deny to its clientele equal access to the University’s programs, activities or benefits.

Sexual harassment - Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature.

Retaliation –Adverse action or threat made in reprisal against any individual who participates as an actual or potential party, witness or representative relating to a report of discrimination or harassment as authorized by this policy.

Any student-athlete who believes they have been subjected to any form of discrimination should report the occurrence immediately to their Sport Supervisor or the University of Wyoming Office of Equal Opportunity Report and Response (766-3459).

<http://www.uwyo.edu/reportit/corr/>

HAZING:

- I **WILL NOT** partake in the hazing of any individual (see definition below).

DEFINITION OF HAZING:

“Hazing” is any intentional act or situation that (a) causes embarrassment, harassment, or ridicule and/or (b) risks emotional, mental, or physical harm, and is committed for the purposes of membership into, affiliation with, or continuation of membership with a group or team, regardless of the person(s)’s willingness to participate. Apathy or deference in the presence of hazing is not neutral; both are also violations.

Any student-athlete who believes they have been subjected to any form of hazing should report the occurrence immediately to their Sport Supervisor or the University of Wyoming Dean of Students Office (766-3296). <http://www.uwyo.edu/dos/conduct/index.html>

UNIVERSITY PROPERTY:

- I **WILL NOT** access/utilize any inappropriate computer sites while utilizing University-owned computers located in the Athletic Department (i.e., Office of Academic Support, etc.). This includes accessing inappropriate social media content on various platforms.
- I **WILL** respect and not cause intentional or willful damage to Athletic Department or University property.

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT
STUDENT-ATHLETE EMPLOYMENT POLICIES AND PROCEDURES**

All on and off-campus employment earnings shall be exempt from institutional and individual limits. Student-athletes who work will still be required to be paid at a rate commensurate with the going rate for similar services. Furthermore, institutions shall continue to monitor all student-athlete employment activities.

Bylaw 12.4.1—Employment

If at any time a student-athlete wishes to be employed, he/she must contact the Compliance Office and request/complete the Student-Athlete Employment Form via ARMS. Student-athletes must complete this form prior to engaging in work activities.

Compensation may be paid to a student-athlete(s):

- (a) Only for work actually performed; and
- (b) At a rate commensurate with the going rate in that locality for similar services.

12.4.1.1 Athletics Reputation. Such compensation may not include any remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability. *Appropriate NIL information should be filed with the Compliance Office is an opportunity includes an appearance, etc.*

The Compliance Office reserves the right to verify employment of any student-athletes. In addition, the Compliance Office is not precluded from contacting employers or requesting pay stubs/work records.

Student-athletes are required to complete the “Student-Athlete Employment Form” on ARMS *prior to* engaging in any work-related activities. The student-athlete completes the form with the applicable employment information (contact, payment method, responsibilities, etc.) for the Compliance Office to keep on file.

MOUNTAIN WEST CONFERENCE
SPORTSMANSHIP INITIATIVE

Ethics and Sportsmanship Statement

All aspects of intercollegiate athletics contests shall be conducted in a sporting manner. It is the responsibility of each member institution in the Mountain West Conference to ensure that all individuals associated with its athletics program conduct themselves in an appropriate fashion.

All members of the Conference shall exhibit ethical behavior at all NCAA and Conference competition. Conference members shall conduct themselves in accordance with the rules of the NCAA and Conference and the playing rules of the respective sports.

Each member institution shall create a healthy environment for competition. Administrators, coaches, student-athletes and spectators, as well as others involved in intercollegiate athletics in the Conference, share this responsibility.

Code of Conduct Statement for Student-Athletes

The Mountain West Conference Student-Athlete Advisory Committee (SAAC) believes the most important aspects of sport are good ethics and positive sportsmanship. It is very pleased the Conference has undertaken an initiative to enhance this philosophy. We need your commitment to make this effort a success.

The SAAC believes that, in order for an institution to convey a message of good ethics and positive sportsmanship, it must have the involvement and the participation of those individuals most involved in athletics on campus. While this includes, but is not limited to, the President, athletic administrators, coaches and fans, the most important individuals are we the student-athletes. It is our behavior, more than any other that can shape the perception of our teams and institutions by the public, the media and our opponents.

Good ethics and positive sportsmanship are philosophies that must be displayed both on and off the playing field. Good sportsmanship on the field enhances the student-athlete image off the field. Not only should student-athletes be good citizens, they should show a general concern for others. We must take a leadership role to compete at the highest levels, always endeavoring for victory, but doing so with grace, class, dignity and respect.

Please join us in supporting the Conference's Sportsmanship Initiative. Such an initiative will help make the Mountain West Conference one of the premier athletic conferences in the country. Best of luck with the coming season and we look forward to crossing paths with you in and on the courses, fields, courts, pools and tracks.



Summary of NCAA Regulations – NCAA Division I

For: Student-athletes.
Purpose: To summarize NCAA regulations regarding eligibility of student-athletes to compete.

DISCLAIMER: THE SUMMARY OF NCAA REGULATIONS DOES NOT INCLUDE ALL NCAA DIVISION I BYLAWS. CONTACT YOUR INSTITUTION’S COMPLIANCE OFFICE OR THE NCAA IF YOU HAVE QUESTIONS.

TO: STUDENT-ATHLETE.

This summary of NCAA regulations contains information about your eligibility to compete in intercollegiate athletics.

This summary has two parts:

1. Part I is for **all** student-athletes.
2. Part II is for **new** student-athletes only (those signing the Student-Athlete Statement for the first time).

If you have questions, ask your director of athletics (or his or her designee) or refer to the 2023-24 NCAA Division I Manual. The references in brackets after each summarized regulation show you where to find the regulation in the Division I Manual.

PART I: FOR ALL STUDENT-ATHLETES.

This part of the summary discusses ethical conduct, amateurism, financial aid, academic standards and other regulations concerning your eligibility for intercollegiate competition.

1. Ethical Conduct – All Sports.

- a. You must act with honesty and sportsmanship at all times so that you represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports. [NCAA Bylaw 10.01.1]
- b. You have engaged in unethical conduct if you refuse to furnish or fail to provide accurate or complete information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or your institution. [Bylaw 10.1]
- c. You are **not eligible** to compete if you knowingly provide information to individuals involved in organized sports wagering activities concerning intercollegiate athletics competition; solicit a bet on any intercollegiate team; accept a

bet on any team representing the institution or solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value. [Bylaw 10.3]

d. You are **not eligible** to compete if you knowingly participate in any sports wagering activity that involves intercollegiate, amateur or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize. [Bylaws 10.02.1 and 10.3]

2. Amateuism – All Sports.

* For individuals in states with NIL laws or executive actions with the force of law in effect, NCAA rules remain in effect, including prohibitions on pay-for-play and improper recruiting inducements, but NIL activities protected by state law will not impact eligibility. For individuals where there is no state law or executive actions, NIL activity will not impact eligibility, but other rules, including prohibitions on pay-for-play and improper recruiting inducements remain in effect.

a. You are **not eligible** for participation in a sport if you have ever:

(1) Taken pay, or the promise of pay, for competing in that sport. [Bylaws 12.1.2 and 12.1.2.1]

Exception: Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]

(2) Agreed (orally or in writing) to compete in professional athletics in that sport.

Exception: Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]

(3) Played on any professional athletics team as defined by the NCAA in that sport.

Exception: Prior to enrollment, in sports other than men's ice hockey and skiing, you competed on a professional team, provided you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.3.2.1]

(4) Used your athletics skill for pay in any form in that sport. [Bylaws 12.1.2 and 12.1.2.4]

Exceptions:

i. Prior to collegiate enrollment, in sports other than tennis, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses; or [Bylaws 12.02.5, 12.1.2 and 12.1.2.4.1]

ii. Prior to collegiate enrollment, in tennis, you accepted up to \$10,000 per calendar year in prize money based on place finish or performance in an athletics event from the sponsor of the event; [Bylaws 12.02.6, 12.1.2 and 12.1.2.4.2.1]

iii. After collegiate enrollment, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses. [Bylaws 12.02.6, 12.1.2 and 12.1.2.4.1]

b. You are **not eligible** in a sport if you, or your relatives or friends, ever have accepted money, transportation, lodging, entertainment or other benefits from an agent or agreed to have an agent market your athletics ability or reputation in that sport. [Bylaw 12.3.1 and 12.3.1.2]

Exceptions: In baseball, prior to collegiate enrollment you were drafted by a professional baseball team and paid the going rate to be represented by an agent or attorney during contract negotiations. [12.3.1, 12.3.1.1 and 12.3.1.2]

c. You are **not eligible** in any sport if, after you become a student-athlete, you accept any pay for promoting a commercial product or service or allow your name or picture to be used for promoting a commercial product or service. [Bylaws 12.5.2.1 and 12.5.2.2]

d. You are **not eligible** in any sport if, because of your athletics ability, you were paid for work you did not perform, were paid at a rate higher than the going rate or were paid for the value an employer placed on your reputation, fame or personal following. [Bylaw 12.4]

3. Financial Aid – All Sports.

a. You are **not eligible** if you receive financial aid other than the financial aid that your institution distributes. However, it is permissible to receive:

(1) Money from anyone on whom you are naturally or legally dependent;

(2) Financial aid that has been awarded to you on a basis other than athletics ability; or

3) Financial aid from an entity outside your institution that meets the requirements specified in the Division I Manual. [Bylaw 15.01]

b. You must report to your institution any financial aid that you receive from a source other than your institution. However, you do not need to report financial aid received from anyone on whom you are naturally or legally dependent.

4. Academic Standards – All Sports.

a. Eligibility for Competition.

(1) To be **eligible** to **compete**, you must:

(a) Have been admitted as a regularly enrolled, degree-seeking student according to the published entrance requirements of your institution;

(b) Be in good academic standing according to the standards of your institution; and

(c) Be enrolled in at least a minimum full-time baccalaureate degree program (not less than 12-semester or quarter hours) and maintain satisfactory progress toward that degree, be enrolled in a full-time graduate or professional degree program (as defined by the institution) or be enrolled and seeking a second baccalaureate degree at your institution. [Bylaws 14.01.2 and 14.2.2]

(2) If you are enrolled in less than a full-time program, you are **eligible** to **compete** only if you are enrolled in the last term of your degree program and are carrying credits necessary to finish your degree. [Bylaw 14.2.2.1.3]

You are **eligible** to **compete** during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you are no longer enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.2.1.1]

(3) You are **eligible** to **compete** between terms if you are continuing enrollment, provided you have been registered for the required minimum full-time load at the conclusion of the term immediately preceding the date of competition, or if you are either continuing enrollment or beginning enrollment, provided you have been accepted for enrollment as a regular full-time student for the regular term immediately following the date of competition. [Bylaw 14.2.2.1.2]

b. Practice.

(1) You must be enrolled in a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the regulations of the certifying institution to practice. [Bylaw 14.2.1]

(2) You may practice during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you no longer are enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.1.1]

(3) You may practice if you are enrolled in the final semester or quarter of a baccalaureate program while enrolled in less than a minimum full-time program of studies and your institution certifies that you are carrying (for credit) the courses necessary to complete the degree requirements, as determined by the faculty of the institution. [Bylaw 14.2.1.3]

c. Continuing Eligibility – All Sports.

Your eligibility for competition shall be based on:

(a) Having successfully completed 24 semester or 36 quarter hours of academic credit prior to the start of the institution's third semester or fourth quarter following the student-athlete's initial full-time enrollment (hours earned during the summer may be used to fulfill this requirement);

(b) Having successfully completed 18 semester or 27 quarter hours of academic credit since the beginning of the previous fall term or since the beginning of the certifying institution's preceding regular two semesters or three quarters (hours earned during the summer may not be used to fulfill this requirement); and

(c) Six semester or quarter hours of academic credit the preceding regular academic term (e.g., fall semester, winter quarter) in which the student-athlete has been enrolled at any collegiate institution. [Bylaw 14.4.3]

(d) If you are entering your second year of collegiate enrollment, you must present a cumulative grade-point average that equals at least 90 percent of the institution's overall cumulative grade-point average required for graduation (based on a 4.000 scale). [Bylaw 14.4.3.3]

(e) If you are entering your third year of collegiate enrollment, you must have completed successfully at least 40 percent of the course requirements in your specific degree program and you must present a cumulative minimum grade-point average (based on a 4.000 scale) that equals at least 95 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

(f) If you are entering your fourth year of collegiate enrollment, you must have completed successfully at least 60 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

(g) If you are entering your fifth year of collegiate enrollment, you must have completed successfully at least 80 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, a student-athlete's grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2 and 14.4.3.2]

d. Freshmen.

(1) You are referred to as a **qualifier** and are eligible to practice and compete in your sport and to receive financial aid (institutional and athletically related) during your first academic year, under Bylaw 14.02.10.1, if you:

(a) Graduate from high school;

(b) Attain a minimum high school grade-point average as specified in Bylaw 14.3.1.1.2 (based on a 4.000 scale) in a successfully completed core curriculum of at least 16 core courses; and Bylaw 14.3.1.1.

(c) Achieve a corresponding sum ACT or SAT score as specified in Bylaw 14.3.1.1.2.

(d) Complete 10 of the required 16 core courses before the start of your seventh semester of high school.

(2) You are referred to as an **academic redshirt** if you did not meet the criteria to be a qualifier but completed the required core courses with a high school grade-point average and corresponding sum ACT or SAT score as specified in Bylaw 14.3.1.2.1, or you did not complete at least 10 of the required 16 core courses before the start of your seventh semester of high school. As an academic redshirt:

(a) You may receive institutional athletically related financial aid but may not compete during the first academic year in residence.

(b) You may practice only on campus or at the institution's regular practice facility during the first regular academic term in residence. You must successfully complete nine semester or eight quarter hours of academic credit in each applicable regular academic term in order to be eligible for practice in the immediately subsequent term of the first academic year. [Bylaws 14.02.10.2 and 14.3.1.2]

(3) You are referred to as a **nonqualifier** if you fail to meet the criteria above. In addition to being ineligible for practice and competition during the first academic year in residence, a nonqualifier is not permitted to receive any institutional financial aid, except as stated below. As a nonqualifier:

(a) You are eligible to receive nonathletics institutional financial aid based on need only, consistent with institutional and conference regulations; and

(b) You will have three seasons of eligibility after your first academic year in residence. You may earn a fourth season of competition provided you complete 80 percent of your baccalaureate degree before beginning your fifth academic year of enrollment and you are within five years of your initial, full-time collegiate enrollment. [Bylaws 14.02.10.3, 14.3.2.1.1 and 14.3.3]

5. Other Regulations Concerning Eligibility – All Sports.

- a. You are **not eligible** to participate in more than four seasons of intercollegiate competition in any one sport. [Bylaw 12.8]
- b. You are **not eligible** if five calendar years have passed from the date you first registered as a full-time student at a collegiate institution and attended your first day of classes for that term, except for time spent in the armed services, on official religious missions or with recognized international aid services of the U.S. government and extensions that have been approved in accordance with NCAA legislation. [Bylaw 12.8.1]
- c. You are **eligible** at an institution other than the institution from which you have received or satisfied the requirements for a baccalaureate degree or an equivalent degree, if you meet the conditions of the one-time transfer exception [Bylaw 14.5.5.2.10] and you have eligibility remaining as set forth in Bylaw 12.8.1. [Bylaw 14.6.1]
- d. You are **eligible** for championships, certified bowl games or the National Invitation Tournament that occur within 60 days of the date you complete the requirements for your degree. [Bylaw 14.6.3]

6. Outside Competition - Sports Other Than Basketball.

You are **not eligible** in your sport for the remainder of the year and the next academic year if, during the academic year, you competed as a member of any outside team in any noncollegiate, amateur competition. You may compete outside of your declared playing and practice season as a member of an outside team in any noncollegiate, amateur competition during any official vacation period published in your institution's catalog. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaw 17.31.1]

(1) Exception – Wrestling. You may not participate in outside competition between the beginning of your academic year and November 1. Additionally, a first year wrestling student-athlete may not compete in outside competition in his/her first semester.

(2) Exception: In men's and women's soccer, women's volleyball, field hockey and men's water polo, you may compete on outside amateur teams during the spring outside of the institution's playing and practice seasons, provided such participation occurs no earlier than May 1 and the remaining provisions of Bylaw 17.31.1.3 are met.

7. Outside Competition - Basketball.

- a. You are **not eligible** if, after you become a student-athlete, you participate in any organized basketball competition except while representing the institution in intercollegiate competition. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaws 17.31.2]
- b. It is permissible to participate as a member of a basketball team in an NCAA-sanctioned summer basketball league or event during the period between June 15 and August 31 or the institution's opening day of classes, whichever comes earlier, provided the student-athlete has written permission from the institution's athletics director. [Bylaw 17.31.4]

8. Transfer Students Only.

- a. You are a transfer student if:
 - (1) The registrar or admissions officer from your former institution certified that you officially were registered and enrolled at that institution in any term in a minimum full-time program of studies and you were present on the opening day of classes; or
 - (2) The director of athletics from your former institution certified that you reported for the regular squad practice that any staff member of the athletics department of your former institution announced before the beginning of any term. [Bylaw 14.5.2]
- b. If you are a transfer student from a four-year institution, you are **not eligible** during your first academic year in residence unless you meet the provisions of one of the exceptions specified in Bylaw 14.5.5.2 or one of the waivers specified in Bylaw 14.7.2.
- c. If you are a transfer student from a two-year institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the academic and residence requirements specified in Bylaw 14.5.4 or the exceptions specified in Bylaw 14.5.4.6.
- d. If you transferred from a four-year college to a two-year college and then to your new institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the requirements specified in Bylaw 14.5.6.

PART II: FOR NEW STUDENT-ATHLETES ONLY.

This part of the summary contains information about your recruitment, which is governed by Bylaw 13 of the Division I Manual.

Recruitment.

a. Offers – All Sports.

(1) You are **not eligible** if, before you enrolled at your institution, any staff member of your institution or any other representative of your institution's athletics interests provided or offered to you, your relatives or your friends any financial aid or other benefits not permitted under NCAA legislation. [Bylaw 13.2.1]

(2) It was permissible for your institution to arrange educational loans, provided the loan were not made prior to the completion of your senior year in high school. The loans must have been from a regular lending agency and based on a regular repayment schedule. [Bylaw 13.2.4]

(3) It was permissible for your institution to arrange summer employment or employ you provided the employment did not begin prior to the completion of your senior year in high school. [Bylaw 13.2.3.3]

b. Contacts - All Sports.

(1) For purposes of this section, contact means "any face-to-face encounter" between a prospect or the prospect's parent or legal guardian and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged or that takes place on the grounds of the prospect's educational institution or at the site of organized competition or practice involving the prospect or the prospect's high school, preparatory school, two-year college or all-star team shall be considered a contact, regardless of the conversation that occurs. [Bylaw 13.02.4]

(2) Staff members at your institution should not have:

(a) Contacted you, your relatives or your legal guardians in person, off your institution's campus before July 1, July 7 (women's ice hockey) or July 15 (women's gymnastics) following completion of your junior year in high school; before the opening day of your junior year in high school (men's basketball); before September 1 at the beginning of your junior year in high school (women's basketball); or before June 15 at the completion of your sophomore year in high school (men's ice hockey). [Bylaw 13.1.1.1]

(b) Contacted you prior to any athletics competition in which were participating during the day or days of competition. [Bylaw 13.1.6.2]

(3) Contacted you, your relatives or your legal guardians in person, on or off your institution's campus while you were enrolled in your first year of a two-year college if you were a nonqualifier. [Bylaw 13.1.1.2]

(4) Contacted you, your relatives or your legal guardian in person, on or off your institution's campus, unless they were authorized institutional staff members. [Bylaw 13.1.2.1]

c. Publicity.

(1) Your institution was not allowed to publicize a visit that you made to its campus before you signed a National Letter of Intent or its written offer of admission and/or financial aid or before the institution received your financial deposit in response to its offer of admission. [Bylaw 13.10.2.4]

(2) You were not allowed to appear on a radio or television program that involved a coach or another member of the staff of the athletics department at your institution prior to your enrollment at the institution. [Bylaw 13.10.2.2]

d. Letter-of-Intent Signing.

A staff member of your institution was not allowed to be present while you were signing, at an off-campus site, a National Letter of Intent or an acceptance of a financial aid offer from your institution or your conference. [Bylaw 13.1.5.8]

e. Sports Camps.

You are **not eligible** if you were a winner of any athletics participation award in high school (includes ninth grade level), preparatory school or junior college and, before you enrolled at your institution, the institution, members of its staff or a representative of its athletics interests employed or gave you free or reduced admission to its sports camp or clinic. [Bylaw 13.12.1.7]

f. Visits, Transportation and Entertainment.

(1) You are **not eligible** under Bylaws 13.5, 13.6 or 13.7 if, before you enrolled at your institution, any of the following occurred:

- (a) You accepted expense-paid visits to more than five NCAA institutions or more than one expense-paid visit to one-member institution;
- (b) Your one expense-paid visit to the campus lasted longer than 48 hours;
- (c) Your institution paid more than the actual round-trip cost by direct route between your home and the campus when you made your one expense-paid visit;
- (d) Your institution paid for you to visit during your first year in a junior college, and you were not a qualifier; or
- (e) Your institution entertained you, your parents (or legal guardians) or your spouse outside a 30-mile radius of the campus during your expense-paid visit.

(2) You may not have received an expense-paid visit prior to September 1 of his/her junior year in high school. [Bylaw 13.6.2.1.1]

- **Exception:** In men's basketball, you may not have received an expense paid visit earlier than January 1 of your junior year of high school.
- **Exception:** In women's basketball you may not have received an expense paid visit earlier than the Thursday following the NCAA D 1 Women's Basketball Championship game of your junior year in high school. [13.6.2.1.4]
- **Exception:** In football, you may not have received an expense paid visit earlier than April of your junior through the Sunday before the last Wednesday in June. Thereafter, you may have received an expense-paid visit beginnings with the opening day of classes of classes of your senior year in high school. [13.6.2.1.5]

(3) Prior to your expense-paid official visit, you must have:

- (a) Presented the institution with a high school (or college) academic transcript.
- (b) Registered with the NCAA Eligibility Center. [Bylaw 13.6.3]

(4) You are **not eligible** if, at any time that you were visiting your institution's campus at your own expense, your institution paid for anything more than the following:

(a) In sports other than football, three complimentary admissions for you and those individuals who came with you to an athletics event on campus in which your institution's team practiced or competed. [Bylaw 13.7.2.1]

(b) Transportation, when accompanied by a staff member, to see off-campus practice and competition sites in the prospect's sport and other institutional facilities located within a 30-mile radius of the campus. [Bylaw 13.5.1]

g. Precollege or Postgraduate Expense.

You are **not eligible** if your institution or any representative of its athletics interests offered you money, directly or indirectly, to pay for any part of your educational expenses or other expenses during any period of time before you enrolled at your institution. This applies to your postgraduate education, as well. [Bylaw 13.15.1]

**UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT
STUDENT-ATHLETE ELIGIBILITY**

**See also Summary of NCAA Regulations – Division I*

1. Student-athletes* must successfully complete a minimum of 6 hours during each semester of full-time enrollment and 18 semester hours during each academic year (excluding summer). *Student-athletes in the sport of football must successfully complete 9 hours during each fall term of full-time enrollment.
2. Student-athletes must complete a certain percentage of degree and GPA requirements *prior to* each year in order to maintain eligibility (see below)

<u>Year of College Enrollment</u>	<u>Percent Completed</u>	<u>Minimum CUM GPA</u>
Second	24 Hours	1.8
Third	40%	1.9
Fourth	60%	2.0
Fifth	80%	2.0

**Wrestling student-athletes must maintain a 2.0 cumulative GPA in order to remain eligible in any year of athletics competition. Effective August 1, 2022.*

3. Beginning a student-athlete’s second year of enrollment, he/she will be certified mid-year for both minimum hour requirements (6) (9 –football) and minimum GPA requirements.
4. Student-athletes must be enrolled in a minimum of 12 hours each semester (except if enrolled in graduate school or in the final semester of the baccalaureate degree program and the institution certifies the student-athlete is carrying [for credit] the courses necessary to complete the degree requirements)
5. A student-athlete enrolled at the University of Wyoming shall be placed on scholastic probation at the end of a semester or summer session when his or her cumulative GPA falls below a 2.0.
6. A student-athlete must choose a major prior to his or her **fifth (5th)** semester of enrollment. This applies to the eligibility not only of a continuing student, but also of a transfer student from a four or two-year collegiate institution who is entering his or her third year of enrollment, even if the student has not yet completed a year in residence or utilized a season of eligibility at the certifying institution. Designation of a specific baccalaureate degree program may be accomplished by:
 - (a) Formal enrollment by the student-athlete in a specific baccalaureate degree program; or
 - (b) Approval by an appropriate academic official (who must not be an academic

adviser/counselor employed by the athletics department) of the program leading to the specific baccalaureate degree that the student-athlete is pursuing.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE ATHLETIC RESPONSIBILITY

Student-Athlete Host Instructions for Official Visits

1. You are responsible to behave in an appropriate manner and to utilize good judgment. As a representative of the University of Wyoming Athletics Department, your actions should reflect positively upon yourself, your team, the athletic department and the University.
2. Alcohol and drugs have no place in the recruiting process. Furthermore, the majority of recruits are under the legal drinking age. You are responsible to ensure that the recruit is not provided with alcohol at any time during the visit.
3. You are responsible for keeping your recruit on time for all appointments. Please be aware of the recruit's schedule, especially when it comes to on campus meetings, etc. You must attend all functions with the recruit unless excused by a member of the coaching staff.
4. Student-athlete hosts are permitted to eat meals with the recruit/family, subject to coaching staff discretion. The actual cost of entertaining a recruit and his/her family is at the institutions discretion. Entertainment may be provided by the institution for up to \$60 per visit (per guest). Permissible entertainment/activities do **NOT** include soliciting/arranging sex activities for a recruit or involve violating criminal law. Recruits may only be entertained within 30-miles of campus.
5. Representatives of the University's athletic interests (e.g., boosters) are not allowed to be involved in recruiting a prospect. If a booster attempts to interact with a recruit/family during an official visit, please inform your head coach as soon as possible.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE SENIOR EXIT SURVEY/INTERVIEW

The University of Wyoming Athletics Department Student-Athlete Exit Surveys/Interviews are conducted by the Director of Athletics and/or Sport Supervisor as required by the NCAA. The survey instrument is a dynamic document and is reviewed annually by members of SAAC and the UW Athletic Administration. The survey/interview allows the student-athlete to provide the athletic administration input regarding their overall collegiate experience including, but not limited to, information related to the Office of Academic Support, Sports Medicine, Sports Performance, coaching staff, gender equity, social experiences, etc. The interview process is strictly confidential. Graduating seniors will have their senior ring held until the exit interview is complete.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT ALL STUDENT-ATHLETE SURVEY

All non-graduating student-athletes (i.e., those student-athletes not completing the Senior Exit Interview/Survey) will have the opportunity to complete a survey every spring semester. Student-athletes are highly encouraged to complete the survey but it is not mandatory. The survey results are reviewed annually by senior Athletic Administrative team. The survey allows the student-athlete to provide the athletic administration input regarding their overall collegiate experience including, but not limited to, information related to the Office of Academic Support, Sports Medicine, Sports Performance, coaching staff, gender equity, social experiences, etc. The survey instrument is a dynamic document and is reviewed annually by members of SAAC and the UW athletic administration. The survey is confidential. Furthermore the survey permits the student-athletes to notify the athletic administration if they would like to meet with them regarding their survey results.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICIES & PROCEDURES FOR SCHEDULING GAMES/PRACTICES & ISSUING GAME CONTRACTS

General Parameters

1. It is the responsibility of the head coach to set a tentative schedule. However, prior to setting the tentative schedule, the head coach should meet with his/her Sport Supervisor to discuss scheduling parameters including, but not limited to, the following:
 - a. Budget
 - b. Guarantees
 - c. Quality of Opponent/RPI
 - d. Student-Athlete Well-Being (e.g., missed class time, etc.)
 - e. Dates, Times, Facility Availability
 - f. Reciprocal Agreements which Constitute a Committed Obligation (e.g., “home and home” series, etc.)
2. In the sport of football and men’s/women’s basketball, once the tentative schedule is set, the head coach will correspond/meet with the Director of Athletics/Designee for his/her approval. In all other sports, once the tentative schedule is set, the head coach will correspond/meet with his/her respective Sport Supervisor for approval. Upon receiving tentative schedules the Sport Supervisors and Director of Athletics/Designee will correspond/meet in an attempt to minimize scheduling conflicts before they (schedules) are finalized.
3. All coaches should turn in a proposed schedule as early as possible.
4. Coaches should attempt to schedule as many home games as possible. It is recognized that in many sports scheduling home contests may be very challenging, nevertheless, the student body, faculty and public are entitled to have the opportunity to see all of our student-athletes (men and women) participate at home.
5. All schedules must comply with applicable conference (e.g., MWC, WAC, Big12, etc.) and NCAA bylaws. Final schedules must be approved by the Compliance Office to ensure they meet NCAA requirements.
6. The MWC has a master schedule for all league contests. Once these dates have been established they cannot be changed without following proper protocol (which includes league approval and approval from the Director of Athletics).

PRACTICE SCHEDULE POLICY

The following procedures will be followed when developing team practice schedules.

A. Considerations:

1. Availability of Facilities
2. Student-Athlete Well-Being (e.g., missed class time, etc.)
3. In-Season Sport Priority
4. Comprehensive Competition(s) Schedule

B. Procedures:

1. All coaches should request their respective time slots at least one semester in advance and should provide that info to the appropriate Event Management/Game Operations personnel.
2. Requests should include facility needs, times, dates, off days and any other information that could possibly affect scheduling.
3. Utilizing this information, the appropriate Event Management/Game Operations personnel will compile a draft of a composite practice schedule for each sport.
4. Each coach will have the opportunity to review the draft and request any and all necessary changes. Coaches should resubmit their changes to the appropriate Event Management/Game Operations personnel.
5. At that time the appropriate Event Management/Game Operations personnel will meet to create a final "master" practice schedule. If conflicts arise during the process the appropriate Event Management/Game Operations personnel will meet with the Sport Supervisors (SS) to resolve the issue/s. If the issue/s can't be resolved then the appropriate Event Management/Game Operations personnel and SS will meet with the Director of Athletics who will render a final decision.
6. The final "master" schedule will be distributed to the coaches upon request.

C. General Guidelines/Principles:

1. All coaches should have a clear understanding that "in-season" sports receive priority scheduling. Furthermore, presidential/"signature" events (e.g., commencements, WHSAA championship events, etc.) may take precedent over UW practices.
2. It is recommended that coaches develop a "preferred" practice time and work to maintain it year after year. By developing a consistent pattern, we enable ourselves to do a better job of scheduling.
3. Master practice schedules will be available all year long.
4. Should a conflict arise that cannot be solved, the coaches should seek the assistance of their respective SS.

SPORT CONTRACTS

Responsibility

It is the responsibility of each head coach to ensure contracts are completed correctly and in a timely fashion.

Procedures

1. The head coach submits the contract information to the Director of Event Management & Game Operations (including the time, date, opponent, location, etc.).
2. The Director of Event Management & Game Operations checks the master schedule (if available) to ensure there are no conflicts, types the contract and obtains the Head Coach's signature.
3. The Director of Event Management & Game Operations forwards the contract to the appropriate Sport Supervisor (SS) making note of any potential conflicts.
4. Should a conflict exist, the SS works with involved parties (coaches) to resolve the issue. If an issue cannot be resolved, the SS meets with the Athletic Director (AD) who will render a final decision.
5. If no conflict exists or upon resolution of any conflict, the SS signs the provided contract approval form and forwards it to the AD for his/her signature.
6. After AD signs contract he/she will forward it to the Director of Event Management & Game Operations who will then upload the contract to the contracts section within WyoCloud (UW's campus wide financial and contract management platform).
7. The contract is reviewed by UW Office of General Counsel and approved for final electronic signature by the Director of Athletics/Designee. The signed contract is returned via WyoCloud link to the Director of Event Management & Game Operations who returns the contract to the requesting coaching staff. Each sport's coaching staff is responsible for forwarding the document to the opponent for their signature.
8. Upon receiving the signed contract the Director of Event Management & Game Operations forwards one copy to the Business Office (see #9), Head Coach and the SS. The Director of Event Management & Game Operations retains the original (in the Director of Event Management & Game Operations' contract file).
9. If applicable, the Business Office processes the appropriate game guarantee payment through WyoCloud. All payments (game guarantees) are processed on the respective competition date.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICY REGARDING INCLEMENT WEATHER

The safety/well-being of all student-athletes and University of Wyoming Athletic Department personnel is paramount and will be at the forefront of the decision-making process during periods of inclement weather. The Director of Athletics/designee will consult with the appropriate personnel (e.g., campus/department administration, medical personnel, Office of Risk Management, WYDOT, etc.) to assess each situation (e.g., competition, practices, team travel, etc.) on a case-by-case basis to render a decision in a timely manner.

NCAA COMMITTEE ON COMPETITIVE SAFEGUARDS AND MEDICAL ASPECTS OF SPORT – JUNE 2016 STATEMENT ON INCLEMENT WEATHER FOR ATHLETIC DEPARTMENTS

Inclement weather poses unique challenges to athletics operations, partly because of the seasonal and geographic frequency of such events, and because of the disparate impact on members of the athletics team. Student-athletes, most of whom live on or very close to campus, are impacted differently than coaches, support staff, and athletics administrators, who may live at some distance from campus, and who are, therefore, subject to weather conditions that may be very different than those occurring on campus. They may also have the additional difficulty of a commute.

In recent years, the committee has fielded complaints from athletics support staff who report having to journey to campus during inclement weather to attend practices or other non-competition events, even when the campus has been effectively shut down and classes canceled. These complaints become more pronounced when athletics personnel believe themselves to be exposed to personal risks to attend what are perceived as non-essential activities, and especially for practices and other obligations for sports outside of the traditional season. Consequently, the committee provides member institutions the following guidance for inclement winter weather conditions:

- a. Athletics department personnel must recognize that decisions affecting the broader institutional community also apply to them. Serious consideration should be given to the appropriateness of requiring student-athletes, coaches, and support staff to come to campus when the campus is otherwise closed and classes canceled. Local traffic authorities should be consulted about the safety of local roadways.
- b. Decisions about continued athletics activity should be centrally made, preferably by the athletics director or his/her designee. Coaches should not make such decisions for their own sports in isolation and independent of athletics administrators. Decisions should be made with the ultimate goal of protecting the well-being and safety of all athletics personnel and student-athletes. A full accounting of the disparate impact of inclement weather on athletics personnel

and participating student-athletes should be made as part of the decision-making process.

- c. When a decision is made to open athletic or recreational facilities and to conduct athletics activities, standardized steps should be taken to ensure the safe access to those facilities and those parts of campus in which the activities will take place.
- d. Athletics personnel who determine that their personal safety might be jeopardized by commuting to campus in inclement and/or hazardous weather should be excused from all responsibilities without fear of reprisal or punishment, and reasonable accommodations for their absence should be made.

[Inclement/Hazardous Weather - NCAA.org](http://www.ncaa.org/inclement-hazardous-weather)

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT TEAM TRAVEL POLICIES & PROCEDURES

Overall Policy:

It is the policy of the University of Wyoming to permit the appropriate number of student-athletes to travel as to not put the team at a competitive disadvantage. In addition, it is the policy of the University of Wyoming to ensure the appropriate number of Athletic Department personnel (e.g., administrators, athletic trainers/medical personnel, coaches, equipment staff, managers, radio/tv staff, etc.) and that the entire travel party utilizes the appropriate mode of transportation as to ensure safety.

Departure/Return Parameters:

In general, teams will depart the institution not earlier than 48 hours prior to the start of competition and remain not more than 36 hours following conclusion of the competition.

Overview:

All team (sport-specific) travel will be coordinated by the respective sport in adherence to applicable Athletic Department and University policies and procedures.

Point of Note:

In addition to the *General Parameters* outlined in this document, student-athletes and Athletic Department personnel (e.g., administrators, athletic trainers/medical personnel, coaches, equipment staff, managers, radio/tv staff, etc.) must also adhere to all applicable team, Athletic Department, University, conference and NCAA rules/regulations.

General Team Travel Party Parameters:

1. The size (number) of team travel parties are *generally* only limited by budget and applicable conference/NCAA rules/regulations. Thus, team travel party sizes may vary for reasons including, but not limited to, the following:
 - Duration of Travel/Mode of Transportation
 - For example, more student-athletes may travel for a 1-day bus trip (e.g., up and back to Colorado State University) than a multi-day trip in which the team flies to the destination as it more cost effective.
 - Type of Event
 - For example, more student-athletes may travel for tournaments and/or championship/post-season events as permitted per conference/NCAA rules/regulations.
2. While using off-campus lodging facilities, student-athletes are *generally NOT* authorized to utilize services which could result in additional costs for the Athletic Department (e.g., purchase high-speed internet, movies, etc.). Head Coaches/Designee are responsible for reminding their student-athletes of this prior to their arrival at the lodging facility.

3. The consumption of alcohol, controlled substances and tobacco (smokeless or otherwise) is **NOT** permitted at any time when traveling with University of Wyoming athletic teams.
4. The possession and/or utilization of firearms, weapons, etc. is **NOT** permitted at any time when traveling with University of Wyoming athletic teams.

PLEASE NOTE:

Any exceptions to the above team travel policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

TEAM LODGING

General Parameters

1. There shall be a limit of two (2) student-athletes per room. However, if it is necessary to have three (3) student-athletes in a room a roll-away/sofa bed **MUST BE SECURED**.
2. Each student-athlete must have his/her own bed. At no time should student-athletes be required to share a bed.
3. At no time is it acceptable for a full-time staff member (e.g., administrator, athletic trainer, coach, etc.) to room with a student-athlete or undergraduate student manager.

TEAM MEALS

Coaches/Designee traveling with a particular team will be responsible for arranging meals and/or the disbursement of monies to the team members.

When money is to be given directly to team members, the following rules apply:

1. No more than \$50.00 in per diem is allowed to each student-athlete per day (see breakdown below).

Breakfast	\$15.00*
Lunch	\$15.00
Dinner	<u>\$20.00</u>
	\$50.00

*Student-athletes should receive breakfast per-diem even if a hotel provides a **continental breakfast**. However, if the hotel serves a full, “hot” breakfast, breakfast per diem does not need to be disbursed.

**There are certain situations (e.g., NCAA Championships, etc.) that allow institutions to provide student-athletes additional per diem above the established institutional rate.

2. Additional meals/snacks (i.e., in addition to breakfast, lunch and dinner) may be provided to student-athletes as permitted per NCAA rules/regulations.
3. All travel party members are required to sign-off on the per diem acceptance form.

PLEASE NOTE:

Any exceptions to the above team travel (lodging and meals) policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

TEAM TRANSPORTATION

General Parameters

- All departmental personnel that are transporting student-athletes in a vehicle must do so in accordance with the University Vehicle Policy. This includes, but is not limited to, adherence to guidelines on how many hours a staff member should drive each day, when travel occurs, etc.
- When traveling by automobile (e.g., car, van, etc.), student-athletes are **NEVER** allowed to drive, even to pick-up or return the automobile(s) to the dealer. This rule will be strictly enforced and the appropriate departmental staff member will be held accountable.
- When traveling by automobile (e.g., SUV, van, etc.), the automobile must meet all the proper safety requirements as required by law (e.g., seat belts for all passengers, etc.).
- Student-athletes are permitted to drive themselves or a teammate to an off-campus practice or contest site within the locale of the institution (30-mile radius) upon completion of appropriate paperwork (i.e., paperwork is completed annually as part of beginning of the year policy and procedure review/approval process).
- All departmental personnel who are transporting student-athletes in a vehicle are required to successfully complete the UW Motor Vehicle Record (MVR) check **prior to** any team travel. Successful completion of the check **MUST** be confirmed by the appropriate Athletic Department personnel.

- At minimum, one (1) full-time staff member must travel with the team at all times.
- Teams (student-athletes) should not depart before 4:30 am for any away competition/event/function/practice/etc.
- Travel itineraries must be submitted **prior to** any travel. Itineraries should include the travel party (names of student-athletes, administrators, athletic trainers/medical personnel, coaches, etc.), hotel information including the address and contact phone numbers, flight information (if applicable) including airline, flight number/s and departure/arrival times (for both legs) and charter bus information (if applicable) including address and contact phone numbers. Copies of the itinerary should be provided to, *at minimum*, the Sport Supervisor and the respective (sport-specific) office associate.

PLEASE NOTE:

Any exceptions to the above team travel (transportation) policies and procedures must be approved by the Director of Athletics/Designee and/or the Sport Supervisor for the respective sport.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT STUDENT-ATHLETE FINANCIAL AID

Student-athletes should be familiar with the terms and conditions of your athletically-related grant-in-aid (scholarship), as well as other forms of financial assistance available at the University of Wyoming. Please note that your athletics scholarship may be reduced or canceled during the period of the award if you:

- A. Render yourself ineligible for intercollegiate competition;
- B. Fraudulently misrepresent any information on an application, letter of intent or financial aid agreement;
** Including providing false or misleading information on any official athletic department forms/documents (e.g. Sports Medicine forms, Compliance forms, Office of Academic Support forms, etc...).*
- C. Engage in serious misconduct warranting substantial disciplinary penalty;
- D. Voluntarily withdraw from a sport for his/her own personal reasons;
- E. Exhaust your eligibility prior to period of the award;
- F. Request to be placed in the NCAA Transfer Portal (aid cancelled after semester in which the request was made *and the student leaves/quits/refuses to participate with the team*; **OR**
- G. Violate any of the following:
 - 1. University of Wyoming academic and/or conduct rules and regulations.
 - 2. Rules and regulations of the Department of Intercollegiate Athletics (DIA), rules and regulations of specific “units” within the DIA including, but not limited to, the Office of Academic Support, Sports Medicine and Sports Performance, and/or specific rules of the recipient’s sport (as defined by the applicable coaching staff) including, but not limited to:
 - a. Attendance at classes, squad or individual meetings, study halls, assemblies, tutoring or study group sessions and Sports Performance/Sports Medicine meetings/sessions.
 - b. Participation in athletic practice sessions, scheduled contests and other athletically-related activities.
 - c. Personal conduct on and off the University campus.

Notification of athletics scholarship renewals or non-renewals will be made in writing on or before July 1 prior to the academic year in which it is to be effective. Renewals will be subject to an increase, decrease, or non-renewal.

You may also be eligible to receive additional financial assistance through other sources including, but not limited to, academic scholarships, grants, loans, or employment opportunities. **It is crucial that all financial assistance (other than your athletics scholarship) be reported to the Compliance Office and the Financial Aid Office. Failure to report this information could affect your athletics eligibility. All outside grants, loans and other financial assistance must be in accordance with NCAA rules and must be reported.**

Charges Not Covered By Scholarship

A full scholarship covers only the following: tuition, fees, room (double-occupancy), board and required textbooks. The expenses below are a few examples of charges **not** covered by your scholarship which you are responsible for:

- Cost of treatment for *non-athletic-related injuries*
- Difference in cost between double-occupancy rooms and alternative rooming arrangements (single rooms, married student housing, etc.)
- Library fines
- Fines for damage to University property, including the Residence Halls
- Replacement of a lost Residence Hall key (WYO-ONE Card)
- School supplies, blue books, pens, notebooks, paper, etc.
- Parking fines
- Additional expenses related to attendance above those generally available to the regular student body

Athletic Grant-In-Aid Policy on Injury, Illness & Temporary Disability

If you are receiving an athletic grant-in-aid (i.e., scholarship) and you are unable to participate due to injury, illness or temporary disability; your athletic financial aid will **not** be cancelled/reduced as long as all of the following conditions are met:

- You maintain all NCAA, MWC and University of Wyoming academic eligibility standards;
- You adhere to any/all other team, university, MWC and NCAA rules/regulations; and
- You remain enrolled in a full-time course load (minimum of 12 hours) at the University of Wyoming.

Should any of the above conditions not be met, you may be subject to reduction/cancellation of your athletic grant-in-aid. Please note that should this occur, you have the right (per NCAA regulations) to appeal. The procedures for the appeal process will be provided to you via the Change of Status form and a letter sent from the Office of Financial Aid. The Procedure for Redress of Grievances is available in this larger document.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT PROCEDURE FOR REDRESS OF GRIEVANCES

This form is used by the Compliance Office to detail the procedure relating to a reduction or cancellation of athletics related financial aid. It discusses the steps in place by the athletic department to ensure that all NCAA, Conference and UW policies and procedures are followed. Please contact the Compliance Office with any additional questions.

Academic Grievances:

If a student-athlete alleges that a violation of his/her student rights has occurred in an academic matter, an appeal should be made through normal departmental, college and/or university appeal procedures/regulations.

Athletic Grievances:

If a student-athlete wishes to protest a suspension or alleges that a violation of his/her student rights has occurred in an athletic matter, the following steps may be taken. These steps are informal in nature and are in place to resolve athletic grievances internally (within the athletic department).

1. Discussion with Coach – The student-athlete may request in writing a meeting with the Head Coach within five (5) calendar days following the suspension, alleged violation or termination/change in grant-in-aid status. A copy of the letter should be forwarded to the Supervisor of the applicable sport.

2. Discussion with Director of Athletics – If the problem is not resolved between the coach and the student-athlete, the student-athlete may request in writing a meeting with the Director of Athletics within ten (10) calendar days following the meeting with the coach.

Grants-in-Aid Grievances – General Policy:

If an athletic scholarship is cancelled, reduced or non-renewed for *any* reason, a student-athlete shall be provided with the opportunity to request an external resolution via an athletics financial aid appeal. The responsibility to hear such an appeal will not reside in or include any employee within the Athletic Department.

In addition to external resolution, a student-athletes may request an internal resolution (within the athletic department) to review grants-in-aid grievances without waiving their right to request an external resolution at a later time. This process is less formal, but may resolve a financial aid grievance in advance of an appeal to an external appeal panel.

Note that NCAA financial aid bylaws prohibit cancelling or reducing athletic aid for athletic reasons *during the period of the award*. However, athletics reasons *may* be considered in the *non-renewal* of an athletic grant-in-aid. Questions regarding this policy should be directed to the Deputy Director of Athletics or Compliance Office.

Grants-in-Aid Grievance – Internal Resolution:

In addition to the external financial aid hearing, student-athletes are encouraged to take the following internal steps to resolve grants-in-aid grievances (within the athletic department). Please note that the utilization of these internal steps in no way precludes a student-athlete from also using the more formal, external appeal process (see External Resolution) described below.

1. Discussion with Coach – The student-athlete may request in writing a meeting with the Head Coach within five (5) calendar days following the suspension, alleged violation or termination/change in grant-in-aid status. A copy of the letter should be forwarded to the Supervisor of the applicable sport.
2. Discussion with Director of Athletics – If the problem is not resolved between the coach and the student-athlete, the student-athlete may request in writing a meeting with the Director of Athletics within ten (10) calendar days following the meeting with the coach.

Grants-In-Aid Grievances – External Resolution:

1. In compliance with NCAA bylaws, when a student-athlete's aid has been cancelled, non-renewed, or reduced, the student-athlete will be immediately notified of their right to an external resolution (described in more detail below and is regularly available to the student-athletes in the *Student-Athlete Handbook* which is reviewed annually with all student-athletes). The notification of this right will be provided to the student-athlete in the two ways outlined below:
 - A) Primarily and in all instances, the Director of Student Financial Aid shall send the cancellation/non-renewal/reduction notification letter and this *Procedure for Redress of Grievances* document to the student-athlete's university email account.
 - B) Secondly, the student-athlete is provided with a copy of this *Procedure for Redress of Grievances* document after the Change of Status document is signed digitally (via ARMS). If a student-athlete does *not* sign the Change of Status document in ARMS, a copy of this document will be emailed to their official university account.
2. The student-athlete will have 14 calendar days from the date of the email to submit

a written request for appeal to the Financial Aid Appeal Panel. A written appeal will be accepted if it is received by the Director of Student Financial Aid in person, by email or by fax within the 14 calendar day period. An appeal can only be based upon the following grounds: the Athletics Department's reasons for taking the adverse action were not supported by substantial evidence.

It is the responsibility of the student-athlete to ensure the written appeal was received by the Director of Student Financial Aid within the 14 calendar day period and that the written appeal includes the appropriate supporting documentation/information (i.e., statement of facts and circumstances showing that the decision was not supported by substantial evidence).

3. The Director of Student Financial Aid shall arrange for a hearing to be held within 14 business days** upon receipt of the written request for appeal. Requests received outside of the regular academic semester may take up to 20 business days, but will occur no later than the first day of the next academic semester.

** A business day includes all weekdays (Monday through Friday) except days when UW offices are closed per the institutional administrative calendar (i.e. winter closure, holidays, etc...).

4. The Financial Aid Appeals Panel shall consist of three members and will be chaired by the Director of Financial Aid or his/her designee. The second panel member shall be the Director of Admissions, or his/her designee. The third and final panel member shall be a current faculty member, appointed by the Faculty Athletics Representative (FAR) to serve in that role for a period of not more than three years. If the appointed faculty member is unavailable, the FAR may appoint another faculty or staff member to partake in the applicable appeals hearing.
5. The student-athlete will present his/her case to the Financial Aid Appeals Panel. The student-athlete may be represented by legal counsel or have a support person at the hearing; however, the support person or legal counsel is not permitted to speak on behalf of the student-athlete. It is the responsibility of the student-athlete to notify the chair of the Financial Aid Appeals Panel if legal counsel or a support person will accompany the student-athlete at the hearing. The notification must be made at least two business days in advance of the scheduled hearing. If the appropriate notification (i.e., 2 business days) is not provided the identified party (legal counsel or support person) will not be permitted to accompany the student-athlete at the hearing.
 - Parties to the appeal are the student-athlete and the Athletics Department.
 - Both parties shall provide supporting documentation and a list of witnesses to be presented to the Financial Appeals Panel and the other party two (2) business days in advance of the proceeding.

- Both parties shall participate in the full hearing. The student-athlete shall present first and will be provided up to 30 minutes to present and call witnesses. Immediately following the student-athlete, a representative of the Athletics Department (coach or administrator) will be provided up to 30 minutes to present and call witnesses. The student-athlete may also elect to present for up to 10 minutes in rebuttal following the Athletics Department's presentation.
 - At any time during the process, the panel may request additional information from the student-athlete, the Athletics Department or other University departments that may be relevant to the appeal. Copies of all additional information will be provided to both parties when it is made available to the Appeal Panel.
 - The burden of proof is on the student-athlete to demonstrate that the Athletics Department's decision was not supported by substantial evidence.
6. In making its decision, the Financial Aid Appeals Panel shall determine by a majority vote whether the Athletic Department's decision to cancel, reduce, or non-renew the athletic financial aid was based on substantial evidence. The appeals panel has final authority to affirm or overturn any cancelled, reduced or non-renewed athletic financial aid *for the period of award in contention*. For the avoidance of doubt, the Financial Aid Appeals Panel may not modify the athletic scholarship in question (e.g., they may not change the awarded amount nor the duration/number of years of the scholarship). The appeals panel shall notify the parties and the applicable sports supervisor of its decision (in writing), along with its written findings and conclusion, no later than five (5) business days after the hearing.

** Appeal requests and all applicable documentation should be emailed to: aterfehr@uwyo.edu or mailed to the following address:

Financial Aid Appeals Panel (Attn: Director of Student Financial Aid)
The University of Wyoming
1000 East University Avenue, Dept. 3335
Laramie, WY 82071

University of Wyoming Athletic Department Education-Related Benefits (Alston Case) Policy

I. Overview

The University of Wyoming (UW) Athletic Department offers approximately 222 total athletic scholarships across our 17 sports. Although the maximum (as permitted per the NCAA) for Alston monies is \$5,980 per year, for budgetary purposes UW will *currently* provide \$5,000 per year to all eligible scholarship S/As. Note that at \$5,000 per year, the annual cost to implement this policy is over \$1.1M (222 x \$5,000 = \$1,110,000). An adjustment to the \$5,980 maximum allotment may be made in the future pending budget approval/financial resources.

II. Criteria

1. The student-athlete (S/A) is a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.).
2. The S/A is/was receiving an athletic scholarship.
3. The S/A resides in Laramie (similar to athletic scholarship policy regarding receiving room & board).
4. The S/A returns to UW as a full-time* (12 hours undergraduate/9 hours graduate) S/A the next semester (see **Section III – Points of Note** regarding dissemination of monies).
 - *Exceptions may be made for S/As who are below full-time but are in all the classes they need to graduate. For example, if an undergraduate S/As only needs 2 classes (6 hours) to graduate he/she will not be required to be in 12 hours to receive their Alston monies.
5. The S/A meets NCAA academic eligibility standards (i.e., the S/A is academically eligible to compete for the subsequent semester (if applicable) or meets eligibility standards subsequent to exhausting eligibility).
6. The S/A participates in community engagement activities as requested by the Director of Athletics/Designee.
7. The S/A adheres to Athletic Department and University conduct policies and procedures.

III. Dissemination of Monies

1. Alston monies will generally be disseminated a few weeks (3-4) after the start of the following semester (i.e., after classes start). For example, an eligible S/A will receive his/her Alston monies from the fall semester approximately 3-4 weeks after the start of the spring semester.
 - Exceptions may be made for S/As who have graduated (undergraduate degree) the preceding semester. For example, a S/A who graduates (undergraduate degree) after the spring 2023 semester will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
 - Please note the “graduation exception” noted above is regardless of whether a S/A has exhausted his/her eligibility. For example:

- A S/A who graduates (undergraduate degree) after the spring 2023 semester and has exhausted his/her eligibility will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
 - A S/A who graduates (undergraduate degree) after the spring 2023 semester and has NOT exhausted his/her eligibility will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies.
- Exceptions may be made for S/As who have graduated (undergraduate degree), NOT exhausted their eligibility and decide to return to participate/compete (post-graduation). For example, as noted above, a S/A who graduates (undergraduate degree) after the spring 2023 semester will not have to wait until 3-4 weeks after the start of following fall (2023) semester to receive their Alston monies. Furthermore, if that S/A returns to compete in the fall 2023 semester and spring 2024 semester he/she would have the opportunity to receive their Alston monies at the end of each semester (i.e., the S/A would not have to wait until 3-4 weeks after the fall 2023 semester to receive their Alston monies for the fall (2023) or have to wait until 3-4 weeks after the spring 2024 semester to receive their Alston monies for the spring (2024)).
- S/As who graduate (undergraduate degree) in the summer will be handled on case-by-case basis. Thus, S/As who graduate (undergraduate degree) in the summer may (or may not) have to wait until a few weeks (3-4) after the start of the following fall semester (i.e., after classes start) to receive his/her Alston monies.

IV. Other Points of Note:

1. Alston monies will NOT be distributed during interim/winter session/s or summer school session/s. (Eligible S/As are only eligible to receive Alston monies during the fall and spring semesters).
2. Scholarship S/As who are receiving an Exhausted Eligibility (“5th Year”) Scholarship are eligible to receive Alston monies.
3. Scholarship S/As who have been medically disqualified (DQ’ed) or are receiving a Former S/A Scholarship are NOT eligible to receive Alston monies.
 - A scholarship S/A who is medically DQ’ed will not be eligible to receive Alston monies beginning the semester after which the medical DQ occurs. For example, if a S/A is medically DQ’ed during the spring 2023 semester, he/she will not be eligible to receive Alston monies beginning the fall 2023 semester (note the S/A is eligible to receive Alston monies from the spring 2023 semester).
4. If a S/A has his/her scholarship modified during the period of the award/retroactively (as permitted per NCAA rules), the S/A’s Alston monies will also be adjusted in accordance with policy guidelines/parameters.

5. Alston monies *may* have tax implications. While the Athletic Department/University can provide “assistance/resources” (e.g., a point of contact for the S/A to utilize to further analyze/discuss his/her tax situation, etc.), the S/A is ultimately responsible to address/pay for his/her financial (tax) commitment.
6. Per NCAA rules, Alston monies are not restricted to scholarship (athletic) student-athletes. Thus, *if* financial resources are available, UW may develop an additional policy in which “high-achieving” (academically) non-scholarship student-athletes also receive Alston monies.

PLEASE NOTE:

Exceptions to the above policy may be approved/granted by the Director of Athletics/Designee.

Frequently Asked Questions (FAQ) Regarding *Alston Monies*

1. If a scholarship S/A attends UW in the fall semester but renders himself/herself academically ineligible (per NCAA rules) for the subsequent spring semester, will he/she receive their Alston monies (from the fall semester)?
 - No, as noted in **Section II – Criteria**, the S/A must meet NCAA academic eligibility standards (i.e., the S/A is academically eligible to compete for the subsequent semester).
2. If a scholarship S/A quits/leaves the team during the fall or spring semester, will he/she receive their Alston monies from that semester?
 - No, as noted in **Section II – Criteria**, the S/A must be a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.).
3. If a scholarship S/A attends UW in the fall semester but does not return to UW as a full-time S/A for the subsequent spring semester, will he/she receive their Alston monies (from the fall semester)?
 - No, as noted in **Section II – Criteria**, the S/A must return to UW as a full-time* (12 hours undergraduate/9 hours graduate) S/A the next semester.

*Exceptions may will be made for S/As who are below full-time but are in all the classes they need to graduate. For example, if an undergraduate S/As only needs 2 classes (6 hours) to graduate he/she will not be required to be in 12 hours to receive the award.
4. If a scholarship S/A attends UW in the fall or spring semester but does not reside in Laramie during that time (e.g., the S/A is taking classes online during the fall or spring semester while living with their parents in CO), will he/she receive their Alston monies (from the fall or spring semester)?

- No, as noted in **Section II – Criteria**, the S/A must reside in Laramie (similar to athletic scholarship policy regarding receiving room & board).
5. If a scholarship S/A returns the next year as non-scholarship S/A, will/he receive the Alston monies from the preceding semester? For example, would a scholarship S/A from spring 2023 who returns as a non-scholarship S/A in fall 2023 receive his/her Alston monies from the spring 2023 semester?
 - Yes, *assuming* the S/A meets the other parameters outlined in **Section II - Criteria** (e.g., full-time, eligible, etc.).
 6. If a scholarship S/A is removed from the team after the fall semester but remains on scholarship during the spring semester, will he/she receive their Alston monies from the spring semester?
 - No, as noted in **Section II – Criteria**, the S/A must be a current member of his/her respective athletic team (e.g., the S/A has not quit, been removed from the team, etc.). Thus, in this case, the S/A is not considered a current member of the team since he/she is not participating in any athletically-related activities (e.g., competition, meetings, practice, etc.).

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE NAME/IMAGE/LIKENESS POLICIES AND PROCEDURES

These policies/procedures are utilized by the University of Wyoming (UW) Athletic Department Compliance Office (UW Compliance Office) to provide information to and monitor UW student-athletes utilizing their Name/Image/Likeness (NIL). Student-athletes should consult the UW Compliance Office for questions regarding NCAA guidelines, disclosure requirements, and general NIL information.

*****Student-athletes are advised to secure external financial, tax, and/or legal advice for questions related to NIL considerations that are beyond the scope and role of the UW Compliance Office and this policy.***

II. NCAA GUIDANCE ON NAME, IMAGE, AND LIKENESS:

NCAA guidance permits student-athletes to earn compensation by utilizing NIL. However, current NCAA prohibitions related to “pay for play,” inducements, and/or extra benefits identify specific impermissible NIL-related conduct that may jeopardize a student-athlete’s eligibility.

Consistent with NCAA guidelines, student-athletes are generally prohibited from the following regarding NIL activities:

1. Engaging in NIL agreements without a *quid pro quo* (e.g. compensation may only be provided for work performed);
2. Engaging in NIL agreements where compensation is contingent on initial or continued enrollment at the institution;
3. Engaging in NIL agreements where compensation is contingent on specific athletic performance or achievement (e.g., financial incentives based on points scored); or
 - a. Note: Athletic performance may enhance a student-athlete’s NIL value, but athletic performance may not be “consideration” for NIL compensation.
4. Engaging in NIL agreements in which the institution compensates the student-athlete in exchange for the use of his/her NIL.
5. Engaging in NIL agreements without disclosing required information to the UW Compliance Office.

Additionally, NCAA guidelines require institutions to have established NIL policies and procedures for student-athletes.

III. UW ATHLETICS NAME, IMAGE, AND LIKENESS POLICY AND PROCEDURES:

UW Athletics supports its student-athletes engaging and utilizing NIL to earn compensation, provided these activities are conducted in accordance with NCAA guidelines and institutional policies and procedures. Adherence to all applicable policies and procedures is paramount to maintaining NCAA eligibility. Failure to follow applicable policies and procedures may result in an Athletic Department Code of Conduct violation and corrective action including, but not limited to: community service, mandated educational sessions, suspension from team activities, reduction/cancellation of athletic financial aid and/or removal from the team.

A. Disclosure Requirement

Student-athletes shall disclose all name, image, and likeness activities to the UW Compliance Office. This includes information related to transactions, compensation arrangements and involved individuals, commercial entities and third parties (e.g., contract information). Student-athletes must complete the required NIL form (via ARMS) **prior to** engaging in any NIL activities.

B. Prohibited Name, Image, and Likeness Activities

UW student-athletes are prohibited from engaging in NIL activities that conflict with existing institutional sponsorship arrangements or based on other considerations, such as conflict with institutional values, as defined by the institution in this policy.

Student-athletes are prohibited from engaging in NIL activities that promote the following products/industries:

-
- Alcohol and/or related products and establishments;
- Athletics apparel that conflicts with team sponsorship(s);
- Gambling activities that involve NCAA-sponsored sports;
- Illegal substances and/or activities;
- Inappropriate or lewd images/behavior as determined by the Director of Athletics/Designee.
- Marijuana and related products and establishments; and
- Tobacco and related products and establishments;

Unless specifically approved by the UW Compliance Office, student-athletes will not be permitted to promote third parties or display third party “branding” during official UW events and team activities.

C. Limitations on Compensation for Name, Image, and Likeness Activities

NCAA guidelines prohibit institutions from compensating student-athletes for any NIL activities (e.g., pictures, marketing opportunities, etc.). Student-athletes may only receive NIL compensation for work performed. Compensation paid to student-athletes must be consistent with fair market value.

D. Utilization of Student-Athlete Name, Image, and Likeness by Institution

Pursuant to the *Student-Athlete Handbook* and the *Student-Athlete Promotional Activities Policies*, UW will utilize a student-athlete's NIL to market/promote the institution, its sports programs, etc. as it deems appropriate.

E. Limitations on Scheduling and Location of Name, Image, and Likeness Activities

UW student-athlete NIL activities may not conflict/interfere with team/department responsibilities and requirements (e.g., practice times, team travel, games, etc.). Additionally student-athletes may not miss class, tutoring appointments or other academic requirements to fulfill NIL obligations.

Student-athletes may not engage in NIL activities on university grounds or buildings without prior approval from the UW Compliance Office. Any facility use/reservation would follow established UW policies and procedures (e.g., reservation, payment, etc.).

F. Limitations on the Use of University Marks/Logos/Trademarks

Student-athletes and third party contractors shall not use UW registered trademarks, products protected by copyright, or official logos, or marks without the express written permission of UW Trademark and Licensing Office. Limited marks/logos/trademark info can be found at [Licensing and Style Guide \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](#). This information is not exhaustive and student-athletes are advised to contact the UW Compliance Office with any questions.

G. Use of Agents for Name, Image, and Likeness Activities

Student-athletes may consult with or hire an agent (*licensed in the state of Wyoming*) to assist with securing opportunities for NIL purposes only. Student-athletes may not engage in conversations with agents regarding professional athletic opportunities. Any agent that wants to work with a student-athlete for NIL purposes must adhere to the Wyoming Uniform Athlete Agent Act (UAAA), state laws (when applicable), and/or UW Athletic Department Policies and Procedures including the following:

- All student-athletes and agents must adhere to applicable Wyoming agency laws (e.g., disclosure, registration, etc.).
- All agents must be registered in the State of Wyoming under the UAAA and follow all applicable state laws (e.g., registration with institution and state, timing and disclosure of potential agreements, etc.).
- All agents must be registered with the UW Compliance Office.

Inquiries/information may be directed to:

- Peter Prigge, Associate Athletics Director for Compliance & Olympic Sports – pprigge@uwyo.edu

H. Competition, Financial Aid and Student VISAs

The Athletic Department may not withhold a student-athlete from competition based on NIL earnings or opportunities that are appropriately secured. Additionally, the Athletic Department may not revoke a student-athlete's scholarship based on NIL earnings.

Student-athletes should be aware that NIL opportunities may impact federal financial aid packages and need-based academic aid. Student-athletes should direct questions on non-athletically related financial aid to the Office of Student Financial Aid or the Athletics Financial Aid Coordinator. The UW Athletic Department also strongly recommends that student-athletes work with independent financial advisors regarding other impacts (e.g., tax implications, etc.) of NIL compensation.

International student-athletes are advised to contact the International and Students Scholars Office or an independent legal advisor when considering NIL activities and payment, as engaging in such activity may jeopardize student visa status.

I. Additional NIL Resources

Additional NCAA NIL information including a Q&A document (e.g., NIL and recruits, NIL and boosters, etc.) can be found at [Taking Action | NCAA.org - The Official Site of the NCAA](https://www.ncaa.org/taking-action)

APPENDIX

I. DEFINITIONS

Name, Image, and Likeness (NIL) – NIL refers to a person’s right of publicity. Per the NCAA, right of publicity involves those situations where permission is required of a person to use their Name, Image, or Likeness. Student-athletes may now use this “right of publicity” to earn compensation.

Agent/Attorney: Any individual who, directly or indirectly, represents or attempts to represent an individual for the purpose of marketing his/her athletics ability or reputation for financial gain or seeks to obtain any type of financial gain or benefit from an intercollegiate student-athlete’s potential earnings as a professional athlete.

Booster: A booster is an individual, agency, entity or organizations who is known by an institution to: 1) have made any type of financial or in-kind contribution to the Athletic Department or booster organization for the department; 2) have been or are a current season ticket holder; 3) have been a member of any organization or agency promoting Wyoming Athletics (Cowboy Joe Club); 4) have assisted or been requested to assist in the recruitment of prospective student-athletes; 5) have arranged for or provided benefits to enrolled student-athletes or their families, or to prospective student-athletes and their families; or 6) have otherwise promoted the University Athletics program in any manner. The definition of a “representative of athletics interest” or more commonly “booster” will continue to reflect the applicable NCAA language.

Fair Market Value: The value of a right, good, service or property as determined by the marketplace (or objective purchaser) rather than as determined by a subjective individual. Market value is what an informed and unpressured buyer would pay to an informed unpressured seller in any arms-length transaction (the price is solely based on the value of the right, good, service or property). The fair market value of any particular right, good,

service or property can be determined by the price on which other buyers and sellers have agreed for a similar right, good, service, or property.

Institutional Facility: Any buildings or grounds that is owned and operated by the University of Wyoming or its campus partners.

Mark/Logo/Trademark – A graphic mark, emblem, symbol or stylized name that is used to identify a company, University or entity. As noted below, any use of University of Wyoming marks/logos/trademarks must be approved by the UW Trademark/Licensing Office.

UW Athletics Department Policies and Procedures Policy on Student-Athletes Seeking Transfer

1. Actions by all parties involved in requests for and decisions on University of Wyoming student-athletes contacting and/or transferring to other institutions shall be governed by the relevant provisions in the NCAA manual.
2. Any University of Wyoming student-athlete with remaining athletic eligibility who wishes to consider transferring to another institution **must** complete the Transfer Notification Form (via ARMS). Requesting Notification of Transfer via any other means (e.g., emailing/texting your coach, leaving a voicemail with your coach/the Compliance Office, etc.) will **not** be accepted.
3. All student-athletes may utilize a “one-time transfer” process (Effective Jan. 2021). It allows any student-athlete (that has not previously transferred) to attend a different institution and be immediately eligible for financial aid, practice and competition.
4. In order to utilize the one-time transfer, student-athlete transfer requests must be made within the applicable NCAA transfer portal windows. Each respective sport has a specific “transfer portal window” that permits student-athletes to enter his/her name into the portal. Generally the NCAA portal opens after the applicable sports’ NCAA championship selection timeframe. Transfer portal windows are open for 30-days after opening. Student-athletes that fail to meet the applicable NCAA deadlines will *not* be permitted to utilize the one-time transfer exception and will need to serve a year-in-residence at the future certifying institution.
5. Student-athletes requesting permission to transfer will continue to have access to athletic academic facilities/support through the remainder of the current academic term. Access to athletic facilities/support (e.g., Sports Medicine, Sports Performance, and sport practice/competition venue access) will be determined on a case-by-case basis by the Sport Supervisor after consultation with the applicable head sport coach. Student-athletes who have quit or have been dismissed from their respective team will have both their academic and athletic facility/support access determined on a case-by-case basis by the Sport Supervisor after consultation with the applicable head sports coach.
6. Exceptions to provision #5 above shall be made by and at the discretion of the Director of Athletics/Designee.

Textbooks

A student-athlete awarded a book scholarship will be allowed to purchase **required** textbooks for their individual courses. The process is as follows:

1. Student-athletes who are receiving a book scholarship will have books provided to them by UW Athletics. Student-athletes will either receive books at the Office of Academic Support (OAS) or will be required to pick-up their own books at the UW Store. This is determined on a case-by-case basis based on UW Store staff availability, timing of orders/pickup, etc.
2. Upon verifying that the student-athlete is receiving a book scholarship and that the student-athlete is enrolled in a minimum of 12 hours (or all he/she needs to graduate), the OAS reviews the required books for the student-athlete's current academic schedule and orders the books via the UW Store website. If a student-athlete requests recommended course materials, it may be provided by the institution and the Compliance Office on a case-by-case basis. *Note that not all recommended books will be provided.*
3. After the orders are placed (see #2 above) the student-athlete is responsible for picking up their books in the OAS and/or at the UW Store.
4. If picking books up at the UW Store, the student-athlete must select his/her books and present both the books and the "book order signature page" at the checkout counter.
5. The UW Store sends the bill for the cost of books distributed to each student-athlete to the Athletic Department Business Office.

At the conclusion of the semester the student-athletes return all books received via their book order to the Compliance Office. Any student-athlete who fails to return books by the deadline (typically noon the final day of exam week) will be charged a \$50 late fee. Additionally, if a student-athlete does not return a book/books his/her account will be charged for the value of the book/books. If not paid in a timely fashion, a financial hold may be placed on the student-athlete's account. This hold will limit any University-related activity (e.g., registration, transcripts, drop/add, etc.) until the full amount is paid.

****This hold will limit any University-related activity (e.g., registration, transcripts, drop/add, etc.) until the full amount is paid.**

NCAA Guidelines:

The NCAA allows a student-athlete to purchase **required** course textbooks with their book scholarship. These include the following:

- Required Textbooks
- Course Packets
- Copy Center Packets
- Limited Correspondence Books

A book scholarship does **NOT** allow the student-athlete to purchase any of the following:

- Optional textbooks (must be requested through the Office of Academic Support)
- Flash drives
- Notebooks or Notepaper
- Answer Sheets
- Course Equipment (i.e., engineering or art supplies, calculators, nursing uniforms, etc.)

UW Guidelines:

1. If a required book is not available, the student-athlete must provide a copy of their syllabus to the Compliance Office. The Compliance Office will contact the UW Bookstore and request that they order book for the student-athlete.
2. If a book is lost or stolen, contact the UW Bookstore, Campus Police and the Compliance Office.
3. Course and Copy Center packets do not need to be returned at the end of the semester.
4. When returning books, it is important to turn in all outstanding books you may have at that time.

Student-Athlete Summer School Aid

Overview:

Summer financial aid for student-athletes is a privilege and not a right. The primary intent of summer aid is to help student-athletes progress towards graduation. Thus, generally only classes that are degree applicable will be approved for summer financial aid. If a student-athlete needs summer school because he/she has failed or withdrew from classes the department previously paid for, the student-athlete may be responsible for paying for the class him/herself and their athletic aid request may be denied.

Facts about Summer School Aid:

Quick Facts:

- 1) Student-athletes who received athletically-related financial aid during the previous academic year may receive the same proportion of athletically-related financial aid that they were awarded during the previous academic year.
- 2) Student-athletes who did NOT receive athletically-related financial aid during the previous academic year may receive athletically-related financial aid to attend summer school *only if* the student-athlete has been awarded athletically-related financial aid for the following academic year and the athletically-related financial aid is in proportion to what the student-athlete will receive the following academic year.
- 3) Financial assistance for summer school is not guaranteed. Final approval will come from the Director of Athletics/Designee.

Room and Board:

- Will only be awarded for a maximum of eight (8) weeks (\$TBD per week/max stipend - \$TBD).
- Will only be given for the number of weeks a class meets.
- Will only be given for online classes if the student-athlete is residing at his/her school (UW) address for the duration of the time he/she is taking the class.
- Will not be given for study abroad.
- Will only be given for unpaid internships.
- Will be given for independent study courses based on the following:
 - 1 hour independent study – 2 week stipend (if applicable)
 - 2 hour independent study – 5 week stipend (if applicable)
 - 3 hour (or more) independent study – 8 week stipend (if applicable)

Classes:

- The athletic department will determine what classes you will be awarded summer aid. Factors such as graduation requirements, length of the class (number of weeks), credit hours awarded for the class, etc. will all be taken into consideration.
- Student-athletes must meet department requirements to take online courses.

- To be considered for summer aid for study abroad you must meet the following requirements: written request, cumulative GPA of 3.0 and junior standing. If approved for study abroad, the department will only pay for tuition up to the number of hours approved and equivalency.

Reminders:

- If you are awarded summer aid and you earn a grade lower than a C (*unless a grade of "D" is applicable to your degree program*), **you may be responsible for reimbursing the department for the cost of that class (including the cost of tuition, fees and books associated with that class)**. Please note that room and board (if applicable) will be *excluded* from any reimbursement (i.e., a student-athlete will not have to reimburse any room and board monies he/she received).
- If you withdrawal from a class after the 1st day of class without the prior approval of the Office of Academic Support **you may be responsible for reimbursing the department for the cost of that class (including the cost of tuition, fees and books associated with that class)**. Please note that room and board (if applicable) will be *excluded* from any reimbursement (i.e., a student-athlete will not have to reimburse any room and board monies he/she received).
- For those who are awarded room and board, stipend checks will be distributed at the beginning of each month (approximately), depending on the dates of your class.
- All applications will be reviewed on a case-by-case basis with final approval coming from the Director of Athletics/Designee.

Exhausted Eligibility (5th Year) Application

Academic Year: 2023-24
Sport: Men's Golf
Created: 7/20/2023
Created By: Peter Prigge

Exhausted Eligibility (5th Year) Application

Name:

W#:

THIS VALUE IS REQUIRED.

Sport:

THIS VALUE IS REQUIRED.

Home Street Address:

City:

State:

Zip:

(All information pertaining to this application will be mailed to this address)

DEFINITION:

The "Exhausted Eligibility Scholarship" is defined as athletic financial aid awarded to a student-athlete who has exhausted his/her eligibility and is in his/her fifth consecutive year of full-time undergraduate collegiate enrollment immediately following completion of his/her fourth year of intercollegiate competition. Should a student-athlete be granted an "Exhausted Eligibility Scholarship," they will receive the same athletic equivalency that was awarded during their final year of competition.

CRITERIA:

1. The student-athlete has completed his/her eligibility for competition within four years of his/her initial date of enrollment as a full-time student;
2. The student-athlete is currently receiving athletic financial aid;
3. The student-athlete has competed at the University of Wyoming for at least the last two years;
4. The student-athlete has no eligibility remaining in his/her primary sport, is not receiving any other athletic financial aid and will not be competing in a second intercollegiate sport;
5. The student-athlete is in good academic standing (i.e., would be eligible for competition if he/she had eligibility remaining).
6. The student-athlete can graduate within the next academic year (including summer). This must be documented (**in writing**) by the student-athlete's Campus Advisor and attached to this application. The document **MUST** include the expected graduation date and the classes/hours needed to graduate.
7. The student-athlete has **NOT** previously received an "Exhausted Eligibility Scholarship;" **AND**
8. The student-athlete was **NOT** medically disqualified during or before his/her junior year.

SHOULD THE STUDENT-ATHLETE NOT MEET ALL THE CRITERIA OUTLINED ABOVE HIS/HER APPLICATION MAY BE DENIED.

COMMITMENT:

1. Be enrolled in at least a full-time academic schedule for the duration of the grant;
2. Maintain at least a 2.00 each semester and cumulatively for the duration of the grant;
3. Successfully complete each class (see below).
 - If the student-athlete earns a grade lower than a C (*unless a grade of "D" is applicable to his/her degree program*), **he/she may be responsible for reimbursing the department for the applicable costs associated with that class/classes (including the cost of tuition, fees, books, room, board and cost of attendance)**
 - If the student-athlete withdraws from a class/classes without the prior approval of the Office of Academic Support **he/she may be responsible for reimbursing the department for the applicable costs associated with that class/classes (including the cost of tuition, fees, books, room, board and cost of attendance)**
4. Maintain all NCAA, MWC and UW eligibility standards required for competition in intercollegiate athletics;
5. Be subject to all UW Athletic Department policies/regulations (e.g., Substance Abuse Policy, Student-Athlete Statement, etc.). The student-athlete will complete compliance paperwork (similar to what you have done in the past) at the beginning of the fall semester; **AND**
6. Work a minimum of 5 hours a week during the academic calendar for the Athletic Department as determined by the Office of Academic Support (OAS). Such work will not interfere with the student-athlete's academic schedule nor exceed 20 hours a week. Please note that this is **not** applicable if the student-athlete is completing his/her degree outside of Laramie (e.g., Study Abroad, student teaching, etc.).

SHOULD THE STUDENT-ATHLETE FAIL TO MEET THE ABOVE COMMITMENTS HIS/HER ATHLETIC AID MAY BE CANCELED

By signing below I acknowledge that I have read and understand the information outlined above. Furthermore, by signing below I attest that I meet all the criteria for an "Exhausted Eligibility Scholarship" and that I will adhere to all the conditions listed in the "Commitment" subheading.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT MEDICAL DISQUALIFICATION (DQ) POLICY/PROCESS

Policies:

- A. The physicians at Premier Bone & Joint Centers, Inc. and the UW Team Physicians are the official doctors of the University of Wyoming. As such, **only these physicians** can medically disqualify a student-athlete from participation in intercollegiate athletics. A student-athlete will **NOT** be medically disqualified based upon the opinion of an “outside” physician.
- B. Upon being medically disqualified, the student-athlete must meet with the Compliance Office to sign the appropriate paperwork via ARMS Recruiting Software. The student-athlete will then meet with the Assistant Athletic Director for Academic Services at which time he/she will discuss a probable work schedule (see **Commitment** below).
- C. Any student-athlete that has been medically disqualified during or before his/her junior (3rd) year shall not be eligible for an “Exhausted Eligibility Scholarship.”
- D. A medically disqualified student-athlete shall receive an athletic grant for **a maximum** of 10 semesters **OR** until he/she receives their undergraduate degree (which ever comes sooner). The athletic department will **NOT** pay for a medically disqualified student-athlete to attend graduate/post-graduate school.
- E. *Generally*, a medically disqualified student-athlete will **NOT** be approved to for athletic aid to attend summer school.
- F. Exceptions to this policy may be made by the Director of Athletics/Designee.

Commitment:

A student-athlete who is medically disqualified from participation in intercollegiate athletics will commit to the following:

1. Be enrolled in at least a full-time academic schedule for the duration of the grant.
2. Maintain at least a 2.00 each semester and cumulatively for the duration of the grant.
3. Maintain all NCAA, MWC and UW eligibility standards required for competition in intercollegiate athletics.
4. Be subject to all UW Athletic Department policies/regulations (i.e., Substance Abuse Policy, Student-Athlete Statement, etc.). The student-athlete will complete compliance

- paperwork (similar to what you have done in the past) at the beginning of the fall semester. Compliance paperwork must be completed before any funds will be disbursed.
5. Work a minimum of 5 hours a week during the academic calendar as determined by the Office of Academic Support (OAS). Such work will not interfere with your academic schedule nor exceed 20 hours a week. Please note:
- The work requirement is ***not*** applicable if you are completing your degree outside of Laramie (i.e., Study Abroad, student teaching, etc).
 - You will work in the OAS or in another area as determined by the OAS. The work may be within or outside the athletic department. The OAS is happy to work with you to obtain hands-on experience in your area/s of interest.
 - If you choose to work in the OAS your duties will include, but not be limited to, performing general clerical duties (e.g., filing, shredding, etc.), assisting the OAS staff with various projects and maintaining/updating the OAS TV display. If you are working in an area outside of the OAS your duties will vary. Regardless of where you work (i.e., whether within or outside the athletic department) the OAS will monitor you to ensure the parameters of the “Medical Disqualification” commitment are met.

Should the student-athlete fail to meet the above commitment guidelines, his/her grant may be canceled. A letter will be issued to the student-athlete at the time of medical disqualification, stating the above terms and advising him/her that the grant can be canceled. The letter will be signed by the student-athlete during his meeting with the Compliance Office.

**UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT
SPECIAL ASSISTANCE FUND (SAF) GENERAL GUIDELINES**

Overview

- The SAF is a limited fund (i.e., it only has a specific amount of money in it each academic year) and is on a “first come, first serve” basis. There is a possibility that even if a student-athlete meets the criteria to use the SAF, he/she will be denied due to lack of available funding.

Living Stipends for Mandatory Summer Athletic Activity

- Student-athletes participating in mandatory summer athletic activities may be eligible for living stipends paid from the SAF. To qualify for this policy, the following parameters must be met:
 - The student-athlete must be required by the applicable sport’s coaching staff to participate in mandatory summer athletic activities, as defined by NCAA bylaws;
 - The student-athlete must have completed their undergraduate degree and is pursuing a second undergraduate or graduate degree while participating as a competing student-athlete (i.e. the student-athlete must have eligibility remaining in the next applicable fall term); and
 - The student-athlete may choose to not take summer classes and may still receive living stipends.
- Student-athletes receiving living stipends from the SAF via this policy shall be provided with up to eight (8) weeks stipends (stipends will only be provided for weeks in which the student-athlete is *required* to participate in mandatory activity).

Health and Safety Expenses

- All student-athletes (regardless of whether they receive athletic financial aid, Pell monies, etc.) are eligible.
- The Deputy Director of Athletics will review all requests for medical expenses (including dental, mental health and vision) with the Sports Medicine Department.

Personal or Family Expenses:

- Generally, personal expenses are provided for student-athletes via their athletics scholarship (which includes portions based on “cost of attendance” monies). However, in extreme circumstances (e.g., death or severe illness of a family member or other similar personal hardship) SAF may be utilized.

Institutional Academic or Programming Enhancements

- All student-athletes (regardless of whether they receive athletic financial aid, Pell monies, etc.) are eligible.

<p>ALL REQUESTS WILL BE REVIEWED ON A CASE-BY-CASE BASIS BY THE DEPUTY DIRECTOR OF ATHLETICS.</p>
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University of Wyoming Honor Roll

Undergraduate students who achieve high scholastic grades are honored by being placed on either the President's Honor Roll, Provost's Honor Roll, or the Dean's and Freshman Dean's Honor Roll. The requirements to be met to attain these honors are:

1. A student must be enrolled in a minimum of 12 credit hours, graded on the basis of A, B, C, D, or F, with no grades of X.
2. To be named to the Provost's Honor Roll, undergraduate students must complete a minimum of six (6) hours, but few than 12 UW semester hours.
3. A grade point average of 4.0 for the President's Honor Roll.
4. A grade point average of 3.25 or better for the academic Dean's Freshman Honor Roll.
5. A grade point average of 3.4 or better for the academic Dean's Honor Roll for regularly enrolled undergraduates above freshman standing.

Division of Intercollegiate Athletics Awards

University of Wyoming Varsity Letter Award

As a Wyoming student-athlete you may receive a varsity letter award for your participation in intercollegiate athletics. Guidelines for receiving an award will be dictated by your head coach. After a recommendation from your coach, you will receive a jacket your first year, and if you qualify during your senior year, you will receive a senior ring. For guidelines regarding your sport, please contact your head coach.

Admiral Emory S. Land Award

Under present committee policy, the award is open to any University student-athlete who has completed his or her athletics competition during the preceding academic year. The choice will be made based on the following criteria:

1. Outstanding achievement in intercollegiate competition.
2. Personal conduct on and off the field and influence on team morale.
3. Academic standing with significant progress toward a degree.

The University Athletics Committee will consider qualifications and vote on candidates who have shown success in the classroom, campus activities, organizational memberships, etc., in addition to their athletics involvement. Nominations will be requested in early fall of each respective year.

MWC Scholarship Awards

The awards listed below will be given to those student-athletes participating in any NCAA recognized sport.

Scholar-Athlete Award

The Scholar-Athlete Award is the most prestigious academic award conferred by the Mountain West Conference. The award will be presented each spring to student-athletes who meet the following criteria:

1. Have completed at least two semesters or three quarters at the certifying institution;
2. Have earned at least a 3.5 cumulative grade-point average; and
3. Have competed in at least one varsity contest.

Academic All-Conference

Student-athletes who participate in a sport in which the Mountain West Conference sponsors a championship shall be named Academic All-Conference provided they meet the following criteria:

1. Have participated significantly in at least 50 percent of their team's contests; and
2. Have earned a cumulative grade-point average of 3.0 at the certifying institution.

Mountain West Scholar-Athlete of the Year Award

Two awards shall be presented annually to the male and female student-athletes who best exemplify the term "scholar-athlete" by achieving excellence in academics, athletics and community/campus service over the course of their career. The awards shall be presented to one male and one female student-athlete who meet the following criteria:

1. Participated in a Mountain West sponsored sport;
2. Exhausted athletics eligibility in all varsity sports in which they participated;
3. Academic Achievement: All nominees shall have earned at least a 3.5 cumulative GPA at the recommending institution (including undergraduate and graduate work);
4. Athletics Achievement: All nominees shall have demonstrated athletics achievement and brought recognition to his/her institution; and
5. Community/Campus Service: All nominees shall have demonstrated significant contributions to the campus or community through service opportunities.

UNIVERSITY OF WYOMING ATHLETICS DEPARTMENT OFFICE OF ACADEMIC SUPPORT (OAS)

Overview

The University of Wyoming recognizes the special needs of today's Division I student-athlete and has made the commitment to address those needs with a comprehensive academic support program. The UW Athletics Office of Academic Support (OAS) offers programs designed to help each student-athlete achieve their athletic and academic goals. The entire staff is dedicated to providing comprehensive services to ensure a successful student-athlete experience - academically, personally, vocationally and athletically.

The following staff members' offices are located in the High Altitude Performance Center (HAPC):

- Matti Maisel, Assistant Athletics Director for Academic Services
Sport Oversight – Volleyball, M/W Golf, W Tennis, M/W Track & Field/Cross Country, Spirit Squad, Rodeo
Phone: 766-5571

- Addi Henry, Academic Coordinator
Sport Oversight – Football, Wrestling
Phone: 766-2391

- Delaney Mullins, Academic Coordinator
Sport Oversight – Football, Soccer
Phone: 766-4960

- Garrett Shibliski, Academic Coordinator
Sport Oversight – Football
Phone: 766-4090

- Riley Vanderveen Academic Coordinator
Sport Oversight – Men's Basketball, Women's Basketball, M/W Swimming & Diving
Phone: 766-4077

- TBD, Academic Coordinator
Sport Oversight – TBD
Phone: TBD

The UW Athletics Office of Academic Support offers a full range of services in the following areas:

Academic Advising

Student-athletes have the privilege of priority registration with campus. All student-athletes are asked to take advantage of this opportunity in order to meet their practice and competition scheduling requirements.

Student-athletes will receive academic advising from their respective college (e.g., College of Education, College of Business, etc.). Student-athletes that have not declared a major utilize the Advising, Career and Exploratory Studies Center (ACES). OAS staff supplements campus advising by: (1) double-checking schedules to ensure NCAA academic requirements will be met and (2) by assisting student-athletes in scheduling appropriate courses with regards to practice/competition schedules. Student-athletes are reminded to use their college advisors to select the courses that lead to graduation.

The OAS is always available to assist student-athletes with any academic concern, most importantly, pre-advising schedule development.

Policy on Student-Athlete Withdraws – Student-athletes are strongly encouraged to complete all attempted coursework each semester. However, in instances that a student-athlete may need to withdraw from a course, the Academic Coordinator will advise based on the athletic department policy (described here). One time during an athletic scholarship student-athlete’s academic career, he/she will be permitted to withdraw from a class without financial penalty. Any subsequent course withdrawals will be billed to the student-athlete at the rate of expense incurred by the athletic department as covered under the student-athlete’s athletics scholarship.

The Director of Athletics/Designee may waive this policy if:

1. A student-athlete demonstrates that he/she has worked diligently in the class and struggled because of difficulty understanding the material as confirmed (in writing) by the course professor. Factors such as class attendance, timely completion of assignments/quizzes/ tests, class participation, etc. will all be considered.; OR
2. A student-athlete’s academic eligibility is at risk.; OR
3. Other extenuating circumstances occur which negatively impact the student-athlete’s ability to successfully complete the class.

Academic Development

The core of the OAS is the tutorial and mentor program. A qualified staff of tutors and mentors assist students in clarifying course materials and, in the case of travel, helping students catch up on missed material. Additionally, attention is given to each student-athlete in the development of his/her class schedule. All student-athletes must take a minimum of 12 hours of degree applicable classes each semester (or full-time status for applicable graduate program).

Study skills assistance is available for those who need special help in areas including test preparation, note taking, and time management techniques.

Finally, each student-athlete's academic progress is closely monitored during the semester for such things as attendance, current grade and class participation. Deficiencies in any of these areas will be addressed with student-athletes on a case-by-case basis.

Career Development

Obtaining a college education is crucial in preparing an individual for meaningful professional opportunities. Choosing a major is a challenging task considering the multitude of possibilities. Career development is available to assist student-athletes in major selection that can lead to a desired career. The OAS continues to establish a career network that assists student-athletes in securing meaningful employment after graduation.

Community Service

Student-athletes are encouraged to get involved with the local community as time permits. The OAS publicizes volunteer opportunities and organizes events that link the needs of the community with UW athletics. This helps to create goodwill and a positive student-athlete image within the community. Annual projects include, but are not limited to, reading to children, Student-Athlete Advisory Committee (SAAC) Winter Holiday Party and participating in the Toys for Tots program.

Mentoring

A mentoring program is available for student-athletes who would benefit from additional one-on-one time with a mentor. Student-athletes are paired with a mentor to provide guidance in various aspects of their lives, including academics, time management, stress management, etc. Coaches/staff/student-athletes should communicate with their respective Academic Coordinator if a specific student-athlete could benefit from the program.

Personal Growth and Development

This component of the student-athlete development program consists of presentations and workshops that address the needs and concerns of today's student-athletes. Presentations feature issues such as cultural diversity, substance use, sexual assault/awareness, etc. The OAS provides student-athletes with information that subsequently allows them to make informed choices.

The OAS hosts mandatory Mental Health and Alcohol screenings annually as part of the *Excellence at 7220* program. Additional programming is developed based on opportunity and the needs of the student-athletes. These programs may include seminars and/or workshops in such areas as interview techniques, money management, communication skills, test-taking strategies, time management and many other pertinent areas. The program also provides opportunities to get involved in the community as well as establish relationships with a network of companies that may provide future employment.

Study Halls

Many coaches require freshmen and some upper-class student-athletes below a specified cumulative grade point average to attend OAS study hall hours. Student-athletes who are required to attend are monitored by the OAS staff. A report outlining dates/times a student-athlete attended study hall is provided to the appropriate coaching staffs on a weekly/bi-monthly basis.

Tutoring

Individual tutoring in all subjects is available to every student-athlete free of charge. All student-athletes are strongly encouraged to use tutors early and frequently.

OAS tutors consist of excellent students (undergraduate and graduate) and community professionals who have been highly recommended by individual department faculty members, chairpersons and deans. Tutors chosen to work with student-athletes are trained to maintain confidentiality, work on a one-to-one basis while reinforcing a positive attitude and to maintain the highest standard of academic integrity. Student-athletes are advised to use tutoring to improve learning and not as a substitute for studying or class attendance. Student-athletes are expected to review and complete all required reading prior to a tutorial session and be prepared for further learning and clarification.

Student-athletes and staff are required to be on time and prepared for all appointments. If a student-athlete is running late, at the 5 minute mark tutors must notify the AC or study hall monitor in person so that they can help track the student-athlete down. It is not a tutor's responsibility to find a late student-athlete.

Tutors must provide a 15-minute window for a late student-athlete to arrive, but should wait no longer than 30 minutes. If a student-athlete misses a scheduled appointment without communication, it is considered a no-show and it is the tutor's responsibility to send a No-Show Report through PENJI and to get the initials of a full-time staff member on their timesheet where the student-athlete would have initialed. Tutors must be informed of a cancelled appointment by the Tutor Program Coordinator or Academic Coordinator a minimum of 24-hours in advance for an appointment not to count as a no-show. Tutors will be paid for 30-

minutes of their time for all appointments that were not cancelled within 24 hours of the scheduled appointment or for appointments that were missed by the Student-athlete (no-show), granted the tutor follows the proper procedure. Student-athletes will not be excused for self-reported no-shows.

Tutor no-shows and tardiness will be documented in their personal file. Excessive no-shows and tardiness may affect a tutor's future assignments and their involvement in the OAS Tutor Program. If a tutor needs to cancel an appointment, he/she must contact the Tutor Program Coordinator or Academic Coordinator to notify them as far in advance as possible.

Charging Student-Athletes for No-Shows

Student-athletes are permitted one no-show per term (i.e., Fall, Winter Session, Spring, Summer) before they are charged. For each subsequent no-show tutor-appointment, the student will be charged \$10. Student-athletes will not be charged for no-shows that are approved by their Academic Coordinator (e.g. personal or medical emergency). If a missed appointment results in a no-show because of an athletic or academic conflict (e.g. meeting with a professor, visiting an athletic trainer, practice running late, etc.), it is the responsibility of the student-athlete to provide proper documentation from the other party to their Academic Coordinator to excuse the absence.

The Tutor Program Coordinator sends a PENJI "end of the semester" report to the Athletics Financial Aid Coordinator. Charges for missed tutor appointments will be applied to student-athlete accounts following each semester. These charges will be subsequently deducted from student-athletes' stipend checks or will appear as a balance, should the student-athlete receive a scholarship amount that does not provide them a stipend check.

Student-Athlete Academic Responsibility

The University of Wyoming and the OAS provide you with academic support as you pursue your degree. Each student-athlete determines the course of his/her academic career. Please be responsible in your academic pursuits and always ask if you have questions.

The OAS offers an array of support services and guidance as you progress towards graduation. You are responsible for understanding your eligibility and major "progress toward degree." Please familiarize yourself with major course requirements and take an active role in course scheduling, semester by semester, with campus advisors and OAS staff. Campus advisors are less aware of applicable NCAA rules, so it is imperative that you go over your schedule with your Athletics Academic Coordinator to make certain that every course (within the minimum requirement of 12 hours) counts toward your degree.

OAS Policies and Procedures

Academic Dishonesty

The University community regards academic dishonesty (whether formal or informal) as a serious offense. An act is academically dishonest when, and only when, it is an act attempted or performed in order to misrepresent one's involvement in an academic task in any way. Such conduct will result in imposition of sanctions pursuant to University Regulations. Additionally, each student-athlete signs off on the Athletic Department's Policy on Academic Dishonesty. This policy not only defines academic dishonesty (per University Regulations) but outlines the additional athletic department sanctions that may be assessed *based upon a conviction of or credible evidence* of academic dishonesty.

Plagiarism is the most common form of academic dishonesty. Plagiarism includes taking someone else's words and/or ideas and using them as your own without giving proper credit to the original source. It may be unintentional, however consequences for plagiarizing can range from failing the assignment to failing the course. Repeated academic dishonesty offenses may result in dismissal from the University.

Employ quotation marks and identify the author and publication when the exact wording in an article or book is essential to your paper. Give credit to another author's ideas, even if you are not quoting word for word. Never, under any circumstance, turn in a paper that you haven't written yourself. Read expansively and comprehensively and come to your own conclusion. Trust your opinions and do not be afraid to ask your instructor questions regarding plagiarism. Please make sure that you ask your instructor to clarify which citation format is required or preferred for applicable assignments.

Other major forms of academic dishonesty include using the same paper for more than one class without prior approval from your instructor and cheating on exams.

Admissions

All admissions concerns and procedures are coordinated through the Assistant AD for Academic Services. All official transcripts (high school, junior college or 4-year school) must be on file with admissions before a student will be considered formally admitted. For high school students, all final transcripts should be requested by the student to be sent immediately to the University of Wyoming and the NCAA Eligibility Center after all grades are posted and graduation is *officially listed on the transcript*. For transfer students, transcripts from every previously attended institution need to be sent to University of Wyoming Admission. For transfers and bringing in transferrable credit, please ensure your Associates degree is posted on the transcript. Additionally, all transfer students must also be registered with the NCAA Eligibility Center to determine their amateur status and applicable NCAA academic certification.

Changing Your Class Schedule (Dropping and Adding Classes)

Any change to your class schedule (add/drop) must have the prior approval of your Academic Coordinator. All student-athlete accounts have “holds” relating to enrollment. These “holds” negate a student-athlete’s ability to make schedule changes without prior approval (the “holds” have to be lifted in order for changes to be made). This process is done to ensure student-athletes are in the proper classes for NCAA rules purposes and UW graduation.

Changing Your Class Schedule (Withdrawing from Classes)

As with dropping and/or adding classes, the process begins with your Academic Coordinator. Because withdrawal requests can be made via an online form and without an Academic Coordinator’s knowledge, the Office of the Registrar (OTR) forwards any online withdrawal requests made by a student-athlete to the Assistant AD for Academic Services for approval. In the event that a paper withdrawal request is submitted to OTR, notification of the request will be made to the Assistant AD for Academic Services and a decision rendered. It is the ultimate responsibility of the student-athlete to share any schedule changes with his/her Academic Coordinator *before* they are made. Student-athletes should be aware of the financial implications of withdrawing from a course (see [Policy on Withdraws](#), above).

Courses Taken at Other Institutions

The University of Wyoming only transfers hours and not grades for courses taken at other institutions following your initial enrollment. Please work with your Academic Coordinator if the courses you are planning on taking are transferable and are applicable for eligibility and/or graduation.

Excused Absence Policy/Process

Per University of Wyoming Regulations, participation in university-sponsored activities (e.g., intercollegiate competition and related activities) is considered an authorized (excused) absence. The OAS staff sends authorized absence notifications to applicable instructors through NAVIGATE. In addition, the OAS staff advises student-athletes to provide all instructors a copy of their travel schedule for the season at the beginning of each semester. It is the student-athlete’s responsibility to make arrangements for make-up assignments or missed exams as a result of athletics participation.

Please Note:

- Participation in practice, conditioning/lifting weights, attending team meetings, etc. is NOT university-sponsored activities and does NOT constitute an authorized absence.

Incomplete Grades

If a student-athlete is going to receive an “Incomplete” in a class, the following process will be utilized:

- The Academic Coordinator must receive written correspondence from the professor (an email is sufficient, but must be addressed to the Academic Coordinator, not the student-athlete).
- The written correspondence is forwarded to the Assistant Athletic Director for Academic Services for review and documentation will kept on file.
- The written correspondence must include the following:
 - Explanation that the student-athlete will receive an incomplete in accordance with campus policy,
 - The specific time frame for when the student-athlete is expected to complete the additional/make up course work,
 - when a grade is to be assigned, and
 - Current grade in the class prior to assignment of the incomplete and (this is optional but preferred) the potential grade that may result (maximum improvement).

Nontraditional Course (Correspondence/Independent Study/Internet/Outreach/etc.) Policy

Nontraditional courses (e.g., correspondence, independent study internet, outreach, etc.), while not the most preferred option for class scheduling, are a possibility. However, there must be a valid reason(s) for enrolling in the course/courses (see below) and this rationale must be conveyed to the student-athlete’s Athletics Academic Coordinator. The Athletics Academic Coordinator will discuss the request(s) with the Assistant AD for Academic Services and (and the Director of Athletics/Designee if necessary) and render a decision.

Valid reasons for taking internet/outreach courses include, but are not limited to, the following:

- Course is needed for graduation in immediate term and course is unavailable at any other time.
- Schedule class time (on-campus) causes conflict with practice time, travel time and/or competition.
- Course meets multiple USP requirements and is offered in current term.
- Course is only offered over the internet/via outreach and can be utilized to meet graduation requirements.

Please Note:

- Per NCAA rules, nontraditional courses can be used to meet the minimum 12 hour enrollment requirement for competition provided the following conditions are met:

- (a) The course is available to any student at the institution;
- (b) The student-athlete enrolls in the course in the same manner as is available to any student;
- (c) Enrollment in the course occurs within the institution's regular enrollment periods (pre-registration or drop-add period) in accordance with the institution's academic calendar and applicable policies and procedures; and
- (d) The course is conducted during the institution's regular academic schedule (term time) in accordance with the institution's academic calendar and applicable policies and procedures.

Obtaining an Advisor

Student-athletes that are “undeclared” are assigned an advisor in the ACES. Once a major is declared, a faculty/staff advisor will be assigned within your major. Student-athletes interested in changing their major must meet with their previous advisor and complete the proper paperwork with the Office of the Registrar. Your Academic Coordinator will assist you with pre-advising and will be a source for questions regarding registration, advising, etc.

Official Visits/Prospective Student-athletes

Any prospective student-athlete (PSA) being provided an official visit will be evaluated by the Compliance Office/OAS. High school students must provide applicable transcripts and test scores (if available). Transfers must provide official transcripts from all institutions previous attended (in instances of multiple JCs). All prospective student-athletes must also register with the NCAA Eligibility Center (and be added to the UW IRL) before coming on an official visit. These procedures will allow for a quick and accurate evaluation of the student’s academic record. If a sport program needs a PSA evaluated by the Compliance Office/OAS staff, that must be communicated by the coaching staff. Evaluations may be updated at any time throughout the academic year if additional information is necessary or has been acquired by a coach on a potential at-risk PSA.

Proctored Exams

If a student-athlete needs to have an exam proctored, the following protocol will be utilized:

- Option 1 (preference) – Professor proctors exam at a different date/time
- Option 2 – FAR/Designee* (as determined by FAR) proctors exam (must have written approval from Professor to proctor)

Repeating a Course

Many factors are evaluated before a student-athlete repeats a class (including eligibility, degree applicable information, etc.). The respective Academic Coordinator will evaluate all potential concerns and advise the student-athlete and coaching staff accordingly.

Tutors

Tutors are available by appointment during OAS operational hours. Student-athletes that need additional help may schedule appointments with tutors (and OAS staff) outside of the scheduled days and times. Available tutors will be kept on file by the OAS staff - student-athletes that need a tutor at any time must contact their Academic Coordinator.

All tutors are hired by the Assistant Athletic Director for Academic Services and Tutor Coordinator. We are unable to pay a tutor until they have followed the proper hiring procedures. Should you know of any prospective tutors, please send them to the Office of Academic Support as soon as possible.

Excellence at 7220 Program & UWYO Classes

The *Excellence at 7220* (E7220) program provides life skills support in the areas of academics, athletics, personal development, career development, and service through the distribution of accessible resources, strategic partnerships and customized programming **at little or no expense to member institutions**. The E7220 program, resources and events are designed to promote student-athlete well-being and development and provide an overall positive experience for student-athletes.

All student-athletes receiving a minimum of a 60% scholarship will be mandated to take UWYO classes (1050, 3010, and 3050). Exceptions may be made by the Director of Athletics/Designee. Adjustments will also be made for transfer student-athletes, etc. (i.e., they may not be required to take all three UWYO classes).

Student-Athlete Advisory Committee (SAAC)

The Student-Athlete Advisory Committee was created to facilitate greater interaction between the UW athletics administration and student-athletes. This relationship helps enhance the student-athlete's experience. The committee is comprised of at least one member from each of the 17 intercollegiate teams represented at the University of Wyoming. Each SAAC member serves as a liaison between the committee and his or her individual team. Student-athletes community service opportunities include going to local schools and speaking to students of all ages on issues such as the importance of education, sports, and "saying no" to drugs. Student-athletes gain valuable personal and professional experience while providing a valuable service to our community.

OAS Study Hall Overview

OAS Study Hall Procedures

1. The OAS Staff monitors all study hall hours in the High Altitude Performance Center (HAPC). All hours must be completed in the HAPC or another location with an Academic Coordinators *prior* approval.
2. Student-athletes that are required to complete study hours must swipe their student ID cards when entering and exiting the facility.
3. Social media usage is prohibited in OAS during study hall hours.

Study-Area Rules

1. Only clear liquids (water) will be allowed in the OAS during study hall.
2. No tobacco (smokeless, cigarettes, etc.).
3. Please be quiet and respectful of other student-athletes utilizing the space.
4. All conversations with other student-athletes regarding assignments and projects should be done outside the study area or in designated study rooms.
5. Please consider that other student-athletes are studying while using OAS computers.
6. Do not access inappropriate websites or utilize inappropriate screen savers (Inappropriate material will be determined by the staff).

In an effort to assist incoming student-athletes in time management, mandatory evening and/or daytime study tables are implemented on a sport-by-sport basis. Coaches may require attendance on both a team and individual basis. Evening study hall is conducted in the academic support area Sunday afternoon from 12-5 (pm), Monday through Thursday from 8 am -10 pm and Friday from 8 am-5 pm.

Evening Study Hall Rules

1. Student-athletes must be prepared to study.
2. Bring homework and assignments each night. Tutors are available to assist you with your work during evening hours and on an on-call basis. Student-athletes must be prepared for each tutor session.
3. If you are healthy enough to attend practice/team activities (workout, etc.), you are expected to attend OAS study hall hours.
4. Any unexcused absences from OAS study hall hours (illness) must be excused by sports medicine staff by noon the following day. If not,
5. Let the OAS staff know by 5 pm if you are ill.
6. Your study hours are critical to your success. Please use them wisely.

Fall 2023 Study Hall Hours

- **Study hall (day and evening hours) will be open during the following times:**

Sunday:	12:00 pm - 5:00 pm
Monday:	8:00 am - 10:00 pm

Tuesday:	8:00 am - 10:00 pm
Wednesday:	8:00 am - 10:00 pm
Thursday:	8:00 am - 10:00 pm
Friday:	8:00 am - 5:00 pm

Hints for Academic Success

A student-athlete's academic success is enhanced if he/she makes a strong commitment to his/her studies. While the expectations are high for academic success and you are managing many daily tasks (practice, meals, rehab, treatment, etc.), your success is crucially important to your future endeavors. Below is a list of tips and tricks for future academic success.

1. Attend Class.

Instructors usually test on materials that have been covered during class lectures. It is important that you attend so that you can take notes and receive hand-outs that will appear on future exams. If you are going to miss class for travel/competition, alert your instructors ahead of time. You may want to become acquainted with a fellow classmate so you will be able to receive any missed information that was covered while you were away. Your Academic Coordinator will have an authorized absence slip that you need to show your instructor when you are excused. It is also suggested that at the beginning of each semester you provide instructors a travel schedule from your sport. If possible, get your assignments in advance and determine when the work is due. Let your instructor know when you are ill and be prepared to display a doctor's excuse if it is requested. Your class attendance may be one of the criteria used by your instructor when assigning final grades. Although some instructors say class attendance is not mandatory, attendance is strongly recommended. In addition, your coach may have attendance requirements (and associated penalties for unexcused absences).

2. Go to class prepared and ready to participate.

Please complete all reading and written assignments prior to the deadline. If you go to class unprepared, it is often difficult for you to understand the material being covered. Your instructor may see this as negative behavior and it may influence your grade. It is difficult to catch up once you are behind. Work in advance for your classes so you do not fall behind. Check your syllabus before each class to make sure you have the required books and materials. Ask for help from your instructor, Athletics Academic Coordinator, tutor, or coach. **If you are having issues in a class, please communicate with someone.**

3. Get to know your Instruction – Make small efforts to build that relationship

Introduce yourself to your instructor. If questions arise regarding materials in the class, do not hesitate to contact the instructor. Your instructor is interested in your classroom performance and is there to assist you with any course-related materials. Be courteous and address your instructors by "professor" or "doctor" unless they have requested otherwise. Be sure to find out where each one's office

is located, what the office hours are, and their phone number. Do not call your instructor at home unless it is an emergency. Make appointments to see your professor the moment you feel lost or confused in class. Try to talk with your instructor in private. They are usually over-loaded immediately before and after class. Make an appointment so that you can spend quality time together (and shows that you care). Ask instructors for clarification in the areas you are having trouble. Ask about test formats and the material that will be covered. Tests are much easier to study for if you know whether they will be multiple-choice, essay, open- or closed-book, etc. Many instructors will tell you how to study for their tests if you ask. Most instructors are willing to help you in any way they can provided you show a willingness to do YOUR part.

4. Make a good impression.

Arrive to class on time. Entering class late shows lack of consideration for your instructor and fellow students. Cell phone use should be kept to a minimum (emails/texts, and/or listen to music, etc.). Stay alert and focus on the material that is being covered. Ask questions when material is unclear and participate when appropriate. Turn in assignments on time and do not make excuses. Be responsible and it will be noticed.

5. Don't back yourself into a corner.

If you feel that you are falling behind in class, contact your Academic Coordinator immediately. Your instructors are also available to help. You need to realize that student-athletes do not get special treatment from faculty. Do not be afraid to make appointments to see your instructors. They are here to help you. Make sure that someone knows you need help before you reach the point where you cannot do well in the course.

6. Use tutoring help wisely.

The OAS has tutors in most subjects. Please come prepared when you meet with a tutor. Tutors are here to help you understand assignments and materials, but are not expected to do the work for you. If you require a tutor in a special subject not normally covered, alert your Academic Coordinator as soon as possible.

7. Practice good time management.

Plan each semester. Use a calendar to list the days you have quizzes, tests, and assignments due. List the days you will be absent. Fill out your class schedule for each semester. List review sessions and labs. It is often helpful to make a weekly schedule that includes your classes, practice time, meetings, study time, rest time, etc. It is helpful if you get into a study routine. This will hopefully become a natural part of your day.

A **“To Do” list** is another suggestion. Before you go to bed or when you first wake up, make a “to do” list for the day. Work your way through the list throughout the day. This will help you organize your time so important errands or appointments are not forgotten.

These simple rules should help you become a successful student-athlete at the University of Wyoming. The main point is that we want to encourage you to seek help if you need it. The OAS has the resources for you if you need assistance.

Grade Point Average (GPA) Calculations

Most undergraduate courses have a letter grade system of evaluating academic performance. Each letter grade has a numerical value (i.e., A=4.0) for the purpose of determining your grade point average (GPA). You may want to calculate your own GPA.

Using the numbers from the grading system below, a sample calculation follows:

[Grading System | Office of the Registrar | University of Wyoming \(uwyo.edu\)](#)

Grade	Points	Definition
A	4.000	
B	3.000	
C	2.000	
D	1.000	
F	0.000	<i>Failure</i> This may also be assigned as a grade for failure to attend or for failure to officially withdraw from the class.
X	0.000	<i>Incomplete</i> This is intended as a temporary mark pending completion of course work as agreed upon in a signed document.
W	0.000	<i>Withdrawal</i> This mark is assigned when you officially withdraw from either a course or all courses. If you enroll in a class and then stop attending without following the official withdrawal procedure, you will be assigned a grade of F.
S	0.000	<i>Satisfactory</i> This is equivalent to a grade of C or better for all 1000-4999 courses and is equivalent to a B or better for all courses numbered 5000 or above. See the Satisfactory/Unsatisfactory section for more information.
U	0.000	<i>Unsatisfactory</i> Please see the Satisfactory/Unsatisfactory section for more information.

S/U grades are not included in the GPA. A satisfactory (S) grade provides credit toward graduation. An unsatisfactory (U) grade does not.

Cowboy Joe Club

Cowboy Joe Club Mission:

The Cowboy Joe Club, through the financial investment of alumni, fans and friends, is committed to providing the University of Wyoming student-athlete with the opportunity to succeed in the classroom, in competition and in life.

Cowboy Joe Club Statement:

Financial investments made by University of Wyoming alumni, fans and friends to the Cowboy Joe Club's Annual Fund are directly invested in the scholarship and educational expenses awarded to deserving student-athletes chosen to compete in intercollegiate athletics at UW. These expenses are the direct responsibility of the Cowboy Joe Club and its members.

Gifts made through cash payments, matching gifts, appreciated securities, real estate, gift-in-kind, bonds, or trusts to the Cowboy Joe Club's Annual Fund, Athletic Endowment Program or Capital Facility Campaign are used to increase the opportunity of success for UW student-athletes and its respective competitive teams.

Benefits are awarded to UW athletic investors to which are committed to the success of the program through a priority point system which maintains a fair, equitable and consistent process. Benefits include, but are not limited to priority parking and seating at UW Football and Men's and Women's Basketball home games, special pre-game hospitalities, not available to the public single game seating, post-season seating priority, special recognition, and access.

As the primary purpose of the Cowboy Joe Club and its staff is to provide financial support for student-athlete opportunities, it also strives to relay the voice of Cowboy and Cowgirl fans across the state of Wyoming and the entire nation to UW's athletic administration, coaches and student-athletes.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT POLICIES & PROCEDURES FOR EQUIPMENT OFFICE/SUPPORT

Goal: To provide each authorized student-athlete, coach, and staff member with the best possible equipment support for their program or department.

General: Procedures outlined herein are published to assist in achieving maximum effectiveness in our equipment support program. In establishing these procedures, careful consideration has been given to all areas requiring support. Compliance with these procedures will ensure smooth, efficient support for all concerned.

RESPONSIBILITIES

Equipment Manager:

- * Overall support requirements as determined necessary and coordinated by the senior administrative staff and coaches.
- * Security of equipment not issued to individuals or teams.
- * Submission of equipment requisitions after coordination with coaches.
- * Laundry operations as outlined herein.
- * Purchase, maintain, and fit safety equipment based on sport needs and industry standards.
- * Utilize established contracts and team discounts to find products for best price to meet needs for each sport/department. Find alternative vendors when necessary.

Coaches:

- * Communicate program needs and inventory levels.
- * Coordinate in advance (at least 48 hours) all support requirements (to include issues and turn-ins) with the Equipment Manager.
- * Provide Equipment Manager with schedule of all games and practice sessions.
- * Assist Equipment Manager in controlling use and return of necessary equipment items that are on a check-out and return basis.
- * Ensure that all applicable individuals return all equipment issued them when no longer required or at the end of the season.

- * Follow established contracts and buying methods that apply to their sport and equipment needs. When an exception is needed to these contracts and methods, work through their designated sport equipment manager to have them purchase the items needed. Priority is to utilize established contracts and discounts first.

Equipment Issue-Out:

1. All student-athletes must be cleared medically (via Sports Medicine), academically (via the Office of Academic Support) and meet other NCAA rules/regulations (as verified via the Compliance Office) before they are issued equipment. Compliance Office will contact Sport Equipment Manager via email or text in order to issue equipment.
2. Coaches prepare and distribute a sizing list of all student-athletes in order for Sport Equipment Manager to issue equipment if desired. Coach may be in charge of sizing and issuing equipment if so desired.

Sport Specific Items (Jerseys, travel bags, etc.):

1. Will be issued by the Sport Equipment Manager, student manager, or coach.

Equipment Check-In:

1. Any sport-specific items that need to be returned at the end of a season or academic semester should be communicated to Sport Equipment Manager if they are responsible for collection.

Locker Assignment:

The Sport Equipment Manager or Coach, depending on sport, will assign lockers and locks.

Laundry/General:

Any sport that needs/wants laundry done will be issued a laundry loop. General items to be washed (such as apparel, socks, gloves, etc.) will be placed on loop with number or name clearly marked. The loop is then secured by clipping or zipping shut. Leave the loop with your sports student manager (if applicable) or notify the Sport Equipment Manager and it will be washed and returned. Towels will be turned in loose. Equipment staff is not responsible for lost or missing items.

Laundry Procedures - Football:

1. Place dirty items on laundry loops. Place loop in appropriate laundry chute or bin.
2. Football Pants get turned in loose. Place in appropriate laundry bin after practice.
3. Practice Jersey gets turned in loose. Place in appropriate laundry bin after practice.

4. Towels have your locker number on them. Turn them in at towel chute or bin.
5. All of the above laundry will be washed and placed in your issue bin.

Football Equipment Exchange:

Unusable or ill fitting equipment may be exchanged on an item-for-item basis. (If available) the exchange point is located at the equipment window. For incorrect sized items, standard timeline is one week from issue date to exchange.

Letter Awards:

1. All coaches must turn in senior ring list by **October 15** each year for senior ring orders.
2. All coaches must turn in participation list along with letter list to the Communications Office within 30 days of completing the season.
3. Communications Office staff will type up letter award sheet and give to equipment room. The equipment room will contact coach and student-athletes in order to size for awards.
4. After jacket(s) have been ordered and received they will be given to coaches to give to proper student-athlete. Forms must be signed by student-athlete or coach.

Equipment Requisitions:

Based on needs and budget, the Sport Equipment Manager and coaches will determine the equipment to be ordered for next season. Any “Book-Only” items from Adidas must be placed during the appropriate booking window as determined by Adidas. Coaches should forecast roster needs at that time as booking orders are not able to be changed either for increase or decrease in size or quantities.

EQUIPMENT REQUEST PROCESS

1. All equipment will be bid (if necessary) and purchased via established University policies/procedures.
2. The Sport Equipment Manager and the appropriate administrator will approve all equipment purchases.

Security:

Only the Equipment Managers and the Director of Athletics/Designee shall have access to the equipment rooms. Only the Equipment Managers and their assistants are authorized to issue or receive equipment.

Visiting Teams:

Visiting football teams will use room 113 Fieldhouse North locker room and the Fieldhouse men’s staff locker room. Visiting basketball teams will use the visitor locker

room(s) in the Arena Auditorium. Visiting volleyball, soccer and wrestling will typically use the visitor locker room(s) in the Arena Auditorium. However, if there are conflicts, other locker rooms may be assigned.

Officials:

Officials' Dressing Rooms for football, volleyball, basketball, soccer and wrestling are located in the Fieldhouse North, AA and Fieldhouse.

Addendum to Policies and Procedures for Equipment Support:

No equipment orders are to be made unless the orders are approved by the Equipment Manager per the Director of Athletics/Designee. Ample notification must be given to the Equipment Manager on any changes in equipment issue times, game times or cancellation of events (such as practices).

Basic Equipment Room Rules:

1. All equipment is the property of the University of Wyoming.
2. You will be responsible for items that are lost or stolen.
3. Lock your locker at all times.
4. All football equipment will be picked up from the football equipment room or your sports office suite. Some items will be issued directly to your locker. No one will be allowed in the equipment room without permission.
5. Equipment is washed daily. To get your clothes washed please do the following:
 - Put clothes to be washed in your loop. Make sure your locker number is on your loop. Bring loop to the equipment room or sport laundry bin. Laundry will be either in your locker or ready to be picked up the next day.
6. Worn equipment will be replaced. No equipment will be replaced without the old item/s being turned in first.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT COMMUNICATIONS OFFICE POLICIES & PROCEDURES

The University of Wyoming Communications Office provides a number of services to media, fans, student-athletes and athletics department personnel, with publicity of University of Wyoming Athletics and dissemination of information to the media and the Wyoming fan base as its primary functions.

The unit coordinates all information disseminated to local, state, regional and national media via: social media; online content; podcasts, feature stories; weekly media releases; and annual media guides/fact books for each intercollegiate program. The office also coordinates home-game media services, serves as the liaison to television networks and radio networks broadcasting games involving Wyoming Athletics, coordinates interviews, publicizes student-athletes for conference and national athletic and academic honors and advises coaches, student-athletes and athletic administrators regarding media relations issues. Operation and maintenance of the Athletics Department website (GoWyo.com) and coordinating social media content with coaching staffs through the UW Athletics official social media accounts are a vital function of the unit.

Through the utilization of social media content, website content, media releases, video content and other published materials, the unit distributes information regarding each of its intercollegiate sports to fans and media. The dissemination of information continues on a daily basis throughout the year, especially prior to and following each intercollegiate event, home and away.

Members of the unit are in regular contact with the media throughout Wyoming and the region, as well as continued contact with media outlets throughout the country. Such contacts include online, print, radio and television outlets that cover Cowboy and Cowgirl Athletics.

In addition to providing news and updates on each program and its student-athletes, the unit lists as a top priority the promotion of deserving student-athletes for special athletic and academic awards. It also takes a very active role in arranging interviews between members of the media and UW coaches, student-athletes and administrators.

The Communications unit is responsible for the maintenance of all statistical and historical information as it pertains to the Intercollegiate Athletics Department, as well as the department's website. The Creative Services Office maintains historical video materials. Beyond maintenance of statistical record-keeping, the Communications unit also maintains information in the form of newspaper clippings, student-athlete and Athletics Department personnel files, and a collection of Athletics Department publications spanning the years of intercollegiate athletics at UW.

It is responsible for a portion of event management for home events, especially as it pertains to media. A variety of services are provided for media members, including statistical and final result information and postgame press conferences and interview opportunities with Wyoming coaches and student-athletes. In addition, the unit works collaboratively with the Marketing & Branding Office, Creative Services Office and Athletics Ticket Office in developing social media content, promotional campaigns, posters, flyers, recruiting materials and publications including event programs. The unit also assists in developing and maintaining positive relationships with the fan base, Cowboy Joe Club members and the public as they pertain to intercollegiate athletics. Providing interesting and accurate information to existing Cowboy and Cowgirl fans, along with attracting new Wyoming fans, is the goal of the unit.

The unit staff includes the Associate Athletic Director for Communications, the Assistant Athletic Director for Communications, three Communication Coordinators, one Manager of Digital Strategy, the Area Coordinator of Media Relations/Office Manager and several student assistants per semester. A strong internship program through the UW Department of Communications is also in place.

Philosophy

The University of Wyoming Communications Office acts as the official agency for the University and its Athletics Department with regards to the dissemination of all forms of Departmental information. Each member of the unit, whether full-time, part-time, graduate assistant or volunteer, will behave in accordance with departmental, University, Conference and NCAA rules and guidelines.

Promotion of Student-Athletes for Academic and Athletic Honors

The unit will work closely with coaching staffs to promote student-athletes for All-Conference, All-District and All-America honors in each sport. Appropriate forms will be completed at the appropriate times to nominate All-Academic candidates, as well.

Event Reporting Procedures

The unit is responsible for the reporting of results to area media for each home and away event of each intercollegiate athletics program. The individual responsible for the respective sport will arrange with the coach to visit following a competition and disseminate quotes and results to each medium. The reporting procedure is for all home and away events. The official University of Wyoming Athletics website (GoWyo.com) will serve as one means of archiving the results from each event. In addition, the information is also archived in the office's server for future reference.

Guest appearances

Members of the Communications unit are often asked to guest on radio or television talk shows, as well as make special appearances at service clubs or for the Cowboy Sports Network.

Historical Documentation

It is the responsibility of the Communications unit to continue the on-going recording of the history of the Athletic Department. This is done through a thorough maintenance system of statistics, newspaper clippings, files for both student-athletes and Athletic Department personnel, and the collection of publications and documents pertinent to the Athletic Department. The UW Athletics Department Creative Services office is responsible for archiving video content.

Home-Game Management Procedures

The Communications unit is responsible for pre-event information through social media and media releases for each athletics team. It is charged with securing and managing an official group of scorers and timers, as well as a competent statistical crew (computer program and manual) and other necessary personnel. The unit serves as the liaison to all television and radio broadcasts, along with all other media covering UW athletics. The unit is responsible for the game-day checklist for each individual sport that includes supplies, stat forms, timing sheets, as well as pregame notes. The postgame e-mailing of results to the appropriate media also is the responsibility of this unit. The unit prepares rosters for fans in attendance; reviews with the head coach any special introductions, conducts postgame interviews, makes sure that the media area is properly set-up with game packets and that it is operated for maximum professionalism. The unit is responsible for reviewing and assisting in the coordination of game-day management policies and procedures. Among these, but not limited to are: pregame and halftime ceremonies; media row and press box management; postgame interview procedures; media access to all facilities; media parking; television production units; phone lines; public address announcements; release of game information to media; helping coordinate television and radio timeouts with television entities.

Interviews

All interviews between UW student-athletes, coaches or administrators and media members must be coordinated through the Communications unit. If an individual is contacted directly by a media member for an interview, that individual should direct the media member to the Communications unit so that the interview may be officially scheduled. The unit will contact the interviewee by phone or in person. The individual responsible for each sport will work with the respective coaches to implement a procedure for interviews. Student-athletes and coaches will not be available for pregame interviews on game days. Interviews will be conducted either face-to-face or by phone. The unit also is responsible for press conferences, Zoom calls, as well as teleconferences

involving student-athletes, coaches or administrators. The teleconference is a very important tool for the athletics department in communicating with the state's media as many media are unable to attend press conferences in person.

Media Areas

The Communications unit will coordinate game-day management of the media areas in each venue. Access to such areas will be limited to working media, statistical crews, scouts and essential personnel via credentials issued by this unit. In accordance with NCAA guidelines, there will be no cheering in the media areas. Violation of this rule by a staff member, media member or stat crew personnel may result in disciplinary action.

Media Credentials

Requests for media and photo credentials will be directed to the Communications unit. To ensure consideration, we request that credential requests be submitted as soon as possible but not later than 48 hours prior to the event on the medium's letterhead. Credentials will be granted as space allows. No request will be processed later than noon on game day. Credentials will be either mailed or held at the Will Call window at the stadium, arena or venue hosting the event. Credentials will be issued to working media only. No spouses, friends or children will be allowed in the working media area.

Media Guides/Fact Books

An individual from the unit is assigned to create and prepare for production an online media guide or fact book for each sport sponsored by the department. That individual discusses the guide with the specific coach for that sport as to cover themes, content and deadlines. At all times, adherence to good taste, sportsmanship and compliance with the NCAA regulations/rules will be the rule. While UW Athletics media guides/fact books are produced for online use only, if a publication is printed budgets for each publication must be adhered to closely (a budget is assigned to each sport publication). Any amount above and beyond the designed amount will be absorbed by the particular sport's budget. An estimate of each guide must be obtained before printing may begin.

Outreach

As budgets allow, members of the Communications unit may travel the state of Wyoming for public relations purposes in connection with UW Athletics outreach events. Budget permitting the Associate Athletic Director participates with the Senior Associate Athletics Director for External Affairs and Wyoming Sports Properties in traveling the state of Wyoming meeting with media members in their home communities.

Press Releases

Press releases are produced on a weekly basis and distributed primarily by e-mail for all sports in season. They cover each athletics program in progress and focus on the

upcoming schedule, as well as results from the previous week. Individuals in the unit are assigned sports and are responsible for preparing their sports' press releases. Releases are available by e-mail and the UW website.

Website and Social Media

The ever-growing areas of website content and social media (e.g., Facebook, YouTube, Twitter, Instagram, TikTok etc.) are offering new ways of disseminating information and attracting new fans and recruits. These are areas that were placed under the Communication Office's responsibility beginning in July of 2018. The unit will constantly assess to remain competitive. The Manager of Digital Strategy, in cooperation with the rest of the Communications staff, develops an up-to-date content calendar throughout the year, and schedules regular meetings with the Communications, Creative Services, Marketing and Promotions and Wyoming Sports Properties staffs to discuss content ideas.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT TICKET OFFICE POLICIES AND PROCEDURES

Should extenuating circumstances occur (e.g., COVID-19, etc.) which result in venue capacity limitations, the Athletic Director/Designee could determine temporary changes to **Ticket Office Policies and Procedures** including, but not limited to, the following:

Quantity of:

1. Athletic Department personnel complimentary tickets (including for retired staff);
2. Player pass complimentary admissions; and
3. High school coaches complimentary admissions

STUDENT-ATHLETE INFORMATION

Student-athletes may enter *most* athletic competitions utilizing the new mobile App (does not apply to post-season athletic competitions). Seating for football games is on the lower east side of the stadium (Sections 2-8) and students may enter through any gate for Student Section Seating. Students may enter basketball games in the Arena through any entrance. Seating for men's & women's basketball is in sections 1, 2, 3, A, B, C, A2, B1, B2 and C1. All other athletics event seating for the regular season is general admission.

PLAYER PASS PROCEDURES

Home Games

Per NCAA regulations, student-athletes may receive *a maximum* of four (4) complimentary admissions per home event in the sport the individual participates in (please note there are exceptions for conference championships, NCAA championships and bowl games). However, the number of complimentary admissions available to each student-athlete/coach may vary depending upon contractual parameters, NCAA regulations, University policies, etc. Ticket transfers between players are permissible. If additional tickets are still needed and are available, a student-athlete may purchase any additional tickets from the Athletic Department Ticket Office prior to the game. These must be paid for with a credit card, check or cash.

All requests for complimentary admissions for home events must be completed online via the Athletic Department Ticket Office designated website (ARMS). Information regarding the online system for complimentary admissions will be distributed to each student-athlete prior to their respective competition season. All complimentary admission requests must be made by an established departmental deadline prior to the event. **This deadline is final. No changes will be made after the deadline.**

Away Games

Per NCAA regulations, student-athletes may receive *a maximum* of four (4) complimentary admissions per away event in the sport the individual participates in (please note there are exceptions for conference championships, NCAA championships and bowl games). However, the number of complimentary admissions available to each

student-athlete/coach may vary depending upon contractual parameters, NCAA regulations, University policies, etc. Ticket transfers between players are permissible. If additional tickets are still needed and are available, a student-athlete may purchase any additional tickets from the Athletic Department Ticket Office prior to the game. These must be paid for with a credit card, check or cash.

All requests for complimentary admissions for away events must be completed online via the Athletic Department Ticket Office designated website (ARMS). Information regarding the online system for complimentary admissions will be distributed to each student-athlete prior to their respective competition season. All complimentary admission requests must be made by an established departmental deadline prior to the event. **This deadline is final. No changes will be made after the deadline.**

Please contact the Athletic Department Ticket Office or your coach for further details regarding away game ticket procedures.

Player Guests

Each person must present a picture ID every time they enter the contest. No hard tickets will be given, only stubs with the seat number. **Substitutions at the gate are not accepted.** Guests will be required to enter the venue immediately after signing and receiving the ticket stub. The football player pass gate at War Memorial Stadium is located at the entrance to the Arena Auditorium (AA). The men's and women's basketball player pass will also be at the entrance to the AA. Pass gates for volleyball and wrestling are located at the main venue entrance (UniWyo Sports Complex, Arena Auditorium and War Memorial Fieldhouse).

For a student-athlete to maintain eligibility, the following rules must be followed (as denoted in NCAA Bylaw 16):

- (1) A student-athlete may not receive payment or any item of value in exchange for his or her complimentary admission.
- (2) Individuals on the pass list, as designated by the student-athletes, may not receive payment or any item of value in exchange for his or her complimentary admissions.
- (3) A student-athlete may not purchase tickets for an intercollegiate athletics event from the institution and then sell the tickets at a price greater than their face value.

Purchasing Tickets

Tickets are available 24 hours a day, 7 days a week online at <http://www.gowyo.com/page/ticket-central>. To order by phone please call the Athletic Department Ticket Office at 307-766-7220. The Athletic Department Ticket Office is open from 8:00 am- 5:00 pm Monday-Friday. On weekend game days, operational hours will be posted (hours will vary depending upon game start time). Please consider the following information when ordering tickets.

- All ticket sales are final. No refunds or exchanges will be given.

- Children, age three and over, are required to have tickets.
- ADA accessible seating is available.
- Payment must be made by cash, check, money order, VISA, MC, or Discover card.
- For tickets purchased through the Athletic Department Ticket Office for football and men's and women's basketball, Will Call is located at the Willett West entrance of the Arena Auditorium. On football game days, will call will be located at the eastside ticket office at War Memorial.
- A photo ID is required to pick up tickets.
- Away game tickets are allocated through the Cowboy Joe Club priority point system. Priority points are accrued through the purchase of season tickets and donations to the Cowboy Joe Club.

**UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT
PREMIER BONE & JOINT CENTERS, INC. SPORTS MEDICINE
CENTER POLICIES AND PROCEDURES**

The main athletic training facility is located in the High Altitude Performance Center (HAPC).

Primary Care Physician/Medical Director

Dr. Johnson 307-766-5071 (office)

Director of Sports Medicine – Track & Field/Cross Country

Scott Knerr 260-418-6388 (cell)

Associate Director of Sports Medicine - WBB/W. Golf

Megan Jensen 402-660-9923 (cell)

Head Football Athletic Trainer

David Kerns 304-288-9509 (cell)

Associate Athletic Trainer - MBB/M. Golf

Dallas Fichtner 308-362-7087 (cell)

Assistant Athletic Trainer - Men’s and Women’s Swimming & Diving

Cody Moon 785-447-0626 (cell)

Assistant Athletic Trainer - Football

Tiffany Heeren 605-480-2092 (cell)

Assistant Athletic Trainer – Volleyball/Women’s Tennis

Kristie Lin 408-218-3108 (cell)

Assistant Athletic Trainer – Track & Field/Cross Country

TBD (cell)

Assistant Athletic Trainer - Women’s Soccer/Spirit

TBD (cell)

Assistant Athletic Trainer - Football

TBD (cell)

Assistant Athletic Trainer - Football

Kevin Eskuri 612-226-3090 (cell)

Assistant Athletic Trainer – Rodeo/Wrestling

Zach Wisniewski 970-319-4363 (cell)

Business Manager/Insurance Coordinator

Mary Lyle 307-766-2305 (office)

Other athletic training support services included in the HAPC are as follows:

- Orthopedic Clinic
- Chiropractic Care
- Orthotic Fabrication
- Brace Fitting
- Room 1156
- 307-766-5052
- General Medicine Clinic
- Custom Mouthpiece Fabrication

Sports Medicine Policies and Procedures

*For the purpose of this document (Sports Medicine Policies and Procedures), a student-athlete is defined as the following:

- Any person currently participating in the intercollegiate athletic program
- Any person currently participating on the cheerleading squads (hereafter referred to as spirit squads)
- Any person who has been medically disqualified from competition and is still receiving athletic aid
- Any person who has exhausted their athletic eligibility and is still receiving athletic aid.

Coordination of Treatment for Student-Athletes

- A. Student-athletes are required to promptly report all injuries or illnesses to the athletic trainers in the Sports Medicine Center.
- B. All medical care will generally go through the Primary Care Physician/Medical Director, after which the appropriate physician (depending upon the injury/illness) will treat the student-athlete.
- C. Directions of the team physicians, athletic trainers and related specialists must be implemented without alteration.
- D. All student-athletes will receive equal treatment regardless of race, gender, creed, sexual orientation, athletic ability or sport.

General Medical Policies

Medical care will generally go through the Primary Care Physician/Medical Director. From there the appropriate physician depending upon the injury (e.g., orthopedic/non-orthopedic) will treat the student-athlete or refer the student-athlete to the appropriate specialist/physician to coordinate medical care.

The physicians at Premier Bone and Joint Centers are the official orthopedic doctors of the University of Wyoming Athletic Department. All student-athletes are required to be treated by the team physicians from Premier Bone and Joint Centers for appropriate orthopedic injuries.

Any requests for second opinions must follow detailed procedures as outlined in the Athletic Department Sports Medicine policies that all student-athletes receive and sign on an annual basis.

Any student-athlete who does not adhere to the Athletic Department Sports Medicine policies regarding physician treatment and medical care may be held responsible for any medical bills/expenses incurred due to injury including athletically-related injuries that occurred during an Athletic Department activity (e.g., conditioning, practice, competition, etc.).

- A. Any person seeking to participate in intercollegiate athletics at the University of Wyoming must have completed and passed a physical examination given by a University of Wyoming team physician. **This must be done prior to participation in any game or practice session.**
- B. **ALL STUDENT ATHLETES MUST HAVE A SICKLE-CELL TEST; NO WAIVERS ALLOWED.**
- C. The University of Wyoming Student Health Services requires that a complete and current immunization record be on file at the time of enrollment to the University or the physical examination, whichever comes first.
- D. The University of Wyoming team physicians (in consultation with other medical professionals) hold the final decision regarding whether a student-athlete may participate (from a clinical, medical and psychological (e.g., mental health) safety standpoint) in intercollegiate athletics.
- E. The University of Wyoming Athletic Department reserves the right to decline to accept the risks involved with all pre-existing injuries.
- F. In addition to a physical, all applicable student-athletes must have their insurance information, insurance card and parent information form on file with the Sports Medicine staff at the start of the academic year.

Medical Expenses

- A. All medical and pharmaceutical bills for athletically-related injuries in excess of cost paid by the student-athlete's primary insurance carrier will be approved and paid by the University of Wyoming Athletic Department, provided authorization from the Director of Sports Medicine/Designee is obtained prior to having services rendered.

The University of Wyoming Athletic Department requires the medical provider and student-athlete to oblige the prior review and certification requirements of the student-athlete's primary medical insurance coverage. Select medical services require prior review and certification before the medical service can be covered by the student-athlete's health insurance plan. Prior review and certification includes, but is not limited to, prior plan approval, prior authorization, prospective review, certification, and precertification. Health insurance benefit plans and terms of coverage vary and may not provide coverage for certain medical services. All medical coverage decisions are subject to the terms and conditions of the student-athlete's applicable health insurance benefit plan including specific exclusions and limitations to medical coverage and applicable state and/or federal law.

On rare/select occasions (see General Guidelines below), in order to expedite appropriate medical services, the Director of Sports Medicine/Designee may disregard and supersede the athlete's primary medical insurance health plan rules, including obtaining "prior review and authorization/certification requirements" (of specific medical services). In these instances, the University of Wyoming

Athletic Department will pay the medical costs related to an athletic-related injury that are not paid by the student-athlete's primary medical coverage.

General Guidelines:

- S/A is in-season;
 - S/A is a starter or significant contributor;
 - S/A has an injury that he/she *may* be able to continue playing depending upon the result of the diagnostic test (e.g., MRI, X-Ray, etc.);
 - S/A has an upcoming competition (e.g., competition that occurs within the next 7 days); AND
 - S/A/team is negatively impacted by having to wait for pre-authorization process (generally 48-72 hours)
- B. To be eligible to engage in athletically-related activities (e.g., conditioning, practice, competition, etc.) at the University of Wyoming non-scholarship (athletic) student-athletes, which include all members of the spirit squad, must be covered by a primary medical insurance policy. Proof of insurance must be documented on the Primary Insurance Form, Affidavit of Insurance and the Walk-on Participation Authorization Forms. If a student-athlete has any change with their respective primary medical insurance policy (e.g., change in medical coverage, change in medical provider, etc.) he/she must notify their athletic trainer or Sports Medicine Insurance Coordinator/Business Manager **prior to** engaging in any athletically-related activities (e.g., conditioning, practice, competition, etc.) with their team. Failure to notify their athletic trainer or Sports Medicine Insurance Coordinator/Business Manager may result in the following:
- Removal from all athletically-related activities (e.g., conditioning, practice, competition, etc.) until appropriate documentation/paperwork is on file; AND
 - Financial responsibility for any bills incurred due to injury including athletically-related injuries that occurred during an Athletic Department activity (e.g., conditioning, practice, competition, etc.).
- C. The University of Wyoming Athletic Department mandates that, in the event of an athletically-related injury, a claim will be filed with the student-athlete's personal insurance company. A claim will be filed with the Athletic Department's insurance as secondary coverage in compliance with primary/secondary rules of filing with a carrier only claims have been filed with the student-athlete's personal insurance.
- D. The Athletic Department does **not** have coverage for non-athletically related injuries or illnesses. Generally **non-athletically related injuries will be the financial responsibility of the student-athlete**. Therefore it is highly recommended that the student-athlete have personal hospitalization, accident and prescription insurance.
- E. Generally non-athletically related expenses that require off-campus care will be the responsibility of the student-athlete (e.g., non-athletic injury, dental care, motor vehicle accidents, etc.)
- F. The university's insurance carrier cannot accept the responsibility for any pre-existing conditions or injuries. This will be documented in the student-athlete's

medical file. In addition, a declaration will be sent home to the student-athlete's parents (if applicable).

G. The University of Wyoming Athletic Department may make the following exceptions for non-athletically-related medical expenses:

1. **Vision:** The University of Wyoming Athletic Department will not cover any expenses for pre-existing vision conditions (e.g., contacts, glasses, etc.). However, if the Sports Medicine Department determines a need for additional vision testing during the student-athlete's participation at the University of Wyoming (that is unrelated to a pre-existing condition), the University of Wyoming Athletic Department may pay for the necessary vision examination/s and up to one year's supply of contact lenses (if necessary) and/or the necessary eyewear for participation in athletically-related activities. After one year, (if applicable) the student-athlete will resume the responsibility of any and all costs including, but not limited to, the costs associated with additional eye examinations, contacts, etc.
 - It should be noted that if a student-athlete sustains an athletically-related eye injury the University of Wyoming Athletic Department will cover the appropriate medical expenses (as determined by the Director of Sports Medicine/Designee) though the process as outlined above in section C.
2. **Dental:** The University of Wyoming Athletic Department will not cover any expenses related to routine dental examinations and/or dental cleaning. In the case of acute mouth pain or a situation where a student-athlete is determined to need a root canal, crown, or other treatment, the University of Wyoming Athletic Department may utilize NCAA SAF monies to help cover costs (not to exceed \$1,200 per academic year). This must be approved through the Director of Sports Medicine and the Deputy Director of Athletics **prior to** any costs being incurred.
 - It should be noted that if a student-athlete sustains an athletically-related mouth or dental injury, the University of Wyoming Athletic Department will cover the appropriate dental expenses (as determined by the Director of Sports Medicine/Designee) though the process as outlined above in section C.
3. **General Medical:** The University of Wyoming Athletic Department may cover medical expenses related to the diagnosis of a general medical condition if the condition may affect the ability or the safety of the student-athlete to participate in athletically-related activities. In these situations, the University of Wyoming may pay expenses to establish a definitive diagnosis of the condition. Any costs then incurred to treat or clinically manage the condition will be the responsibility of the student-athlete. Coverage of these medical expenses will be determined on a case-

by-case basis by the Director of Sports Medicine/Designee and the appropriate medical personnel and athletic administrator/s.

- For example, if a student-athlete is sent to the hospital due to lower abdominal pain the University of Wyoming Athletic Department may pay for the clinical work-up/testing to render a diagnosis. However, should it be determined (in this situation) that the student-athlete has an appendicitis and needs surgery, the student-athlete will be responsible (financially) for all expenses incurred beyond the diagnosis.
4. **Medication/Prescriptions for Non-Athletically-Related Conditions:** The University of Wyoming Athletic Department will not cover expenses for medications/prescriptions related to non-athletically-related conditions (e.g., ADHD, anxiety, depression, chronic illness, etc.) regardless of whether the condition/issue was pre-existing/diagnosed during the student-athlete's participation at the University of Wyoming.
- **Exception:** The University of Wyoming Athletic Department will cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for medications/prescriptions related to acute illnesses (e.g., flu, mono, etc.).
5. **Medication/Prescriptions for Athletically-Related Injuries:** The University of Wyoming Athletic Department will cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for medications/prescriptions related to athletically-related injuries that occur during the student-athlete's participation at the University of Wyoming.
6. **Sports Psychology:** The University of Wyoming Athletic Department may cover the appropriate expenses (as determined by the Director of Sports Medicine/Designee) for sports psychology-related expenses. However, coverage of expenses will be determined on a case- by-case basis by the Director of Sports Medicine/Designee and the appropriate medical personnel and athletic administrator/s.

Sports Medicine Center Rules

- A. To maintain an efficient athletics training room, your cooperation and help is of the utmost importance.
- B. The athletic training rooms are co-educational facilities. Appropriate attire and behavior is expected at all times.
- C. The Sports Medicine department is generally open Monday through Friday beginning at 7 a.m. and will remain open until the final practice session and/or contests are completed. However, days/hours of operation may be adjusted as determined by the Director of Sports Medicine/Designee.

- Recovery pools (HAPC) are accessible (via biometrics) Monday through Friday from 7 a.m. to 7 p.m. However, days/hours of operation may be adjusted as determined by the Director of Sports Medicine/Designee.
- D. **All injuries/illnesses must be reported to the athletic trainers immediately.**
- E. Football will conduct ALL medical aspects of their program in the HAPC while the location (i.e., AA, FH and/or HAPC) for all other sports will be determined by the appropriate Sports Medicine staff member.
- F. Internal appointments are scheduled by appointment (Monday – Friday) in the HAPC.
- G. Appointments with outside providers will be scheduled on an as needed basis.
- H. No outside food or drink is permitted in any athletics training room.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT SPORTS CONCUSSION EDUCATION AND MANAGEMENT PLAN

SPORTS CONCUSSION EDUCATION

The University of Wyoming Athletic Department will utilize a multi-faceted approach to ensure its student-athletes and personnel (e.g., coaches, sport-specific support staff, Director of Athletics, etc.) receive a comprehensive education on the department's sports concussion policies and procedures and sports concussions in general. This approach will be reviewed annually and modified if necessary.

Current Educational Process (Student-Athletes):

1. Athletic Department Sports Concussion Education and Management Plan (this document)
 - a. Reviewed annually at beginning-of-the-year team compliance meetings by the University of Wyoming Sports Medicine staff/designee.
 - b. Student-athletes will be allowed to ask questions regarding concussion education material during beginning-of-the-year compliance meeting.
 - c. Will be included in the Student-Athlete Handbook (available online). The Student-Athlete Handbook is updated annually and the link is provided to student-athletes at the beginning of each academic year.
[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](#)
 - d. [Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year. Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](#)
2. [Athletic Department Sports Concussion Waiver](#)
 - a. [All student-athletes will sign this document at the beginning of each year as part of their medical review/physical process. As part of this process all student-athletes will be provided hardcopies and/or links of/to applicable NCAA Sports Concussion educational materials. Sports Medicine Forms - University of Wyoming Athletics \(gowyo.com\)](#)
 - b. [Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year. Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](#)
3. Concussion Baseline Testing
 - a. All student-athletes will partake in baseline concussion testing prior to participation at the University of Wyoming. These tests include C3 Logic, Sway, and King Devick. Baseline concussion testing for incoming student-athletes will occur during the student-athlete's initial pre-participation exam and include all testing tools listed in this section. Student-athletes will partake in updated baseline testing following a concussion. In subsequent years, student-athletes will engage in updated baseline concussion testing utilizing at least one of the current testing tools.
4. Sports Concussion Home Care Plan

- a. All student-athletes diagnosed with a concussion and those persons monitoring them (if applicable) will be provided a copy of the Sports Concussion Home Care Plan.

Current Educational Process (Athletic Department Personnel including the Director of Athletics):

1. Athletic Department Sports Concussion Education and Management Plan (this document)
 - a. Reviewed annually at beginning-of-the-year All-Staff Meeting by the University of Wyoming Sports Medicine staff/designee. As part of this meeting Athletic Department personnel will also be provided hardcopies and/or links of/to applicable NCAA Sports Concussion educational materials.
[Sports Medicine Forms - University of Wyoming Athletics \(gowyo.com\)](http://gowyo.com)
 - b. [Will be include in the Student-Athlete Handbook which is available online \(see link below\) and in the Athletic Department's Policies and Procedures Notebook \(updated annually\).](#)
[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](#)
 - c. Will be included in the Sports Medicine Section of the Athletic Department's Policies and Procedures Notebook (updated annually).
 - d. Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine Website is updated annually at the beginning of each academic year.
[Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](http://gowyo.com)
2. [Athletic Department Sports Concussion Waiver](#)
 - a. Will be included in the Sports Medicine section of the Athletic Department's Policies and Procedures Notebook (updated annually).
 - b. Will be included on the University of Wyoming Sports Medicine website. The University of Wyoming Sports Medicine website is updated annually at the beginning of each academic year.
[Sports Medicine - University of Wyoming Athletics \(gowyo.com\)](http://gowyo.com)

Additional Education:

1. Sports Concussion Acknowledgement Form
 - a. All coaches and health care providers will sign their respective Sports Concussion Acknowledgement Form on an annual basis.
2. Director of Athletics Sports Concussion Acknowledgement/Corticated of Compliance Form
 - a. The Director of Athletics will sign the Sports Concussion Acknowledgement/Certificate of Compliance Form on an annual basis.

UNIVERSITY OF WYOMING SPORTS CONCUSSION SAFETY PROTOCOL

Introduction

The University of Wyoming is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. To this end, and in accordance with NCAA legislation, the University of Wyoming has adopted the following Sports Concussion Safety Protocol for all NCAA student-athletes. This protocol identifies expectations for institutional concussion management practices as they related to (1) the definition of sports-related concussion*; (2) independent medical care*; (3) pre-season education; (4) pre-participation assessment; (5) recognition and diagnosis; (6) initial suspected concussion evaluation; (7) post-concussion management; (8) return-to-learn; (9) return-to-sport; (10) limiting exposure to head trauma; and (11) written certificate of compliance signed by the athletics health care administrator.

Definition of Sports-Related Concussion

The Consensus Statement on Concussion in Sport, defines sports-related concussion as follows¹:

Sports-related concussion (SRC) is a traumatic brain injury induced by biomechanical forces. Several common features that may be utilized to clinically define the nature of a concussion head injury include:

- SRC may be caused either by a direct blow to the head, face, neck, or elsewhere on the body with an impulsive force transmitted to the head.
- SRC typically results in the rapid onset of short-lived impairment of neurological function that resolves spontaneously. However, in some cases, signs and symptoms evolve over a number of minutes to hours.
- SRC may result in neuropathological changes, but the acute clinical signs and symptoms largely reflect functional disturbance rather than structural injury, and, as such, no abnormality is seen on neuroimaging studies.
- SRC results in a range of clinical signs and symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive features typically follows a sequential course. However, in some cases symptoms may be prolonged.
- The clinical signs and symptoms cannot be explained by drug, alcohol, or medication use, other injuries (such as cervical injuries, peripheral vestibular dysfunction, etc.) or other comorbidities (e.g., psychological factors or coexisting medical conditions).

Independent Medical Care

As required by NCAA Independent Medical Care legislation, the University of Wyoming Team Physician and Athletic Trainers shall have unchallengeable autonomous authority to determine medical management and return-to-activity decisions, including those pertaining to concussion and head trauma injuries, for all student-athletes.

Pre-Season Education

All NCAA student-athletes will be provided and allowed an opportunity to discuss concussion educational material (e.g., the NCAA Concussion Education Fact Sheet) and be required to sign an acknowledgement, on an annual basis prior to participation, that they have been provided, reviewed, and understood the concussion education material. This will typically take place at the beginning-of-the-year team (student-athlete) compliance meetings.

All coaches, team physicians, athletic trainers, director of athletics and other athletics personnel involved in NCAA student-athlete health and safety decision making will be provided and allowed an opportunity to discuss educational material (e.g., the NCAA Concussion Education Fact Sheet) and be required to sign and acknowledgement, on an annual basis, that they have been provided, reviewed and understood the concussion educational material. This will typically take place at the beginning-of-the-year All-Staff/Coaches Meeting.

Pre-Participation Assessment

All NCAA student-athletes will undergo a pre-participation baseline concussion assessment. This assessment will be conducted at the University of Wyoming and, at minimum, will include assessment for the following:

- History of concussion or brain injury, neurologic disorder, and mental health symptoms and disorders.
- Symptom evaluation (C3 Logix, Sway).
- Cognitive assessment (C3 Logix, King Devik, Sway).
- Balance evaluation (C3 Logix, Sway)

Dr. Johnson will serve as the University of Wyoming designated Primary Care Physician/Medical Director. He/designee will determine pre-participation clearance and/or the need for additional consultation or testing. He/designee will consider the need for a new baseline concussion assessment at six months or beyond for any University of Wyoming student-athlete with a documented concussion, especially those with complicated or multiple concussion history.

The Director of Student-Athlete Well-Being and the University of Wyoming Counseling Center will be available for counseling services to student-athletes following concussions. Referrals will be made by the Primary Care Physician/Medical Director.

Alissa Wicklund, PhD, ABPP-CN will be the consulting Neuropsychologist for complex concussion cases. Referral will be upon request from the Primary Care Physician/Medical Director.

Tracie Caller, MD Cheyenne Regional Medical Group (Neurology) will be used at the discretion of the University of Wyoming designated team physician/designee.

Dr. Michael Griffith, PhD, the University of Wyoming Counseling Center, or other counseling resources may be consulted/utilized for mental health services/support (when applicable).

Recognition and Diagnosis of Concussion

Medical personnel with training in the diagnosis, treatment and initial management of acute concussion will be present at all NCAA competitions in the following contact/collision sports: (basketball, diving, football, pole vault, soccer, volleyball and wrestling).

NOTE: To be present means to be on site at the campus or arena of the competition. Medical personnel may be from either team or may be independently contracted for the event.

Medical personnel with training in the diagnosis, treatment and initial management of acute concussion will be available at all NCAA practices in the following contact/collision sports: (basketball, diving, football, pole vault, soccer, volleyball and wrestling).

NOTE: To be available means that, at a minimum, medical personnel can be contacted at any time during the practice via telephone, messaging, email, beeper or other immediate communication means and that the case can be discussed through such communication, and immediate arrangements can be made for the student-athlete to be evaluated.

Any NCAA student-athlete that exhibits signs, symptoms, or behaviors consistent with concussion:

- Must be removed from practice or competition for evaluation.
- Must be evaluated by an athletic trainer or team physician (or physician designee) with concussion experience.
- Must be removed from practice/play for that calendar day if concussion is confirmed or suspected.
- May only return to play the same day if the athletic trainer, team physician, or physician designee determines that concussion is no longer suspected.

Initial Suspected Concussion Evaluation

The initial concussion evaluation will include:

- Clinical assessment for cervical spine trauma, skull fracture, intracranial bleed or other catastrophic injury.
- Symptom assessment (C3 Logix)
- Physical and neurological exam (C3 Logix, King Devick, and/or Sway).
- Cognitive assessment (C3 Logix, King Devick, and/or Sway).
- Balance exam (C3 Logix and/or Sway)

Post-Concussion Management

Activation of emergency action plan⁺, including immediate assessment for any of the following scenarios:

- If performed, Glasgow Coma Scale < 13 on initial assessment, or GCS <15 at 2 hours or more post-initial assessment.
- Prolonged loss of consciousness.
- Focal neurological deficit suggesting intracranial trauma.
- Repetitive emesis.
- Persistently diminished/worsening mental status or other neurological signs/symptoms.
- Spine injury.

+ Emergency action plan may require transportation for further medical care.

Because concussion may evolve or manifest over time, for all suspected or diagnosed concussions, there will be in place a mechanism for serial evaluation of the student-athlete.

For all cases of diagnosed concussion, there must be documentation that post-concussion plan of care was communicated to both the student-athlete and another adult responsible for the student-athlete, in oral and/or written form.

Any NCAA student-athlete with atypical presentation or persistent symptoms will be re-evaluated by a physician in order to consider additional diagnoses, best management options, and consideration of referral. Additional diagnoses may include, among others: fatigue and/or sleep disorder; migraine or other headache disorders; mental health symptoms and disorders; ocular dysfunction; vestibular dysfunction; cognitive impairment and autonomic dysfunction.

Return to Learn

Returning to academic activities after a concussion is a parallel concept to returning to sport after concussion. Cognitive activities require brain energy utilization and after concussion, brain energy may not be available to perform normal cognitive exertion and function. The return-to-learn concept should follow an individualized and step-wise process overseen by a point person within the athletics department, who will navigate return-to-learn with the student-athlete and, in more complex cases of prolonged return-to-learn, work in conjunction with a multidisciplinary team that may vary student-to-student depending on the specifics of the case but may include, among others:

- Team physician
- Athletic trainer
- Director of Student-Athlete Well-Being
- Faculty Athletics Representative (FAR)
- Academic counselor (coordinator)
- Course instructor(s)
- College administrators
- Disability Support Services representative
- Coaches

Matti Maisel*	Assistant AD for Academic Services	307-766-5571	mmaisel@uwyo.edu
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**Matti Maisel is the designated point of contact within athletics who will navigate return-to-learn with the student-athlete.*

A student-athlete who has suffered a concussion will return to classroom/studying only as tolerated with modification of schedule/academic accommodations, as indicated, with help from the identified point-person. Campus resources will be engaged for cases that cannot be managed through schedule modification/academic accommodations. Campus resources will be consistent with the ADA and will include one of the following:

- Learning specialists
- Disability Support Services representative
- ADA Office

A student-athlete will be re-evaluated by a team physician (or their designee) if concussion symptoms worsen with academic challenges or in the event of atypical presentation or persistent symptoms lasting longer than two weeks.

Return-to-Sport

Unrestricted return-to-sport should not occur prior to unrestricted return-to-learn for concussions diagnosed while the student-athlete is enrolled in classes. Final determination of unrestricted return-to-sport will be made by the University of Wyoming team physician or his/her medically qualified designee following implementation of an individualized, supervised stepwise return-to-sport progression that includes:

1. Symptom-limited activities of daily living.
2. Light aerobic exercise without resistance training.
3. Sport-specific exercise and activity without head impact exposure.
4. Non-contact practice with progressive resistance training.
5. Unrestricted training.
6. Unrestricted return-to-sport.

The above stepwise progression will be supervised by a health care provider with expertise in concussion, with it being typical for each step in the progression to last at least 24 hours.

NOTE: If at any point the student-athlete becomes symptomatic (more symptomatic than baseline), the team physician or physician designee will be notified, and adjustments will be made to the return-to-sport progression. *

Reducing Head Impact Exposure

The University of Wyoming is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. To this end and in accordance with NCAA association-wide policy, the University of Wyoming will reduce student-athlete head impact exposure in a manner consistent with Interassociation Recommendations: Preventing Catastrophic Injury and Death in Collegiate Athletes. For example:

- All practices and competitions will adhere to existing ethical standards.
- Using playing or protective equipment (including the helmet) as a weapon will be prohibited during all practices and competitions.
- In all practices and competitions, deliberately inflicting injury on another player is prohibited.
- All playing and protective equipment (including helmets), as applicable, will meet relevant equipment safety standards and related certification requirements.
- All contact/collision, helmeted practices and competitions adhere to keeping the head out of blocking and tackling.
- Emphasizing education of proper technique to reduce head impact exposure for all contact and collision sports, with a special emphasis in the pre-season.

Compliance Certification*
Academic Year 2023-2024

The University of Wyoming
Concussion Management Plan

By signing and dating this form, I hereby acknowledge, on behalf of the institution identified above, that for the 2023-2024 academic year, the attached The University of Wyoming Concussion Safety Protocol is consistent with the NCAA Concussion Safety Protocol Checklist and otherwise fulfills the requirements of all applicable NCAA Concussion Management Plan legislation.

Required Signature
Athletics Health Care Administrator

Print Name: _____

Sign: _____

Date: _____

Optional Signature**

Print Name: _____

Sign: _____

Date: _____

Option Signature**

Print Name: _____

Sign: _____

Date: _____

Optional Signature**

Print Name: _____

Sign: _____

Date: _____

** The form allows for additional optional signatures to accommodate conference or institutional signature requirements beyond the signature required by NCAA legislation.

CONCUSSION
SAFETYWHAT STUDENT-ATHLETES
NEED TO KNOW

What is a concussion?

The Consensus Statement on Concussion in Sport, which resulted from the 5th international conference on concussion in sport, defines sport-related concussion as follows:

Sport-related concussion (SRC) is a traumatic brain injury induced by biomechanical forces. Several common features that may be utilized to clinically define the nature of a concussion head injury include... For complete definition click [here](#):

How can I keep myself safe?

1. Know the symptoms.

You may experience ...

- Headache or head pressure
- Nausea
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy or foggy
- Confusion, concentration or memory problems

2. Speak up.

- If you think you have a concussion, stop playing and talk to your coach, athletic trainer or team physician immediately.

3. Take time to recover.

- Follow your team physician and athletic trainer's directions during concussion recovery. If left unmanaged, there may be serious consequences.
- Once you've recovered from a concussion, talk with your physician about the risks and benefits of continuing to participate in your sport.

*No two concussions are the same. New symptoms can appear hours or days after the initial impact.
If you are unsure if you have a concussion, talk to your athletic trainer or team physician immediately.*

How can I be a good teammate?

1. Know the symptoms.

You may notice that a teammate ...

- Appears dazed or stunned
- Forgets an instruction
- Is confused about an assignment or position
- Is unsure of the game, score or opponent
- Appears less coordinated
- Answers questions slowly
- Loses consciousness

2. Encourage teammates to be safe.

- If you think one of your teammates has a concussion, tell your coach, athletic trainer or team physician immediately.
- Help create a culture of safety by encouraging your teammates to report any concussion symptoms.

3. Support your injured teammates.

- If one of your teammates has a concussion, let him or her know you and the team support playing it safe and following medical advice during recovery.
- Being unable to practice or join team activities can be isolating. Make sure your teammates know they're not alone.

What happens if I get a concussion and keep practicing or competing?

- Due to brain vulnerability after a concussion, an athlete may be more likely to suffer another concussion while symptomatic from the first one.
- In rare cases, repeat head trauma can result in brain swelling, permanent brain damage or even death.
- Continuing to play after a concussion increases the chance of sustaining other injuries too, not just concussion.
- Athletes with concussion have reduced concentration and slowed reaction time. This means that you won't be performing at your best.
- Athletes who delay reporting concussion take longer to recover fully.

What are the long-term effects of a concussion?

- We don't fully understand the long-term effects of a concussion, but ongoing studies raise concerns.
- Athletes who have had multiple concussions may have an increased risk of degenerative brain disease and cognitive and emotional difficulties later in life.

What do I need to know about repetitive head impacts?

- Repetitive head impacts mean that an individual has been exposed to repeated impact forces to the head. These forces may or may not meet the threshold of a concussion.
- Research is ongoing but emerging data suggest that repetitive head impact also may be harmful and place a student-athlete at an increased risk of neurological complications later in life.

Did you know?

- NCAA rules require that team physicians and athletic trainers manage your concussion and injury recovery independent of coaching staff, or other non-medical, influence.
- We're learning more about concussion every day. To find out more about the largest concussion study ever conducted, which is being led by the NCAA and U.S. Department of Defense, visit ncaa.org/concussion.

CONCUSSION TIMELINE



For more information, visit ncaa.org/concussion.

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UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE PREGNANCY POLICY

The University of Wyoming's Department of Intercollegiate Athletics is committed to the personal health and development of its members and to the educational mission of our University. We strive to provide an environment that respects all pregnancy and parenting decisions and urges all participants to work cooperatively toward degree completion. The University will work to create an environment which encourages the student-athlete to voluntarily reveal her pregnancy, in order for our University to provide optimal support for the physical and mental health with professional health care. Furthermore, and consistent with NCAA principles, the institution considers pregnancy an important issue to address within the context of student-athlete well-being. To this end, *at no time shall a coach or other athletics department personnel suggest to any female student-athlete that if she becomes pregnant this will affect in any way her continued participation on a University of Wyoming athletics team.*

The following provisions shall apply to all University of Wyoming Athletic Department personnel (e.g. coaches, staff, etc.) and student-athletes in all instances of student-athlete pregnancy:

I. Confidentiality

A student-athlete who learns that she is pregnant or who suspects that she might be pregnant is strongly encouraged to advise the Office of Sports Medicine and/or Primary Care Physician/Medical Director as soon as possible, in addition to any personal or private physician from whom she is also receiving medical care or treatment. The notification of pregnancy to Sports Medicine Staff and/or Primary Care Physician/Medical Director will be kept in strictest confidence until such time as there is a medical reason to modify and/or restrict the student-athlete from physical activity. Information on the student-athlete's pregnancy will not be shared with other students/student-athletes, parents or guardians, or her sexual partner without the student's express and informed consent. The decision to inform her coaches about her pregnancy will remain within the discretion of the student-athlete. If coaches and athletic trainers are informed, they are directed to maintain the confidentiality of this information unless disclosure is required due to health and safety issues for the student-athlete.

II. Medical Support

As with any other nonathletic-related medical condition, the Office of Sports Medicine's medical insurance policy does not cover pregnancy-related care. The Sports Medicine staff will help the pregnant student-athlete to access the pregnancy and parenting support resources that are available to all students at the University of Wyoming. Coaches and/or Sports Medicine staff shall not counsel the student-athlete on pregnancy issues—such as parenting, adoption, or terminating a pregnancy. Confidential counseling is available to the student-athlete through the University Counseling Center or through the student-athlete's private physician (note, Sports Medicine staff will provide referral to such services upon the student-athlete's request). Such counseling can help support the

student-athlete while she is adjusting to being pregnant, making decisions about carrying the pregnancy to term, and considering the impact of these decisions on her life.

III. Athletics Participation

A pregnant student-athlete shall be permitted to participate fully in athletic training and/or competition with the prior approval of the student's obstetrician and the Primary Care Physician/Medical Director. Such participation shall not be permitted if the student-athlete's obstetrician or the Primary Care Physician/Medical Director certifies that participation is not medically safe. Following delivery or pregnancy termination, and as with any other temporary medical condition, medical clearance will be required before the student-athlete will be permitted to return to practice or competition to ensure that it is safe for the student-athlete to do so. In addition, NCAA Bylaw 14.2.1.3 provides that "[a] member institution may approve a one year extension of the five year period of eligibility for a female student-athlete for reasons of pregnancy." In order for the Sports Medicine staff to invoke this provision, the student-athlete will need to authorize disclosure of her pregnancy to her coach and sports administrator.

IV. Athletics Financial Aid

The University of Wyoming will not refuse to renew a student-athlete's athletic-related financial aid on the ground that the student-athlete is or was pregnant. However, pregnant student-athletes who receive athletic-related financial aid are advised that *voluntary withdrawal from their sport* may result in a loss of scholarship. Additionally, pregnancy does not exclude student-athletes from standard student-athlete policies (e.g. Student-Athlete Code of Conduct, NCAA academic eligibility bylaws, etc...). This policy does not address institutional grant-in-aid requirements. A pregnant student-athlete who also is receiving an institutional scholarship should contact the Office of Student Financial Aid to determine whether and how the pregnancy affects that scholarship.

V. Male Student-Athlete Whose Partner has Become Pregnant

A male student-athlete whose partner becomes pregnant may face issues as it relates to the various stresses for concerns over his pregnant partner and/or personal and financial obligations of fatherhood. The University of Wyoming Athletic Administration will work with any male student-athlete to determine and approve reasonable time away from his sport to counsel and support his pregnant partner. Confidential counseling is available to the student-athlete through the University Counseling Center or through the student-athlete's private physician.

VI. Enforcement and Retaliation

Any member of the University of Wyoming found to have violated this policy or who retaliates against anyone who complains about violations of this policy will be subject to disciplinary action, including possible termination.

For additional information: [Complete NCAA Pregnancy and Parenting Handbook for Student-Athletes \(PDF\) - NCAA.org](#)

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT SPORTS PERFORMANCE POLICIES & PROCEDURES

I. Department Overview

Mission Statement:

The University of Wyoming Sports Performance staff recognizes each UW student-athlete will spend a large amount of their undergraduate experience training and preparing for their sport. We will enrich their experience with our expertise and abilities.

Our mission is to provide competitive student-athletes the means to train consistently, sensibly and systematically over designated periods of time in a safe, clean and professional environment in order to improve athletic performance, build confidence and prevent injury. Our programs utilize sport specific, scientifically grounded training methods in a year-round training cycle. Sports Performance Coaches will also interact and collaborate with UW sport coaches, sports medicine, equipment and sport nutrition staff. This will facilitate the individuals as well as a team's ability to be competitive in conference, regional and national competitions.

Program Objectives for Student-Athletes:

1. Injury Prevention
2. Improve Sport Specific Conditioning & Work Capacity
3. Positively Regulate Body Composition
4. Increase Total Body Athletic Strength & Power
5. Improve Speed, Agility & Movement
6. Improve Mental & Physical Self-esteem
7. Improve Practice & Game Day Performance

II. Department Guidelines

Athletic Department weight rooms will have established hours of operation around team training times. If a student-athlete cannot make the team's training session they must make arrangements with their Sports Performance Coach to train at another time with that coach present. The weight room will not have set hours of business but will be open by appointment. For facility tours and recruit visits, please provide your Sports Performance Coach with 24 hour notice so our staff can meet your visitor.

Different academic schedules such as finals weeks, holidays, spring break and summer sessions may have different hours than during the academic calendar. These hours also coincide with arranged team workouts. Team workouts are scheduled between the head sport coach and the appropriate Sports Performance Coach and may not be posted. However, all team workouts are scheduled in and updated weekly on the master weight room facility schedule shared among the Sports Performance staff. These team training sessions do not represent open hours for outside student-athletes, faculty and staff to "drop in" and workout. These arranged workouts often include weekends. **In-season**

and large roster teams will be given scheduling priority and special consideration due to facility considerations.

Non-competing student-athletes (e.g., student-athletes that have exhausted their athletic eligibility, student-athletes that have been medically disqualified, etc.), alumni and/or current UW faculty/staff will be provided the opportunity to use the High Altitude Performance Center (HAPC) weight room facilities during open weight room hours only with staff approval. Other Athletic Department weight rooms (i.e., AA) may also be utilized when approved by the Sports Performance staff. Each non-competing student-athlete must be currently enrolled at UW and in good academic standing. Alumni must have graduated from UW and/or left in good academic standing with the University. However, current student-athletes will always have priority with regards to facility usage.

Non-competing student-athletes, alumni, and/or current UW faculty/staff **ARE NOT** entitled to any of the UW offered supplements and food afforded to current roster UW student-athletes. These individuals must also sign a waiver of liability release before using the facility. The Sports Performance department reserves the right to suspend facility privileges to any of these individuals for non-compliance.

III. Weight Room Guidelines

The following are applicable to all weight room facilities (HAPC and AA)

Expected Attitude and Demeanor of All Student-Athletes:

- You are expected to be on time.
- You are expected to be prepared for hard, physical work.
- You are expected to be coachable and follow the program as it is designed.
- You are expected to complete each workout with maximum effort and enthusiasm.

Dress Code for Student-Athletes:

Lower body

- All University of Wyoming issued gear is acceptable (e.g., shorts, sweat pants, warm-up pants, spandex pants, etc.). If, in the opinion of the Sports Performance staff, a student-athlete is not wearing appropriate clothing (such as shorts that are *too* short) the student-athlete will be asked to go change.
- Other acceptable colors to be worn in the facility are (Brown, Gold, Grey, Black, White). Green is never allowed.
- Athletic shoes and socks are mandatory. No open toe shoes, sandals, deck shoes are allowed.
- Generally it is unacceptable to wear clothing that supports other NCAA universities.
 - Exception: It is acceptable to wear clothing from a Regional or National NCAA Competition that lists other universities.
- It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics.

Upper body

- University issued T-Shirts preferred. Other acceptable colors to be worn in the weight room are (Brown, Gold, Grey, Black, White). Green is never allowed.
- Generally it is unacceptable to wear clothing that supports other NCAA universities.
 - Exception: It is acceptable to wear clothing from a Regional or National NCAA Competition that lists other universities.
- It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics.

Cell Phones/ Smart Phones/IPODS/Head Phones:

- iPods and head phones are for the cardio training area only. They are not allowed on the weight room floor (to be used during lifting sessions).

Food Allergy/Illness/Injury Issues:

- Communication is the key!
- Any pre-existing injuries must be made known to the Sports Performance and Sports Medicine staff responsible for your sport ***prior to*** engaging in lifting/conditioning activities.
- All food allergies must be made known to the respective Sports Dietician and Sports Medicine staff responsible for your sport ***prior to*** utilizing the HAPC Fueling Station, HAPC Training Table, etc.
- All student-athletes must be medically cleared by UW Sports Medicine staff ***prior to*** engaging in lifting/conditioning activities.
- If you are NOT on an injury report, you are expected to be 100% full go! Only the UW Sports Medicine will excuse you from a training session for an injury or illness.
- If you bring an undiagnosed injury into the weight room, you will be placed on the injury report.
- If you are sick, it is your job to report to Sports Medicine ***prior to*** your scheduled workout.
- Only a UW Sports Performance coach is allowed to modify workouts.
STUDENT-ATHLETES ARE NOT ALLOWED TO MODIFY THEIR WORKOUTS!
- If you are ever injured during a workout, notify a UW Sports Performance coach immediately.

HAPC Fueling Center

- The purpose of the Fueling Center is to fuel student-athletes' nutrition needs unique to participation in collegiate athletics. The Fueling Center aims to fill gaps in access to nutrients and improve ability to optimize nutrient timing in order to increase sport performance, promote improved injury recovery and reduce injury in student-athletes. The Fueling Center should augment student-athletes' diets for

- increased athletic performance and recovery and is not intended to be a replacement for meals.
- The Fueling Center will be stocked and maintained between the hours of 7AM to 5PM on weekdays during the academic year and between the hours of 7AM to 3PM during the summer. The Fueling Center will *generally* not be stocked or maintained during weekends.
 - For extended hours or weekend coverage, please coordinate with the respective Sports Dietitian.
 - Student-athletes may take up to 1 RTD shake per day from the Fueling Center. Exceptions to this policy include, but are not limited to, the following:
 - A student-athlete engages in multiple workouts in one day at different times (e.g., lifts in the morning and practices in the afternoon);
 - A student-athlete is working with the Sports Dietitian to adhere to a specific nutritional prescription; and/or
 - The Sports Dietitian deems it appropriate/necessary (i.e., at the discretion of the Sports Dietitian).
 - Team Travel:
 - Student-athletes are not permitted to take additional items for team travel, etc. For example, if a student-athlete is on a 3-day road trip he/she is not permitted to take 3 RTDs.
 - Teams should work with the Sports Dietitian regarding specific nutrition requests or needs during team travel.
 - Student-athletes are expected to clean up after themselves including, but not limited to, washing blenders, wiping off counters, cleaning the microwave/s, etc.
 - Student-athletes are prohibited from entering dry storage areas and the walk-in cooler.
 - Student-athletes should treat all Fuel Station student-workers with respect at all times.
 - Failure to adhere to these policies may result in the student-athlete losing the privilege to utilize the Fueling Center on a temporary or permanent basis.

Any exceptions to the above HAPC Fueling Center policies and procedures must be approved by the respective Sports Dietitian or Sports Performance Coach (in consultation with the Sports Dietitian).

Supplements:

- If a student-athlete is interested in taking a supplement he/she should take the follow steps PRIOR TO purchasing:
 - Meet with respective Sports Dietitian to discuss supplement; and
 - Notify respective athletic trainer of intent to take supplement to record on file.
- Personal supplementation is not allowed in the weight room or in the Fueling Center.
- All supplementation (even that discussed with the Sports Dietitian/athletic trainer) is taken at the student-athlete's own risk.

Other Important Notes:

- All student-athletes must be on an official NCAA squad list and be certified for participation in athletically-related activities by the UW Compliance Office ***prior to*** engaging in any lifting/conditioning activities or using any weight room.
- Always check equipment before you use it to ensure it is not broken or unsafe. If you find broken equipment, report it to the Sports Performance staff immediately.
- If equipment breaks while you use it, report it to the Sports Performance staff immediately. **YOU WILL NOT BE IN TROUBLE!** We want to prevent any injuries from lifting on broken equipment.
- Always use a spotter when lifting.
- Always use collars and properly set safety pins when training.
- Never attempt an exercise or drill that is beyond your physical ability.
- Always return plates, bars, collars, belts, straps and other equipment to their proper place. Help keep your facilities clean and organized by picking up after yourself and others.
- Only the Sports Performance staff will play music. If you would like to request music, ask a coach to do so. The coach will do so **ONLY** when time and workouts allow so. No music with profanity will be allowed.
- No friends, roommates or other non-authorized persons are allowed in the athletic weight rooms!

IV. Sports Performance Basic Tenants

- *RESPECT THE SPORTS PERFORMANCE STAFF.*
- *RESPECT YOUR TEAMMATES AND YOURSELF.*
- *RESPECT ALL OF THE FACILITIES.*
- *HONOR WYOMING WITH YOUR GREAT EFFORT & ATTITUDE.*

V. Sports Performance/Sports Nutrition Staff

Sports Performance - Primary Sport Coverage:

1. Basketball (Men)	Jimmy Edel
2. Basketball (Women)	Mike Cotterman
3. Football	Eric Donoval, Carl Miller, Colin DeClark, Zach Sherard and Gavin Rush
4. Golf (Men and Women)	Fernando Garcia-Villegas
5. Soccer	Fernando Garcia-Villegas
6. Swimming (Men and Women)	Art Tolhurst
7. Diving (Men and Women)	Art Tolhurst
8. Tennis	Art Tolhurst
9. Track – Sprinters/Hurdlers/Multi's/M.D. (M and W)	Josh Little
10. Track – Throwers (Men and Women)	Paul Barrett/Josh Little
11. Cross Country (Men and Women)	Josh Little
12. Volleyball	Mike Cotterman
13. Wrestling	Josh Little

Sports Nutrition:

1. Kevin Goff – Director of Performance Dietetics for Football
2. Megan Skinner – Director of Performance Dietetics for Olympic Sports

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT HIGH ALTITUDE PERFORMANCE CENTER (HAPC) TRAINING TABLE POLICIES AND PROCEDURES

General Guidelines:

1. Proper clothing (e.g., shorts/pants, shoes, shirts, etc.) is required at all times. It is unacceptable to wear clothing that contains profanity or degrading commentary/graphics. If, in the opinion of the Athletic Department staff, a person is not wearing appropriate clothing the person will be asked to go change.
2. Student-athletes who are utilizing the dining facility after practice/workouts should shower and dress in clean, dry clothes before arriving (at the dining facility).
3. Everyone is required to check in with the cashier using their WyoOne ID card. Failure to present your WyoOne ID card will result in non-admittance to the dining facility. You will **NOT** be permitted to (verbally) give the cashier your student/staff ID number (W#) to be admitted. All transactions are University meal plan or debit/credit card only. Cash/checks will **NOT** be accepted.
4. Student-athletes may only use 1 swipe per meal (i.e., they may **NOT** use additional swipes to pay for other people (e.g., family, friends, student-athletes, etc.) to eat at the dining facility.
5. Food service personnel and all customers will be treated with respect at all times.
6. No tobacco in any form is allowed in the dining facility.
7. Please clean up your space after you are done (e.g., dispose of trash, place tray, plate/s, utensils, etc. in the proper location) and push in your chair.
8. No plates, glasses, utensils, etc. should be removed/taken from the dining facility.
9. One (1) piece of fruit and one (1) dessert (if available) are permitted to be carried out by each customer at each meal. Other than that no food should be taken from the dining facility unless approved by the appropriate Athletic Department staff member (see **Carry-Out/To-Go Meals** below). Absolutely no outside food containers, Tupperware, etc. are allowed in the dining facility. **IF** a student-athlete is permitted to take food from the dining facility, he/she will be provided a container by the appropriate Athletic Department staff member.

Violations of any of the aforementioned guidelines and/or inappropriate behavior/conduct (as determined by Senior Athletic Administration) may result in, but not limited to, verbal/written warnings and/or removal from the dining facility on a temporary or permanent basis. Student-athletes may also be subject to additional penalties including, but not limited to, community service, reduction or cancellation of athletics financial aid and/or termination of their student-athlete status.

Academic Year: General Hours of Operation (*subject to change*):

Monday-Thursday

Breakfast 7:00 am – 9:30 am
Lunch 11:00 am – 1:30 pm
Dinner 5:00 pm – 7:30 pm

Friday

Breakfast 7:00 am – 9:30 am
Lunch 11:00 am – 1:30 pm

Carry-Out/To-Go Meals:

Generally Carry-Out/To-Go meals will only be available to student-athletes who have a documented (per the Office of Academic Support) class conflict/s and/or a documented (per the Sports Medicine Department) illness/medical issue and are unable to eat at the dining facility. In situations where the student-athlete is unable to go to the dining facility to get/make the Carry-Out/To-Go meal himself/herself, a designated Athletic Department staff member (more than likely a member of the sports nutrition staff) will prepare the meal and make plans to have it delivered to the student-athlete. Please note that roommates, friends, teammates, etc. are NOT permitted to initiate Carry-Out/To-Go meals (i.e., as stated above, only designated Athletic Department staff members may initiate Carry-Out/To-Go meals).

Dietary Needs/Food Allergies:

Student-athletes with special dietary needs/food allergies should work with the sports nutrition staff to ensure appropriate food options are available in the dining facility to meet their nutritional demands/needs.

Other Meals (e.g., Pre-Game, Official Visits, Etc.):

The Athletic Department will establish policies and procedures for teams/departments (e.g., Cowboy Joe, UW Foundation, etc.) to request/utilize the HAPC Training Table location for various meals (e.g., official visits, pre-game, etc.). Approval will be based upon various factors including, but not limited to, the following:

- Availability of space
- Size of party (# of people eating meal)
- Date/time of meal/s

Please note that it is also feasible that the HAPC training Table location (space) is available but that an outside caterer/entity must be used to provide the food/meal (i.e., the HAPC Training Table staff will not be available to prepare/serve the meal).

Training Table Meal Plan Info/Options – Student-Athlete Overview:

1. 6 Meal Athletic Plan – All 6 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all equivalency S/As who are receiving a minimum of a 60% athletic scholarship (*unless they are living in the*

residence halls thus campus will require them to be on a minimum of a 12 meal plan)

- Also available to walk-on S/As and scholarship S/As receiving less than a 60% scholarship (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
2. 10 Meal Athletic Plan – All 10 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all non-football head count scholarship (athletic) S/As (i.e., MBB, WBB, TN and VB) (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
 - Also available to walk-on S/As and all scholarship S/As in equivalency sports (*unless they are living in the residence halls thus campus will require them to be on a minimum of a 12 meal plan*)
 3. 12 Meal Athletic Plan - All 12 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Available to all S/As other than scholarship FB S/As who will be required to be on a minimum of a 14 Meal Athletic Plan
 4. 14 Meal Athletic Plan - All 14 meals must be eaten in the HAPC Training Table (i.e., no meals can be eaten in Washakie, Student Union, etc.)
 - Required (at minimum) for all scholarship (athletic) football S/As
 - Available to all other S/As
 5. 15 Meal Athletic Plan - 14 Meals would be in the HAPC Training Table (Monday breakfast through Friday lunch) and 1 meal (Friday dinner or meals on the weekend) would be on campus (e.g., Washakie).
 - Available to all S/As
 6. Unlimited Athletic Meal Plan – 14 Meals would be in the HAPC Training Table (Monday breakfast through Friday lunch) and 5 meals (Friday dinner and meals on the weekend) would be on campus (e.g., Washakie).
 - Available to all S/As

Student-Athlete Training Table Meal Plan Exemptions/Modifications:

The following student-athletes *will be* exempt from mandatory training table meal plan requirements. However, these student-athletes may still be permitted to purchase a training table meal plan if they so choose.

- Student-athletes who have exhausted their eligibility
- Student-athletes who have been medically disqualified
- Student-athletes who will not reside in Laramie (e.g., student teaching in another town/city, participating in a study abroad program, etc.)

The following student-athletes *may be* exempt from mandatory training table meal plan requirements (or the meal plans may be modified). These situations will be reviewed on a case-by-case basis with the respective Head Coach and the Director of Athletics/Designee. If these student-athletes are exempt from their mandatory training

table meal plan requirements (or their requirement is modified) they may still be permitted to purchase a training table meal plan if they so choose.

- Student-athletes who are married
- Student-athletes who have children who reside in Laramie

Other exemption/modification requests not outlined above will be reviewed by the respective Head Coach and the Director of Athletics/Designee on a case-by-case basis.

Training Table Access – Non Student-Athletes:

Only University of Wyoming employees (full-time or part-time) with a valid WyoOne ID card may eat in in the Training Table (although “guests” are allowed – see Guests below). They can either walk-up or purchase an Athletic Block Meal Plan (see below).

Athletic Block Meal Plans

All University of Wyoming employees (full-time or part-time) are permitted to purchase an Athletic Block Meal Plan. To purchase a plan the employee **MUST** have a valid WyoOne ID card.

- UW Faculty/Staff Athletic Block Meal Plans (July 1, 2022 – June 30, 2024)
 - Athletic Department Staff Plan (*only* available to Athletic Department Staff): 25 meals (any meal)
 - Athletic Department Staff Plan (*only* available to Athletic Department Staff): 50 meals (any meal)
 - Any UW Employee Plan: 25 meals (breakfast/lunch only)
 - Any UW Employee Plan: 50 meals (breakfast/lunch only)

Additional Athletic Block Meal Plan Info:

- Athletic Block Meal Plans are good for 2 calendar years (July 1, 2022 – June 30, 2024). If an employee doesn’t utilize all their meals during that time, remaining balance can rollover for one additional year.
- Athletic Block Meal Plans are only good in the HAPC Training Table (e.g., not at Washakie, etc.).
- At this point there is not a Payroll Deduction option (an employee must pay all at one time).
- In general, an Athletic Block Plan is just a set number of meals. Thus, if a coach or staff member purchased the Athletic Department Staff 50 Meal Block Plan he/she would have 50 meals (breakfast, lunch or dinner) he/she could eat from July 1, 2022 – June 30, 2024. The block plan also allows the coach or staff member to bring to guests (including non-UW employees). For example, if the coach wanted to bring five guests to lunch he/she could. Assuming he/she had a 50 Meal Block Plan the person at the check-in desk would deduct six meals (five guests and the coach) from the plan.

“Walk-Ups”

As stated above, University of Wyoming employees (full-time or part-time) with a valid WyoOne ID may either purchase an Athletic Meal Block Plan or “walk-up” and buy a meal. Only credit/debit cards are accepted for payment (no cash or checks).

Guests (Non-University of Wyoming Employees)

Guests will only be permitted to eat at the HAPC Training Table if they are accompanied by:

1. A University of Wyoming employee (full-time or part-time) with a valid WyoOne ID who has either purchased an Athletic Block Meal Plan or is “walking-up.” OR
2. A University of Wyoming student who has purchased a HAPC (Training Table) Meal Plan.
 - It should be noted that a student (including a student-athlete) may NOT use meals from their meal plan to “pay” for their guest (i.e., their guest must pay at the door via a credit/debit card).

Please note that there is not a cap on the number of guests a person may bring.

Office of Diversity, Equity and Inclusion (DEI) & Equal Employment Office (EEO)

ODEI Vision Statement:

The Office of Diversity, Equity, and Inclusion strives to make the University of Wyoming a leading institution where people of all identities, diverse perspectives, and life experiences encounter a welcoming environment where inclusivity, multiplicity, fairness, and parity are steadfast values.

ODEI Mission Statement:

The mission of the Office of Diversity, Equity, and Inclusion is to promote inclusive excellence through:

- Providing educational opportunities and diversity workshops that raise awareness, knowledge, and skills.
- Supporting the recruiting and retention of diverse students, faculty, and staff.
- Facilitating an inclusive campus community that promotes student success through partnerships and collaborations within and around the university community.
- Solidifying the University of Wyoming's commitment to valuing and expanding a welcoming, diverse, inclusive and equitable environment that builds a better university, state, nation, and world.

DEI/EEO Overall Responsibilities:

As the central repository for records and information relative to the University's diversity initiatives as well as the University's compliance with Equal Employment Opportunity regulations, the Diversity/EORR Office will:

- Review, coordinate, and periodically provide progress reports addressing individual and institutional wide diversity initiatives
- Explore and propose additional diversity related approaches
- Develop and administer the Institution's EORR Program
- Ensure University compliance with equal employment opportunity regulations
- Conduct reviews and investigations of Civil Rights complaints
- Develop and administer employee training programs to address matters of diversity, sexual harassment prevention, and other forms of illegal discrimination
- Develop and administer specialized training in faculty and administrative job search protocols in order to ensure compliance with the University's commitment to diversity

For additional information: <http://www.uwyo.edu/diversity/>

POLICY REGARDING INTERPERSONAL RELATIONSHIPS WITH STUDENT-ATHLETES

A. Policy Statement

It is the policy of the University of Wyoming, Department of Intercollegiate Athletics ("Athletic Department") that employees with direct tutoring, coaching, supervisory, advisory, or evaluative responsibility over student-athletes and/or student-athlete employees recognize and respect the ethical and professional boundaries that must exist in such situations. Consensual relationships, as defined in this policy, can create conflicts of interest/conflicts of commitment and/or appearances of impropriety that impair the integrity of academic and employment decisions. Such relationships also contain the potential for exploitation of the subordinate student-athlete or student-athlete employee and the possible professional or academic disadvantage of third parties, and can subject both the Athletic Department and individuals to the risk of liability.

The Athletic Department prohibits consensual relationships between supervisors and student-athletes, coaches and student-athletes, tutors and student-athletes and advisors and student-athletes. Should such a relationship develop, the coach, tutor, supervisor or advisor has the obligation to disclose its existence to an immediate supervisor and cooperate in making alternative arrangements for the coaching, supervision, evaluation, tutoring, or advising of the student-athlete and/or student-athlete employee.

B. Scope

This policy applies to all coaches, tutors, mentors, and Athletic Department personnel with direct supervision of student-athletes.

C. Definitions

A **consensual relationship** is a mutually acceptable, romantic and/or sexual relationship between an Athletic Department employee with coaching, supervisory, tutoring, evaluation or advisory authority and a student-athlete and/or student employee who is directly supervised, coached, tutored, evaluated or advised by that employee.

A **conflict of interest** and/or an appearance of impropriety arises when individuals with the authority and the responsibility to evaluate the work or performance of a student-athlete or student-athlete employee initiate, acquiesce or engage in an intimate romantic and/or sexual relationship with that student-athlete or student employee.

D. Reporting Responsibility

In the event that a consensual relationship exists or begins to develop, the individual in the supervisory, coaching, tutoring or advisory position shall immediately notify his or her immediate supervisor of the relationship and cooperate with that supervisor in making the arrangements necessary to resolve the conflict of interest.

E. Immediate Supervisor Responsibility

A supervisor who is notified, or becomes aware, of a consensual relationship, shall take immediate steps to alter the conditions that create the conflict of interest and/or the appearance of impropriety caused by the relationship. In most instances, that will be accomplished by providing an alternative means for the supervision, coaching, tutoring, advising, and/or evaluation of the subordinate student-athlete or student-athlete-employee.

F. Failure to Report or Cooperate

Employees in positions of authority who enter into or persist in consensual romantic or sexual relationships without reporting them, or who fail to cooperate in efforts to eliminate the conflict of interest or appearance of impropriety they present, will be subject to disciplinary action, up to and including termination.

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE SEXUAL VIOLENCE PREVENTION AND RESPONSE POLICIES AND PROCEDURES

Statement on Sexual Violence Prevention

The University of Wyoming's Department of Intercollegiate Athletics (Athletic Department) is committed to protecting the health and safety of student-athletes. To this end the Athletic Department, has worked with the Title IX Coordinator's Office (Equal Opportunity Report and Response, or EORR), University General Counsel's Office, the University of Wyoming Police Department, and the Dean of Students Office to create the following policies and procedures to meet the challenges of preventing and responding appropriately to sexual violence. Additionally, these policies and procedures have been vetted through campus leadership to ensure compliance with federal laws, federal regulations, institutional policies and departmental policies that address sexual violence, social justice, and civil rights.

Sexual Violence Prevention Team

In order to initiate a culture change that makes sexual violence prevention efforts successful, the Athletic Department has formulated the "Sexual Violence Prevention Team" with other campus departments. This interdisciplinary team shall be tasked with taking full advantage of available campus resources in the development of policy and tactical implementation of programs designed to educate and prevent sexual violence. The team shall meet once per semester and will review/update these policies and procedures annually.

SAAC Representative(s) – Lana Jeter
Coach Representative – Nick Fulton
Office of Academic Support (OAS) Representative – Mattison Maisel
Faculty Athletics Representative (FAR) – Dr. Scott Chamberlin
Primary Care Physician/Medical Director – Dr. Kurt Johnson
Sports Medicine Representative – Megan Jensen
Director of Student-Athlete Well-Being – Dr. Chris Praetzel
Director of University Counseling Center – Dr. Julio Brionez
Title IX Coordinator – Jim Osborn
Psychology Clinic – Dr. Matt Gray
University General Counsel/Designee – Hallie Guidry
University Police Representative – Chief Josh Holland/Designee
Dean of Students/Designee – Ryan O'Neil
Assistant Dean of Students/Deputy Title IX Coordinator – Libby Thorson
Albany County SAFE Project Campus Services Coordinator – Angel Mora
Deputy Director of Athletics – Matt Whisenant
Associate AD for Internal Operations/SWA – Taylor Stuemky

Duty to Report Sexual Violence

The Athletic Department adheres to the University of Wyoming's Equal Opportunity, Harassment, and Nondiscrimination policy for the reporting of alleged acts of sexual violence/threats of violence, discrimination and sexual harassment/assault. UW Regulations 4-2 and 4-3 as well as the Equal Opportunity, Harassment, and Nondiscrimination policy prohibit sexual misconduct in any form,

including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual. These policies also set forth resources available to University community members, describe prohibited conduct, and establish procedures for reporting and responding to incidents of sexual misconduct. The Equal Opportunity, Harassment, and Nondiscrimination policy can be found at the following link: <http://www.uwyo.edu/reportit/>

It is also important to understand that while the Athletic Department will treat information it has received with appropriate sensitivity, the University has certain mandatory reporting obligations under federal and state law (described below).

Title IX of the Education Amendments Act of 1972 protects individuals from discrimination based on sex in education programs or activities which receive federal financial assistance. Under *Title IX*, the University has a responsibility to take immediate and effective steps to respond to sexual violence and/or sexual harassment. **Title IX Mandatory Reporters** are required to notify Equal Opportunity Report and Response of any allegation of sexual misconduct. **Mandatory Reporters** at the University include every administrative officer, dean, director, department head, supervisor, coach, athletic staff/administrator and all instructional personnel.

At the University of Wyoming, ALL EMPLOYEES are considered mandated reporters except those who have been designated confidential employees (victim advocates, health care providers, mental health counselors, and clergy acting in their professional/confidential role).

Additionally, the *Clery/Campus Security Act* requires the University to disclose crime statistics for certain crimes that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus, and at certain non-campus facilities including Greek housing and remote classrooms. For purposes of the Clery Act, **Campus Security Authorities (CSAs)** are required to report suspected violations of this policy to UYPD for statistical purposes. Such reports are confidential and do not include identifying information. All Athletic Department staff and coaches are CSAs.

Additional information regarding these policies can be found at the following university website: <https://www.uwyo.edu/reportit/policies/index.html>.

How to Report Sexual Violence

If a student-athlete, co-worker, or colleague reports an incident of sexual violence, it is imperative to act quickly and notify appropriate campus personnel – institutional policy and federal law compliance is non-negotiable. Complainants, Reporters, and Respondents have a number of reporting options on and off campus. Individuals should be aware of confidentiality and reporting requirements when discussing their concerns. The Athletics department offers professional providers in the Office of Sports Medicine that are confidential resources and non-mandatory reporters (Primary Care Physician/Medical Director and Well-Being staff). Additionally, the Albany County Safe Project Campus Services Coordinator, Angel Mora, is a non-mandatory reporter that is not affiliated with the Athletics Department.

Note that safety is ALWAYS a primary concern. If you or another individual is in immediate danger, get to a safe place and call 911 or the University Police Department (307-766-5179).

Report It (University of Wyoming, Online Sexual Violence Reporting Resource)

The University of Wyoming has created a streamlined process for the reporting of sexual misconduct, which includes sexual violence, sexual harassment and sexual assault. To make a report that will immediately notify appropriate campus personnel, please visit the University of Wyoming's **Report It** website at: <https://www.uwyo.edu/reportit/make-a-report/index.html>.

Other Reporting Resources/Methods

A. Title IX Coordinator

Victims of sexual misconduct may file a report directly with the Title IX Coordinator. The Title IX Coordinator is available to offer ongoing support to victims of sexual assault in understanding UW's investigative and/or disciplinary processes or the criminal process as the victim chooses.

The Title IX Coordinator has the duty to address sexual violence and remedy the effects on the victim and the UW community. The Coordinator will make every effort to maintain confidentiality, but may be required to investigate the incident.

Contact **Jim Osborn – University of Wyoming, Title IX Coordinator** (307-766-5228 or report-it@uwyo.edu). Additional staff are also available in Equal Opportunity Report and Response (report-it@uwyo.edu, 307-766-5200). Reports can also be made online by going clicking here: <https://www.uwyo.edu/reportit/make-a-report/index.html>.

B. Dean of Students.

The Dean of Students Office responds to reports of suspected violations of the *Student Code of Conduct*, which includes complaints related to sexual misconduct. Reports can be made:

- i. By telephone (307-766-3296);
- ii. In person (Knight Hall, Room 128) (subject to University business hours); or
- iii. By email (dos@uwyo.edu).

C. Confidential Resources

UW has employees who are available to offer victims of sexual assault support and guidance in a completely confidential environment. Individuals may choose this option if they want to talk about the incident but do not want any further action to be taken. **Confidential employees can provide individuals with both immediate and long-term help. They will listen and help access additional assistance and explain options for obtaining additional support.**

- Dr. Kurt Johnson, Athletics Primary Care Physician/Medical Director: (307) 766-5071, High Altitude Performance Center (Sports Medicine Office area)

- Provides mental health assessment and referrals to other resources.
- Dr. Chris Praetzel, Director of Student-Athlete Well-Being: (307) 766-3880, High Altitude Performance Center (Sports Medicine; Pinnacle Lab)
 - Provides clinical mental health counseling, needs assessment, resources and referrals, and development of well-being plans.
- University Counseling Center: (307) 766-2187, 341 Knight Hall.
 - Provides mental health counseling from licensed professionals and can facilitate on and off campus referrals.
 - There is a room offered with Zoom/technology capability if a student does not have access to a laptop/computer.
 - Additional information is available at <http://www.uwyo.edu/ucc/>
 For crises situations:
 - During business hours, call (307) 766-2187 then proceed to tell the front desk associate that this is a crisis situation and ask to speak with a licensed clinician.
 - After-hours, call (307) 766-8989.
 - If you are experiencing an emergency, call 911.
- Student Health Service: (307) 766-2130, Student Health/Cheney International Building, email studenthealth@uwyo.edu
 - Provides medical assistance and mental health resources.
 - Additional information is available at <http://www.uwyo.edu/shser/>
- Albany County SAFE Project: (307) 766-3434, Knight Hall 117, email campus@safeproject.org 24-Hour Hotline: (307) 745-3556
 - An advocacy center for survivors of sexual assault and domestic violence.
 - Additional information is available at <https://www.safeproject.org/university-of-wyoming>
- WellSpring Counseling Center: (307) 766-6820, Education Building, email tlegal@uwyo.edu
 - This is a training clinic and providers are current graduate students with provisional licenses under supervision from licensed providers.
 - Offers FREE and confidential counseling services for individuals, couples, families, adults, adolescents, and children. Their services are offered to UW students as well as to the Laramie community.
 - Additional information is available at <http://www.uwyo.edu/clad/counseling/wellspring-counseling-clinic.html>
- Psychology Center: (307) 766-2149, Room 307 Biological Sciences Building, email uwpc@uwyo.edu
 - The mission of the Psychology Center is to provide affordable, quality mental health care to the campus community and area residents. This is a training clinic and providers are current graduate students with provisional licenses under supervision from licensed providers.
 - Offers evidence-based treatment specifically for sexual assault and domestic violence.
 - Additional information is available at <https://www.uwyo.edu/psychology/center/index.html>

D. Law Enforcement

The University of Wyoming encourages reporting possible crimes to law enforcement. Please be advised that criminal processes are independent of the UW policies and procedures. Even

when a report has been made to law enforcement, employees are required to make a report to the Title IX Coordinator; all others are encouraged to report to UW as well.

- Emergency: 911
- University Police Department (UWPD): (307) 766-5179
- City of Laramie Police Department: (307) 721-2526
- Albany County Sheriff's Office: (307) 721-2526

If you do not know which group to contact, call UWPD at the number listed above

E. Ivinson Memorial Hospital

Iverson Memorial Hospital provides immediate, compassionate, culturally sensitive and comprehensive medical/forensic evaluation and treatment within the parameters established by the Wyoming State Board of Nursing, the International Association of Forensic Nurses, and Iverson Memorial Hospital.

- Iverson Behavioral Health Services
 - Crisis Line: (307) 742-0285 (available 7 days a week, 24 hours a day) BHS Main Line: (307) 755-4370
- Forensic Nursing Main Line: (307) 755-4406 (available Monday-Friday 8:00am-5:00pm except holidays)
 - You can call the IMH Crisis Line that is staffed 24/7 if you cannot reach anyone on the forensic nursing main line.
- Emergency Room Line: (307) 742-2141

F. Anonymous Reports

There are anonymous ways to make a report of sexual assault, even to law enforcement. The following are ways to report that do not require your name or information to make a report, though you may choose to provide it:

- ReportIt Website (online form): <http://www.uwyo.edu/reportit/make-a-report/index.html>
- Confidential Sexual Assault Report Form (print and mail): <http://www.uwyo.edu/uwpc/crimereporting-info/sexassault-info.html>
- Text Tips to UWPD: Text keyword UWYO and a message to 847411 (TIP411)
- Albany County SAFE Project (on campus): (307) 766-3434, Knight Hall Room 117, email campus@safeproject.org
 - 24-Hour Hotline: (307) 745-3556

Athletic Department Response to Allegations of Sexual Misconduct that Involve Violence

The Athletic Department adheres to University policies on institutional action in response to alleged acts of sexual misconduct (see the University of Wyoming, Student Code of Conduct). However as athletics participation is a privilege and not a right, the Athletic Department may take immediate interim action to ensure the safety and well-being of its student-athletes when responding to allegations of sexual misconduct involving violence.*

Upon the Athletic Department's receipt of allegations of sexual misconduct involving violence and one or more student-athletes, the following actions shall occur:

1. The Athletic Department shall ensure that appropriate University personnel and/or law enforcement are notified as required by university policy, and state and federal law.
2. In instances in which the complainant is a student-athlete, the Athletic Department staff shall ensure that the student-athlete is provided with University and community resource information for their support and safety (support and safety resource information is also provided in this policy document).
 - a. In instances in which the complainant has alleged another student-athlete as the perpetrator of the misconduct, the Athletic Department may, upon permission from the complainant, provide interim measures to secure a "no-contact" between the student-athletes in Athletic Department facilities and through direct/indirect electronic communication (i.e. phone calls, text messaging, social media, etc.). A copy of the "no-contact" letter (which shall include information regarding the specific application of the "no contact") shall be disseminated to the complainant, the respondent, the Title IX Office, and the Dean of Students Office. The applicable athletic coaches/staff will also be notified of the "no contact" parameters. Violations of the "no-contact" shall be considered violations of the Student-Athlete Code of Conduct, and may result in penalties up to and including dismissal from the team and removal from athletics financial aid. Also note that the Dean of Students Office may take additional steps to implement a "no-contact" or other similar interim measures in non-Athletic Department facilities.
3. In instances in which the respondent is a student-athlete, the Director of Athletics (or his/her designee) shall immediately confer with the Sexual Violence Response Panel to determine if the student-athlete shall be immediately suspended from all practice, competition and all athletically related activity with their respective team.
 - a. The Sexual Violence Response Panel shall consist of the Director of Athletics (or his/her designee), the Chief of the University Police Department (or his/her designee) and the Title IX Coordinator (or his/her designee) in consultation with other campus constituents including but not limited to: the Dean of Students Office, University General Counsel, medical personnel, and survivor advocacy personnel.
 - b. The Sexual Violence Response Panel shall determine, based on the facts available at the time of the allegations, if there is credible evidence in support of a Level III Student-Athlete Code of Conduct (see the Student-Athlete Handbook https://gowyo.com/documents/2020/7/28/2022-23_SA_Handbook.pdf) violation that requires immediate suspension. The Sexual Violence Response Panel shall also determine the length and type of the suspension, if applicable (for example, through the remainder of an investigation).
 - c. The Sexual Violence Response Panel may change or modify previous suspension determinations based upon the review of new compelling facts or information. Suspended student-athletes may be prohibited from attending team practices, competitions, and team activities. Access to Athletic facilities (for example: Locker Rooms, Sports Medicine, Office of Academic Support, and/or Sports Performance) may also be subject to limitations (limited access restricted only by timing/scheduling) as determined by the Department of Athletics) to ensure student-athlete safety and well-being.

* There may be restrictions on interim suspension measures (enforced by the Athletics Department) where the updated 2020 Title IX legislation applies.

Investigations of Sexual Violence, Institutional Action and Subsequent Discipline

The Athletic Department adheres to University policies for the investigation of alleged acts of sexual violence/threats of violence, discrimination and sexual harassment/assault. A more detailed description of these investigative processes can be found here (see *Flowchart of Sexual Misconduct Process for Students*): <http://www.uwyo.edu/reportit/policies/>.

[If such investigations determine that student athletes or Athletic Department employees have violated UW policies, the Athletic Department will follow established policies regarding any resulting disciplinary actions.](#)

Rights of Complainant and Respondent

Equal Opportunity Report and Response and the Dean of Students Office can assist with implementing interim measures to ensure the safety and wellbeing of individuals, such as academic assistance or changes in schedules. These measures are available to individuals regardless of whether the individual reports to law enforcement and without the need to wait for the outcome of a Student Code of Conduct hearing or EORR investigation. Students should contact the Dean of Students Office at 307-766-3296. Employees should contact EORR at 307-766-5200. Depending on the circumstances, it may be necessary to temporarily restrict student athletes or Athletic Department employees from participating in practice, competition, team activities, or travel. Such restrictions are not an indication of a policy violation. Decisions about interim measures are made in consultation with the Title IX Coordinator.

When determining a course of action regarding the rights/management of complainants and respondents, the Athletic Department shall adhere to the suggested course of action provided by the Title IX Coordinator and/or controlling campus personnel. These rights include, but are not limited to:

- The opportunity/right to speak on one's own behalf.
- To be accompanied by an advisor or support person who may take notes and advise you, but who may not otherwise participate.
- To provide names of witnesses who can speak about the alleged conduct at issue.
- To present evidence on one's own behalf. Individuals should retain all evidence which may be relevant including documents, texts, e-mails, digital messages and the like.
- To report incidents to law enforcement.
- Non-retaliation for having filed an incident report or participating in the investigation.
- The right to a written report on the decision of the investigator including an explanation of the alleged violations of this policy, sanctions and remedies, if any.

If the person conducting the investigation utilizes an informal process, either the person filing the incident report or the accused may request at any time that the case be resolved through the formal investigation and subsequent appeal process.

Prohibition Against Retaliation

Retaliating against any individual for filing a complaint or participating in an investigation in good faith is strictly prohibited by law and University Regulations, as well as the Student Code of Conduct. Persons who violate this policy may be subject to disciplinary action and/or sanctions as described in the above policies. Please notify the Title IX Coordinator immediately if you believe that you or others are being retaliated against in connection with our review.

Safe Environment Strategies/Sexual Violence Education Efforts

The Athletic Department believes in providing student-athletes and staff with a safe educational/work environment. In addition to the Athletic Department's adherence to all University of Wyoming required trainings regarding sexual violence; the Athletic Department has instituted the following efforts to educate student-athletes and staff regarding sexual violence:

- Annual, *required* sexual violence, hazing, and bullying prevention trainings for all student-athletes, coaches and staff via an online module through Game Plan. This training aligns with the best practices and recommendations from the NCAA's *Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture- Second Edition*, updated in 2019.
- Monthly administrative meetings for coaches and sport specific staff that include the provision of EORR staff, Albany County Safe Project Program, and Dean of Students Office staff contact information.
- Twice annual *required* Compliance Office led presentations to student-athletes regarding EORR staff, Albany County SAFE Project Program, and Dean of Students Office staff contact information.
- Annual sexual violence education including reporting contacts and mental health resources via the UWYO 1050, 3010 and 3050 courses. These courses are taught by Athletic Department staff and are required for applicable scholarship student-athletes (and are available for all student-athletes as well).
- Annual bystander intervention trainings for student-athletes. These trainings are optional but strongly encouraged.
- Green Dot implementation at UW. This program provides primary prevention efforts to reduce sexual assault, stalking, and dating/domestic violence.
- All incoming, continuing and transfer student-athletes have completed an annual disclosure related to their conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence, *per NCAA requirements as of August 2022*.

Similarly, the Athletic Department ensures that sexual violence prevention information is provided within the recruiting process. Both student-athlete hosts and prospective student-athletes on official visits are required to sign forms that include information regarding sexual violence and emergency contact information (including EORR staff, and Dean of Students Office staff contact information).

Definitions:

The University of Wyoming has provided the following list of definitions of terms commonly used to refer to acts of sexual assault or interpersonal violence. These are current, common-usage definitions and may be discussed in the above policies and procedures. Some of the definitions listed below are

derived from federal regulations and may not be current “terms of art” or differ slightly from similar terms in other University policies.

Complainant: Means an individual who is alleged to be the victim of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.

Sexual Harassment: The Department of Education’s Office for Civil Rights (OCR) and the Equal Employment Opportunity Commission (EEOC) regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

UW has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Formal complaints of behavior that meet the definition of Sexual Harassment must be addressed using specific procedures in accordance with Title IX, specifically Process A.

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

Conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following:

1) **Quid Pro Quo:**

- a. an employee of the University,
- b. conditions the provision of an aid, benefit, or service of the University,
- c. on an individual’s participation in unwelcome sexual conduct; and/or

2) **Sexual Harassment:**

- a. unwelcome conduct,
- b. determined by a reasonable person,
- c. to be so severe, and
- d. pervasive, and,
- e. objectively offensive,
- f. that it effectively denies a person equal access to UW’s education program or activity.¹

3) **Sexual assault, defined as:**

a) **Sex Offenses, Forcible:**

- Any sexual act directed against another person,
- without the consent of the Complainant,
- including instances in which the Complainant is incapable of giving consent.

b) **Sex Offenses, Non-forcible:**

•**Incest:**

- 1) Non-forcible sexual intercourse,

¹ Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances (“in the shoes of the Complainant”), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

- 2) between persons who are related to each other,
- 3) within the degrees wherein marriage is prohibited by Wyoming law.

•**Statutory Rape:**

- 1) Non-forcible sexual intercourse,
- 2) with a person who is under the statutory age of consent in Wyoming

4) **Dating Violence**, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a person,
- d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - iii. Dating violence does not include acts covered under the definition of domestic violence.

5) **Domestic Violence**, defined as:

- a. violence,
- b. on the basis of sex,
- c. committed by a current or former spouse or intimate partner of the Complainant,
- d. by a person with whom the Complainant shares a child in common, or
- e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Wyoming, or
- g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Wyoming.

*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

6) **Stalking**, defined as:

- a. engaging in a course of conduct,
- b. on the basis of sex,
- c. directed at a specific person, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.

For the purposes of this definition—

- (i) Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils,

threatens, or communicates to or about a person, or interferes with a person's property.

(ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

(iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

UW reserves the right to impose any level of sanction, ranging from a reprimand up to and including suspension or expulsion/termination, for any offense under this policy.

Force, Coercion, Consent, and Incapacitation

As used in the offenses above, the following definitions and understandings apply:

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., "Have sex with me or I'll hit you," "Okay, don't hit me, I'll do what you want.").

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent: Consent is sexual permission. In order for individuals to engage in sexual activity of any type with each other there must be clear, affirmative, conscious/known, and voluntary permission prior to and during sexual activity. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous consent does not imply consent to sexual activity in the future. Silence or passivity, without actions demonstrating permission, cannot be assumed to show consent. Consent, once given, can be withdrawn at any time as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time. The following people are unable to give consent:

- Persons who are asleep or unconscious
- Persons who are incapacitated due to the influence of drugs, alcohol, or medication
- Persons who are unable to communicate consent due to a mental or physical condition
- Persons who are under the legal age of consent.

Individuals may experience the same interaction in different ways. It is therefore the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be established by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on UW to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM² or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Gender-based discrimination: Any behavior intended to deny or with the direct result being the denial of access to education or employment due to the perceived or actual sex or gender identity of the impacted person(s).

² Bondage, discipline/dominance, submission/sadism, and masochism.

Gender-based harassment: Verbal, non-verbal, graphic, cyber, physical, or otherwise hostile conduct directed at an individual based on sex, sex-stereotyping, actual or presumed gender, sexual orientation, or gender identity, even if those acts do not involve conduct of a sexual nature,

Hostile environment sexual harassment: Unwelcome conduct of a sexual nature that is sufficiently serious that it affects an individual's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. *Source:* U.S. Department of Education Office for Civil Rights (<http://www2.ed.gov/about/offices/list/ocr/qa-sexharass.html>) and UW Regulation 4- 2 ([UW Regulation 4-2 Discrimination and Harassment \(uwyo.edu\)](http://uwyo.edu)).

Intimidation: Intentional behavior that would cause a reasonable person to fear that they are in danger of injury or harm.

Mandated Reporter: Means an employee of UW who is obligated by policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator

Respondent: Means an individual who has been reported to be the perpetrator of conduct that could constitute harassment or discrimination based on a protected class; or retaliation for engaging in a protected activity.

Retaliation: An adverse action or threat made in reprisal against any individual who participates as an actual or potential party, witness or representative relating to a report under this policy. *Source:* UW Regulation 4-2 ([UW Regulation 4-2 Discrimination and Harassment \(uwyo.edu\)](http://uwyo.edu)).

Sexual exploitation of adults: Occurs when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. When a person for any purpose, knowingly:

- Allowing other individuals to observe private sexual activity from a hidden location (ex: a closet) or through electronic means (FaceTime, Snapchat, Skype or live-streaming of images) without consent of the participant(s);
- Engaging in voyeurism (watching private sexual activity without the consent of the participant(s) or viewing another person's intimate parts including genitalia, groin, breasts, or buttocks) in a place where that person would have a reasonable expectation of privacy;
- Non-consensual digital, video, or audio recording of nudity or sexual activity;
- Unauthorized sharing or distribution of digital, video, or audio recording of nudity or sexual activity; including the making or posting of revenge pornography;
- Intentionally or recklessly exposing one's genitals in non-consensual circumstances inducing another to expose their genitals
- Prostituting or trafficking another person
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
- Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
- Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity

Sexual exploitation of minors: When a person for any purpose, knowingly:

1. Causes, induces, entices, coerces or permits a minor to engage in, or be used for, the making of child pornography;
 2. Causes, induces, entices or coerces a minor to engage in, or be used for, any explicit sexual conduct;
 3. Manufactures, generates, creates, receives, distributes, reproduces, delivers or possesses with the intent to deliver, including through digital or electronic means, whether or not by computer, any child pornography; or
 4. Possesses child pornography (except as outlined in Wyoming Statute 6-4- 303 (b)(iv)).
- Source:** *Wyoming Statute 6-4- 303* (<https://wyoleg.gov/statutes/compress/title06.pdf>).

Sexual misconduct: Engaging in non-consensual contact or conduct of a sexual nature. Sexual misconduct incorporates a range of behaviors including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual.

University community: Faculty, staff, students, contractors, and visitors of the University.

Sexual Violence Prevention and Response Resources

Equal Opportunity Report & Response

Phone: (307) 766-5200 Email: report-it@uwyo.edu

Jim Osborn (Title IX Coordinator/Manager of Investigations) P: (307) 766-5228 E:jimosbrn@uwyo.edu

Emergency Phone Numbers

Safety, emergency or life-threatening situation: 911

University Counseling Center

For crises situations:

- During business hours, call 766-2187 then proceed to tell the front desk associate that this is a crisis situation and ask to speak with a senior clinician.
- After-hours, call (307) 766-8989; Ivinson Memorial Hospital: (307) 742-2141

SAFE Project, After Hours Number: (307) 745-3556

Non-Emergency Phone Numbers

- UW Police, Non-Emergency: (307) 766-5179
- University Counseling Center: (307) 766-2187
- Student Health Services: (307) 766-2130
- Dean of Students: (307) 766-3296

Campus Resource Page

<http://www.uwyo.edu/reportit/>

NCAA Resource Page

<http://www.ncaa.org/sport-science-institute/sexual-assault-and-interpersonal-violence>

UW Clery Act/Title IX Policies and Procedures

<http://www.uwyo.edu/regs-policies/section-4-diversity-and-equal-opportunity/>

<http://www.uwyo.edu/dos/conduct/>

<http://www.uwyo.edu/regs-policies/section-11-student-affairs/>

http://www.uwyo.edu/reportit/_files/harassment-and-nondiscrimination-policy-.pdf

UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT BEST PRACTICES STATEMENT ON INCLUSION AND PARTICIPATION OF TRANSGENDER STUDENT-ATHLETES

Introduction:

In August 2011, the NCAA approved a policy for inclusion of transgender student-athletes in intercollegiate competition (subsequently updated in January 2022). Information from the NCAA Guideline on Inclusion of Transgender Student-Athletes and the UW Regulations 4-1 and 4-2 were used as a framework for the University of Wyoming Intercollegiate Athletics best practices statement. The University of Wyoming Athletics Department is dedicated to diversity and inclusion and to providing safe and equitable opportunities for all student-athletes. This best practices statement was created to fairly and effectively address intercollegiate athletic participation by transgender student-athletes as well as to provide information and education to all students, parents, coaches, staff, administrators, and community members.

This best practices statement will be reviewed annually and as needed.

“Transgender” is defined in this document as an individual whose gender identity (how people identify themselves as boy/man or girl/woman) does not match the person’s assigned sex³ at birth.

Transgender woman- a woman who was assigned male at birth (AMAB). She may shorten it to trans woman.

Transgender man- a man who was assigned female at birth (AFAB). He may shorten it to trans man.

The key feature of being transgender is having ***a psychological identification as a man or woman that differs from the person’s assigned sex at birth***. Transgender does **not**, for purposes of this document, refer to:

- a person’s biological/anatomical sex
- a person’s sexual orientation (a transgendered individual may identify as straight, gay, lesbian, or bisexual)
- conditions known as “Disorders of Sex Development” in which people may be born with mixed or atypical bodies with respect to sexual characteristics such as chromosomes, reproductive organs and genitalia
- “gender variant” individuals whose behaviors/interests fall outside what is considered typical for their assigned sex at birth. Gender variant individuals are often not transgender, but they may not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests or activities

³ The World Health Organization defines sex as a biological characteristic that typically define men and women, and also intersex individuals. Gender refers to socially constructed characteristics of women and men- such as norms, roles and relations of and between groups of women and men. <https://www.who.int/news-room/q-a-detail/gender-and-health>

- This is not an exhaustive list. Additional definitions can be found at the following link:
https://ncaaorg.s3.amazonaws.com/inclusion/lgbtq/INC_TransgenderHandbook.pdf

NCAA Guiding Principles

The NCAA is committed to diversity and inclusion. Bylaw 20.9.1.9 (*adopted 1/19/13, effective 8/1/13*) reiterates this commitment and stands as one of the major guiding principles.

- Participation in intercollegiate athletics is a valuable part of the education experience for all students.
- Transgender student-athletes should have equal opportunity to participate in sports.
- The integrity of women’s sports should be preserved.
- Policies governing sports should be based on sound medical knowledge and scientific validity.
- Policies governing sports should be objective, workable and practicable; they should also be written, available and equitably enforced.
- Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
- The legitimate and medical privacy interests of all student-athletes should be protected and preserved without regard to gender identification.
- Athletics administrators, staff, parents of athletes and student-athletes should have access to educational resources and training related to the participation of transgender and gender-variant students in athletics.
- Policies governing the inclusion of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression. Additionally, UW Regulation 1-5 outlines the university policy regarding civil rights discrimination.

NCAA Bylaws Related to Mixed Teams and Hormonal Treatment

Two areas of NCAA regulations can be impacted by transgender student-athlete participation: mixed team status and use of banned substances.

A mixed team is a varsity intercollegiate sports team on which at least one individual of each gender competes (*Revised: 5/8/06*). NCAA Bylaw 18.02.2 states that for purposes of meeting the required minimums set forth in Bylaws 18.2.3 and 18.2.4, a mixed team shall be counted as one team. A mixed team shall count toward the minimum sponsorship percentage for men’s championships.

NCAA rules state that a male participating in competition on a female team makes the team a “mixed team.” The mixed team can be used for sports sponsorship numbers (provided other conditions, such as being an acceptable NCAA sport, outlined in Bylaw 20.9 (Division I), 20.10 (Division II) and

20.11 (Division III) are met) and counts toward the mixed/men's team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women's NCAA championship but is eligible for a men's NCAA championship.

A female on a men's team does not impact sports sponsorship in the application of the rule-the team still counts toward the mixed/men's numbers. Such a team is eligible for a men's NCAA championship.

Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.

The decision to re-classify a team as a mixed team is at the sole discretion of the University of Wyoming.

NCAA Bylaw 31.2.3 identifies testosterone (and other anti-estrogens) as a banned substance (Bylaw 31.2.3.4), and provides for a medical exception review for demonstrated need for use of a banned medication (Bylaw 31.2.3.5). It is the responsibility of the NCAA institution to submit the request for a medical exception (see www.ncaa.org/drugtesting) for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression. This documentation is also necessary for student-athletes that are on a roster, but may not be currently competing.

NCAA Policy on Transgender Student-Athlete Participation

In January 2022, the NCAA Board of Governors updated the transgender student-athlete participation policy governing college sports- effective immediately. The new policy aligns transgender student-athlete participation with the [Olympic Movement \(PDF\)](#). Similar to the U.S. Olympic and Paralympic Committee, the updated NCAA policy calls for transgender student-athlete participation for each sport to be determined by the policy for the national governing body of that sport. If there is no NGB policy for a sport, it would then be decided by the policy for that sport's international federation. If there is no international federation policy, it would be determined by [policy criteria \(PDF\)](#) previously established by the International Olympic Committee. Sport-specific policies are subject to ongoing review and recommendation by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to the Board of Governors.⁴

Phase One – 2022 winter and spring championships⁵

I. For participation in 2022 winter and spring championships, transgender student-athletes must provide documentation to the CSMAS within four weeks before the selections date for their championship.

II. The documentation must demonstrate compliance with the [2010 NCAA policy \(PDF\)](#), which calls for one year of testosterone suppression treatment. It should also document a one-time serum testosterone level that falls below the maximum allowable level for the sport in which the student-

⁴ NCAA. (January 2022). *Transgender Student-Athlete Participation Policy*. Sport Science Institute. <https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>

⁵ NCAA. (January 2022). *Transgender Student-Athlete Participation Policy*. Sport Science Institute. <https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>

athlete is competing within four weeks of championship selections for that sport. This means that student-athletes who have already fulfilled the 2010 NCAA policy need only provide one validated serum testosterone level in this time frame.

III. Transgender student-athletes who are participating in regular season competition (including conference championships) for the remainder of academic year 2022 remain subject to the 2010 NCAA policy only.

Phase Two – 2022-23 regular season and championships

IV. Beginning Aug. 1, 2022, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the above criteria for the [2010 NCAA policy \(PDF\)](#), plus meet the sport standard for documented testosterone levels at the beginning of their competition season and again six months later. This means that student-athletes who have already been competing do not need to demonstrate the newly adapted sport-specific testosterone levels for the entire prior year if they are not available.

V. For participation in NCAA championships, transgender athletes must additionally provide documentation of testosterone levels to the CSMAS with laboratory work completed within four weeks of the championship selections.

Phase Three – 2023-24 full implementation

VI. Beginning Aug. 1, 2023, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the sport-specific standard submitted twice annually (once at the beginning of competition season and the second six months following) for one year. This process will continue annually for eligible student-athletes.

VII. For participation in NCAA championships, transgender athletes must additionally provide documentation of testosterone levels to the CSMAS with laboratory work completed within four weeks of the championship selections.

Additional flexibility

VIII. The Board of Governors urged the divisions to allow for additional, future eligibility if a transgender student-athlete loses eligibility based on the policy change, provided they meet the newly adopted standards.

IX. The NCAA's Office of Inclusion and Sport Science Institute also released the [Gender Identity and Student-Athlete Participation Summit Final Report \(PDF\)](#). The report assists ongoing membership efforts to support an inclusive environment that promotes and develops the mental and physical health of transgender and non-binary student-athletes in collegiate sport. The foundational principles in this report will be developed further in conjunction with the Committee to Promote Cultural Diversity and Equity, CSMAS and other core membership committees that address gender identity.

The following policies clarify participation of trans student-athletes* undergoing hormonal treatment for gender transition⁶:

1. A trans male (AFAB) student-athlete who has received a medical exception for treatment with

⁶ NCAA Board of Governors Committee. (January 2022). *2010 NCAA Policy on Transgender Student-Athlete Participation*. https://ncaaorg.s3.amazonaws.com/inclusion/lgbtq/INC_TransgenderStudentAthleteParticipationPolicy.pdf

testosterone for diagnosed gender dysphoria for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.

2. A trans female (AMAB) student-athlete being treated with testosterone suppression medication for gender dysphoria for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Trans student-athletes who are not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with their sex assigned at birth.

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

*This policy may also apply to student-athletes who identify as non-binary. The same policy requirements apply to student-athletes who identify as non-binary and wish to compete on a men's or women's team.

Student-Athlete Responsibilities In order to avoid challenges to a transgender student-athlete's participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit the request to participate on a sports team in writing to the director of athletics, or designee, upon admission or when the decision to undergo hormonal treatment is made.

The request should include a letter from the student's health care provider documenting the student-athlete's intention to transition or the student's transition status if the process has already been initiated. This letter should identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant. The letter will be part of the student-athlete's confidential medical record.

In any case where a student-athlete is taking hormone treatment related to gender transition, that treatment must be monitored by a physician or other health care provider and the University of Wyoming Intercollegiate Athletics must receive regular reports about the student athlete's eligibility according to this policy. These reports will be submitted as determined by the physician but at least once per year. This will be overseen in coordination with the designated team physician.

University of Wyoming Responsibilities The director of athletics, or designee, will meet with the student to review eligibility requirements and procedure for approval of transgender participation.

If hormone treatment is involved in the student-athlete's transition, the director of athletics, or designee, should notify the NCAA of the student-athlete's request to participate with a medical

exception request. The information on medical exceptions can be found at: www.ncaa.org/drugtesting

The student-athlete is encouraged to meet with someone who can offer support, advice, and appropriate referrals through the process, if desired. Should the student-athlete want help in finding such a person, they will be referred to Dr. Chris Praetzel, Director of Student-Athlete Well-Being or Dr. Kurt Johnson, Primary Care Physician/Medical Director or other appropriate campus resources, including but not limited to the University Counseling Center (UCC) or the Student Health Service.

To assist in education and development for intercollegiate athletics, a Transgender Participation Committee has been established at the University of Wyoming Athletics Department. Members of the committee include representation from the following departments: Athletics Department, Sports Medicine, Office of General Counsel, Title IX Coordinator, University Counseling Center, Student Health Services, Residence Life, and the Student-Athlete Advisory Committee.

This committee was created to assist in education and development of best practices for intercollegiate athletes.

The committee is advisory only in nature. Specific issues dealing with individual student-athletes will go through already defined University administrative processes.

The athletics department may request committee input on issues as they arise.

Discussions among involved parties and written documentation related to an individual student-athlete's transgender identity shall be kept confidential in accordance with applicable federal, state, and local privacy laws, unless the student-athlete makes a specific request otherwise. A student-athlete must make a written request, including a signed release of medical information before his/her/their confidential information can be released to others.

Additional Guidelines for Transgender Student-Athlete Inclusion

Facilities Access

It is the policy of the University of Wyoming to provide equal access to restrooms, locker rooms, or changing facilities to all members of our community. Individuals are able to use University of Wyoming restrooms, locker rooms, or changing facilities in accordance with their gender identity. In addition, single-use family/gender neutral restrooms can be found at [these locations](#).

Changing Areas, Toilets and Showers: Transgender student-athletes are able to use the locker room, shower, and toilet facilities in accordance with the student-athlete's gender identity. If requested by a transgender student-athlete, the University of Wyoming Athletics Department will work to provide private, separate changing, showering, and toilet facilities for the student-athlete's use, but transgender student-athletes are not required to use separate facilities. In addition, the athletics department will also work to provide private, enclosed changing areas, showers, and toilets for use by any student-athlete who requests them.

Competition at Another School: If a transgender student-athlete has a particular request related to changing, showering, or bathroom facilities, the athletics department administrator, and/or coaches, in consultation with the transgender student-athlete, will notify their counterparts at other schools prior

to competitions to try to meet that request. Any notification to other schools will be done in a way that works to preserve the student's confidentiality.

Hotel Rooms: Transgender student-athletes generally should be assigned to share hotel rooms based on their gender identity, with recognition that any student who needs extra privacy should be accommodated whenever possible.

Language

Preferred Names: Teammates, coaches, and all others in the school are highly encouraged to refer to transgender student-athletes by a student-athlete's preferred name and references to transgender student-athletes should reflect the student-athlete's gender identity and pronoun preferences.

Dress Codes

Dress Codes: Transgender student-athletes should be permitted to dress with appropriate formality in ways that suit their gender identity. Dress codes for athletics teams when traveling or during a game day at school should be gender neutral.

Education

Athletics Department: Information and education opportunities about transgender identities will be offered to all members of the athletics department. This information may include institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender non-conforming students. This will be presented on an annual basis during the pre-season team meeting for all student-athletes and during annual faculty/staff meetings for athletics department employees.

Media

Training: All intercollegiate athletics representatives (sports information departments and personnel, athletics administrators, team members, and coaches) who are authorized to speak with the media will receive information about appropriate terminology, use of names and pronouns, and school and athletics conference policies regarding the participation of transgender student-athletes on school sports teams.

Confidentiality: All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

Discrimination and Retaliation

Discrimination, which includes harassment, will not be tolerated. It is a violation of University policy to interfere with or circumvent in an inappropriate manner the employment or educational pursuits of any member of the University community. Discrimination and retaliation are specifically prohibited. Complaints related to discrimination or retaliation will be addressed promptly, with appropriate corrective action taken; violations of a severe or persistent nature are considered serious and may result in separation from the University.

Complaints from employees or students related to discrimination should be referred to:

Title IX Coordinator/Office of Diversity and Employment Practices
Bureau of Mines, Room 320

1000 E University Ave, Dept 4307
Laramie, WY 82071
Phone: (307)766-5200

Email: report-it@uwyo.edu

Retaliation: Retaliation against anyone who complains about discrimination based on gender identity or expression, or against anybody involved in the review of such matter, is prohibited by law and is subject to discipline.

Definitions and Terminology ⁷

Gender — The complex relationship between physical traits and one’s internal sense of self as male, female, both or neither as well as one’s outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one’s physical anatomy.

Gender Identity — One’s inner concept of self as male or female or both or neither. One’s gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.

Gender Expression — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

Transgender — Sometimes used as an ‘umbrella term’ to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply

⁷ NCAA Office of Inclusion. (2011, August). *NCAA Inclusion of Transgender Student-Athletes*. NCAA Inclusion. https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf; Department of Labor. (2023, May 1). *Glossary of terms: Transgender*. GLAAD. <https://glaad.org/reference/trans-terms/>

any specific sexual orientation (attraction to people of a specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

Sexual Orientation — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

Genderqueer — This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

Gender Nonconforming/Gender variant — Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as “gender nonconforming” is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.

Gender Fluidity — Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

NCAA Inclusion of Transgender Student-Athletes — 23

Intersex — An estimated one in 2,000 babies is born with an “intersex” condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.

Nonbinary (NB): A term used by people who identify as neither entirely male or entirely female. This can include people who are agender, bigender, genderfluid, gender nonconforming, and genderqueer among others. Some nonbinary people identify as transgender, while others do not.

Pronouns: Terms used to substitute a person’s name when they are being referred to in the third-person. Some common pronouns include he/him/his, she/her/hers, and they/them/their(s). A person’s gender should not be assumed based upon their pronouns.

Transgender woman- a woman who was assigned male at birth (AMAB). She may shorten it to trans woman.

Transgender man- A man who was assigned female at birth (AFAB). He may shorten it to trans man.

Transition — Transition is the process a person undertakes to bring their gender expression and/or their body into alignment with their gender identity. It is a complex process that occurs over a long period of time and the exact steps involved in transition will vary from person to person. Transition can include:

Social transition – Telling family, friends, and co-workers, using a different name, using different pronouns, dressing differently, starting or stopping wearing make-up and jewelry, etc.

Legal transition – Changing your name and/or sex marker on documents like a driver’s license, passport, Social Security record, bank accounts, etc.

Medical transition – Hormone replacement therapy and/or one or more surgical procedures.

Transphobia — Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

Two-Spirit- Two-Spirit: Contemporary umbrella term that refers to the historical and current First Nations people whose individual spirits were a blend of female and male spirits. This term has been reclaimed by Native American LGBTQ communities in order to honor their heritage and provide an alternative to the Western labels of gay, lesbian, or transgender.

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UNIVERSITY OF WYOMING ATHLETIC DEPARTMENT STUDENT-ATHLETE MENTAL HEALTH AND WELL-BEING POLICIES AND PROCEDURES

Overview of Student-Athlete Mental Health and Well-Being

The University of Wyoming's Department of Intercollegiate Athletics strives to provide support for student-athletes, especially in the areas of mental health and well-being. Through its relationships with the University Counseling Center, Psychology Clinic, WellSpring Counseling Clinic, Counselor's Education Department, University Disability Support Services, the Dean of Students Office and other community care programs; the Office of Sports Medicine in Athletics has established a strong interdisciplinary team (see below) of mental health care providers. With this collaborative process, student-athletes receive both proactive and responsive care that is critical for their success both on and off the field.

Student-Athlete Well-Being Team

Dr. Chris Praetzel – Director of Student-Athlete Well-Being
Dr. Kurt Johnson – Primary Care Physician/Medical Director
TBD- Assistant Director, Student-Athlete Well-Being
Graduate Assistant(s)/Mental Health Intern(s)

Student-Athlete Well-Being Committee

Mike Cotterman – Director of Sports Performance for Olympic Sports
Eric Donoval – Director of Sports Performance for Football
Kevin Goff - Director of Performance Dietetics for Football
Scott Knerr – Director of Sports Medicine
Mattison Maisel – Assistant AD for Academic Services
Dr. Chris Praetzel – Director of Student-Athlete Well-Being
Peter Prigge – Associate AD for Compliance and Olympic Sports
Megan Skinner – Director of Performance Dietetics for Olympic Sports
Taylor Stuemky – Associate AD for Internal Operations/SWA
Matt Whisenant – Deputy AD
Dr. Kurt Johnson – Primary Care Physician/Medical Director
TBD - Assistant Director, Student-Athlete Well-Being

Interdisciplinary Team

Dr. Julio Brionez – Director of University Counseling Center/Designee
Dr. Kim Chestnut – Vice President of Student Affairs/Designee
Dr. Karen Drew- Associate Dean of Students-Welfare Coordinator
Mike Cotterman – Director of Sports Performance for Olympic Sports
Eric Donoval – Director of Sports Performance for Football
Kevin Goff - Director of Performance Dietetics for Football
Scott Knerr – Director of Sports Medicine
Mattison Maisel – Assistant AD for Academic Services
Ryan O'Neil- Dean of Students
Dr. Chris Praetzel – Director of Student-Athlete Well-Being
Peter Prigge – Associate AD for Compliance and Olympic Sports
Megan Skinner – Director of Performance Dietetics for Olympic Sports
Taylor Stuemky – Associate AD for Internal Operations/SWA

Matt Whisenant – Deputy AD
Student Athlete Advisory Committee (SAAC) Representative
Dr. Kurt Johnson – Primary Care Physician/Medical Director
TBD - Assistant Director, Student-Athlete Well-Being

The Interdisciplinary Team will serve in an advisory/oversight capacity to both the Student-Athlete Well-Being Committee and Student-Athlete Well-Being Team. The Student-Athlete Well-Being Committee meets monthly (at a minimum) to track all student-athletes who could require, receive or have accessed mental health support. This committee also discusses well-being trends and best practices and helps to develop programming and interventions that address these trends. More specifically, the Student-Athlete Well-Being Team will serve as the “working group” (e.g., licensed service providers, handling of day-to-day issues, meet bi-monthly, etc.). The Interdisciplinary Team will meet with Student-Athlete Well-Being Committee throughout the year to discuss/review student-athlete data, applicable Athletic Department/campus policies and procedures and NCAA best practices. Discussions with the Interdisciplinary Team should, in most cases, be limited to de-identified data and focused on general practices.

Mental Health and Wellness Evaluation

Evaluation of student-athletes for mental health disorders or illnesses is imperative to their overall well-being. Every University of Wyoming student-athlete is evaluated by the Primary Care Physician/ Medical Director to assess their mental health/well-being *prior* to being cleared to participate in athletics. The Primary Care Physician and Director of Student-Athlete Well-Being are licensed providers and possess core competencies to treat mental health disorders. The Primary Care Physician/ Medical Director has the autonomous authority to determine mental health management for student-athletes. Additional evaluations and treatment of student-athletes with mental health disorders/mental illness will be managed by the Director of Student-Athlete Well-Being.

Additionally, student-athletes are *annually* required to participate in mental health screenings conducted by designated personnel. It is also important to note that all Office of Sports Medicine staff personnel are able to work with administrative staff and coaches to refer student-athletes to the well-being program. Referrals are provided to athletic trainers and student-athletes through the Student-Athlete Well-Being Team. This process is described in more detail in the Mental Health Emergency Action and Management Plan.

Mental Health Emergency Action and Management Plan (MHEAMP)

The Office of Sports Medicine has adopted the attached Mental Health Emergency Action and Management Plan (MHEAMP) to address both emergency and non-emergency mental health issues. (See Appendix A). The plan takes a collaborative approach and includes other stakeholders across the broader campus community who are involved in supporting student-athlete well-being.

Examples of emergency student-athlete mental health situations addressed in the MHEAMP include, but are not limited to:

- Management of suicidal and/or homicidal ideation
- Management of victims of sexual assault
- Management of agitated or threatening behavior, acute psychosis (often involves hallucinations and/or delusions) and/or paranoia

- Management of acute delirium/confusional state
- Management of acute intoxication or drug overdose

The MHEAMP also provides guidelines for the Office of Sports Medicine's management and use of routine mental health referrals. These steps address significant, but non-emergency, mental health issues which may impact a student-athlete's overall well-being.

Ongoing Mental Well-Being and Resilience Promotion

The Department of Intercollegiate Athletics and the Office of Sports Medicine believe in providing student-athletes with an ongoing environment that supports positive psychological well-being, normalizes care seeking, and fosters experiences and interactions that promote personal growth and resiliency, self-acceptance, autonomy, and healthy relationships with others. To these ends, the following services are provided to student-athletes throughout their participation in athletics:

- Regular, annual mental health trainings including, but not limited to resiliency development, identity formation, stress management, sexual assault prevention, career development, bystander intervention, hazing/bullying, sleep, nutrition, body image, and relationship skills.
- General student-athlete well-being trainings and programs through the Excellence at 7220 program and student-athlete transitional courses (UWYO 1050, UWYO 3010 and UWYO 3050).
- Free, confidential, on-site (within the Student-Athlete Well-Being Department) mental health counseling through licensed mental health providers. In addition, semester-based graduate assistants and interns through mental health counseling university programs may provide services under supervision of the Director of Student-Athlete Well-Being.
- Psychiatric/psychotropic medication management services within the Office of Sports Medicine.
- Transitional care/referral information for student-athletes leaving the college sport environment.
- Access to campus resources including, but not limited to:
 - Student Health Service
 - University Counseling Center
 - Psychology Clinic
 - Well-Spring Counseling Center
 - Dean of Students
 - Wellness Center
 - Online Mental Health/Well-Being Education Modules (e.g., EVERFI, Game Plan, etc.)
- Access to additional off-campus resources as deemed appropriate/necessary by the Primary Care Physician/Medical Director and Director of Student-Athlete Well-Being.

Similarly, the Office of Sports Medicine recognizes that coaches and other support staff are in a unique situation to develop important relationships with student-athletes. To ensure these other individuals are equipped with the appropriate tools to support student-athletes, the following programs and trainings are made available to coaches:

- Mental Health Response trainings
- Suicide prevention trainings
- Sexual assault prevention trainings
- Bullying/Hazing prevention trainings
- Regular workshops through the Excellence at 7220 Program for coaches/staff that include information on relationship building and interpersonal skills applicable to student-athletes.
- Campus wide trainings related to diversity and inclusion.

APPENDIX A

Mental Health Emergency Action and Management Plan (MHEAMP)

Introduction

The Office of Sports Medicine’s Mental Health Emergency Action and Management Plan (MHEAMP), addresses emergency and non-emergency mental health issues. While the plan is organizationally divided into specific procedures for **Mental Health Emergencies** and **Mental Distress, Non-Emergencies**; it is important to note that every mental health situation is important and should be treated with a sense of urgency by all involved parties. The below described policies and procedures for managing these situations have been devised based in consultation with licensed physicians, mental health professionals, and key campus stakeholders engaged in student mental health and wellness. This MHEAMP will be located in the Athletic Department Policies and Procedures Notebook, in the Student Athlete Handbook, and available on the Athletic Department website.

Athletic Department Staff/Coaches Expectations and Roles

The University of Wyoming’s Department of Intercollegiate Athletics (Athletic Department) strives to provide support for student-athletes, especially in the areas of mental health and well-being. In particular, the mental health of student-athletes requires a coordinated effort between several individuals both within and outside of the Athletic Department.

To this end, all Athletic Department staff and coaches are expected to review this MHEAMP annually, and to understand their role in student-athlete mental health and well-being.

- Coaches Expectation/Role: Coaches are on the frontline of student-athlete contact, and should be willing and able to assist a student-athlete in mental health crisis. Coaches who believe they have observed the symptoms listed in the mental health emergency and mental health

distress sections within this MHEAMP in a student-athlete should refer student-athlete mental health concerns to appropriate support personnel. Coaches are also expected to provide student-athletes with an environment that is supportive of good mental health – one in which they are empowered to seek assistance where it is needed.

- Office of Sports Medicine Expectation/Role: The Office of Sports Medicine shall serve as the central coordination unit for student-athletes to receive mental health care. The Sports Medicine staff assist coaches and other staff with securing mental health support for student-athletes in crisis, as well as ensure that campus and local mental health resources are utilized for the prevention and treatment of mental health issues. The following key personnel on the Office of Sports Medicine team and their role in this process are as follows:
 - **Primary Care Physician/Medical Director:** The Primary Care Physician/Medical Director will provide mental health services as appropriate, refer student-athletes to work with the Director of Student-Athlete Well-Being for services, and to determine referrals to outside providers.
 - **Director of Student-Athlete Well-Being:** will serve as the primary provider for mental health treatment, service development and referrals for student-athletes. This provider is responsible for providing mental health education to athletics staff and coaches. This position will provide student-athletes with skill building opportunities that develop the well-being of the student population within athletics. The director will oversee the development and maintenance of well-being plans and supervise graduate/internship level mental health providers. This position is responsible for committee oversight, tracking of student-athletes receiving services, well-being trends and best practices.
 - **Assistant Director, Student-Athlete Well-Being:** will serve as a provider for mental health treatment, service development and referrals for student-athletes. They will assist the Director of Student-Athlete Well-Being in skill building opportunities that develop the well-being of the student population within athletics. This position will assist with conducting trainings and workshops for coaches and staff members, and also help organize and facilitate the student-athlete mental health screenings.
 - **Athletic Training/Sports Medicine Staff:** will refer student-athletes to Primary Care Physician/Medical Director and/or the Director of Student-Athlete Well-Being for mental health evaluation. They are to notify emergency personnel in situations involving a **Mental Health Emergency** if they believe that they have observed symptoms identified within this MHEAMP. Additionally, they may assist in scheduling and tracking student-athlete mental health care appointments as well as communicating limited information to coaches and other applicable Athletic Department staff on a case-by-case basis, with oversight from the licensed provider.
- Student-Athlete Well-Being Team Expectation/Role: The Student-Athlete Well-Being Team, consists of the Primary Care Physician/Medical Director, the Director of Student-Athlete Well-Being, the Assistant Director, Student-Athlete Well-Being, and Graduate Assistant(s)/Mental Health Intern(s). The Team shall meet every two weeks to review student-athlete mental health and well-being needs. The Team may make recommendations for policy, procedure, and treatment regarding student-athlete mental health as well as review individual well-being *plans* for student-athletes. This **MHEAMP** shall also be reviewed and updated (if necessary) annually by the Student-Athlete Well-Being Team.

- Student-Athlete Well-Being Committee Expectation/Role: The Student-Athlete Well-Being Committee, consists of the Primary Care Physician/Medical Director, the Director of Student-Athlete Well-Being, the Assistant Director, Student-Athlete Well-Being, the Office of Academic Support Director, the Director of Sports Medicine, the Director of Sports Performance for Olympic Sports, the Director of Sports Performance for Football, the Director of Compliance, the Director for Performance Dietetics-Football, the Director for Performance Dietetics-Olympic Sports,, and select members of the Senior Administration. The Committee shall meet at minimum on a monthly basis to update tracking, discuss trends and develop programming in response to those identified trends. This **MHEAMP** shall also be reviewed and updated (if necessary) annually by the Student-Athlete Well-Being Committee.
- All Other Athletic Department Staff and Support Staff Expectation/Role: All Athletic Department staff are expected to be familiar with this **MHEAMP** as well as campus protocol so that they may act appropriately as responsible reporters when faced with a student-athlete mental health crisis.
- Student-Athletes Expectation/Role: Student-athletes can expect to be provided with an ongoing environment that supports positive psychological well-being, normalizes care seeking, and fosters experiences and interactions that promote personal growth, self-acceptance, autonomy, and positive relationships with others.

Mental Health Emergencies

Mental Health Emergencies involve situations in which a student-athlete is in need of immediate emergency medical and/or mental health assistance. In such situations, it is imperative that the student-athlete receives immediate assistance for their own safety as well as the safety of others. The following situations shall always be considered **Mental Health Emergencies** and require immediate action:

- Imminent risk of threat or harm to self or others
- Sexual assault
- Highly agitated, violent or threatening behavior
- Acute psychosis or paranoia or out of control behavior
- Delirium/confused state
- Acute intoxication or drug overdose

If a student-athlete displays any of these symptoms/issues, the responding staff/coach shall immediately contact any of the following emergency response representatives:

- Safety, Emergency, or Life-Threatening Situation: **911**
- University of Wyoming Police Department: **(307) 766-5179**
- University Counseling Center, After Hours Number: **(307) 766-8989**
- Ivinson Memorial Hospital, Behavioral Health: **(307) 742-0285**
- Albany County SAFE Project, 24 Hour Hotline: **(307) 745-3556**
- Mental Health Emergency Hotline: **988**

Once the student-athlete has received assistance and is safe, the responding staff/coach shall notify the Primary Care Physician/Medical Director and/or the Director of Student-Athlete Well-Being who may inform other appropriate parties (i.e. Dean of Students Office, University Counseling Center, appropriate Athletic Department personnel, and other applicable campus constituents) as needed on a case-by-case basis.

Considerations for Specific Mental Health Emergencies

1. Suicidal and/or homicidal ideation

Suicide is the second-leading cause of death for young adults. Athletes are not exempt from thoughts of suicide. As a staff member, you may be in contact with athletes who reach out to you and express suicidal thoughts. It is important to take all comments seriously. Suicidal risk is based on a constellation of clues, not just observing any one clue. These clues fall into the following categories:

Situational Clues

- Overwhelming loss(es).
- Loss of highly valued entities.
- Not always obvious (e.g., rejection from teammates or loss of playing time).

Depressive Symptoms (several symptoms present)

- Insomnia
- Decreased powers of concentration
- Anorexia
- Decreased energy
- Anhedonia
- Apathy
- Poor self-care
- Crying spells
- Feelings of worthlessness
- Increased social isolation
- Low self-esteem
- Preoccupation with death
- Hopelessness about the future
- Irritability - mood swings

Verbal Clues

Something a person says, overtly or covertly, that communicates suicidal ideation and intent:

- “I’m going to kill myself”
- “I wish I were dead”
- “How do I donate my body to a medical school?”
- “I’m not the man/woman I used to be”
- “My family/team/significant other would be better off without me”
- “The only way out is for me to die”
- “I just can’t go on any longer”

- “You won’t be seeing me around anymore”
- “You’re going to regret how you’ve treated me”
- “Ever since I’ve been injured, I’ve felt like I was in the way all of the time.”
- “It’s too much to put up with”
- “Life has lost its meaning for me”
-
- “Nobody needs me anymore”
- “If (such and such) happens, I’ll kill myself”
- “If (such and such) doesn’t happen, I’ll kill myself”
- “I’m getting out”
- “I’m tired of life”
- “Here take this (valued possession). I won’t be needing it anymore.”

Behavioral Clues Something the person does that communicates a self-destructive motive:

- A previous attempted suicide; particularly a recent or highly lethal attempt
- Giving away valued possessions
- Procuring means: buying a gun, asking for sedatives, etc.
- Composing a suicide note
- Putting personal affairs in order
- Poor adjustment to recent loss of loved one
- Sudden, unexplained recovery from a severe depression
- Resigning from teammates, quitting the team
- Crying spells without external triggers
- Becoming disorganized, loss of reality contact
- Any unexplained change in typical behavior (change in grades, increased aggression, drug use, mood changes, social withdrawal, acting out sexually)
- Visiting a physician for unexplained or vague symptoms (75% of successful suicides were preceded by just such a visit within one month of suicide)

Other Clues to Consider

Social Withdrawal

- Not attending classes or practice, sitting alone at meals or not going to meals, staying isolated in dorm room.

Preparatory Behavior

- Giving away possessions, making plans to “be away.”

Feelings Expressed

- Helplessness (exhaustion, failure); frustration (rage, anger); sadness (depression, confusion). “I’m tired of living.” • “Everyone would be better off without me.”
- “This is the worst thing that could happen to me.”

Depression

- Eating and sleeping much less or much more than usual; apathetic, unhappy.
- Psychotic States
- Grossly bizarre or inappropriate behaviors; out of touch with reality; uncontrollable violence.

Substance Abuse

- Alcohol and/or other drugs, food, i.e. overeating or loss of appetite.

What can you do?

- When dealing with an athlete who has expressed, indicated an intent or plan, or attempted suicide, do not attempt to determine the seriousness of the thought, gesture or attempt. Such thoughts, behavior or threats are serious and potentially dangerous. Do not assume the person is engaging in suicidal thoughts or actions merely for attention.
- In the case of an acute crisis, initiate the appropriate Mental Health Emergency Action Plan. In the case of **immediate risk** to the athlete’s safety, activate the Mental Health Emergency Action Plan- Immediate Safety Concern. If **no immediate risk is present**, activate the Mental Health Emergency Action Plan- No Immediate Safety Concern.
- Your quick response lets an athlete know that you take their health difficulties and life seriously; it is better to err on the side of responding immediately and in a supportive manner.
- Keep the “Resources” page from this booklet in an easily accessible place.
- Make sure a suicidal athlete is not left alone. The athlete should have someone with them until a mental health evaluation is completed.

(Information adapted from the NCAA Mind, Body and Sport 2013)

Acute psychosis

Acute psychosis is a symptom that can be caused by many medical and psychiatric conditions. The word psychosis is used to describe conditions that affect the mind, in which people have trouble distinguishing between what is real and what is not. This is known as a psychotic episode. A first episode of psychosis is often very frightening, confusing, and distressing, particularly because it is an unfamiliar experience. Psychotic patients might be unable to provide a history or participate in treatment if they are agitated, hostile, or violent. Psychosis affects men and women equally and occurs across all cultures and socioeconomic groups. Psychosis usually first appears earlier in males between the ages of 15 and 25 and in females between the ages of 25 and 35.

In most cases, it is difficult to know what causes a first episode of psychosis, but it is likely a combination of genetic factors and environmental factors. A stressful event may trigger symptoms of psychosis in a person who is at greater risk. Therefore, it is important for the individual to have a thorough medical and psychiatric assessment to determine the cause of the symptoms of psychosis. It is important that treatment begins quickly if indicated.

Psychosis is associated with several medical and mental illnesses including:

Medical problems - cerebral tumors, epilepsy, migraine headaches, infections, endocrine and liver or kidney diseases.

Medications

Substance Use -especially with intoxication or withdrawal from:

Cannabis

LSD

PCP

Stimulants- Adderall, cocaine, methamphetamine, supplements with stimulants

Anabolic Androgenic Steroids

Combination of drugs/polypharmacy

Mental illness:

Depression

Bipolar Disorder

Schizophrenia

Anxiety

Many episodes of acute psychosis that are not related to a more severe mental illness resolve in a short time (e.g. psychosis due to medications, drugs, medical problems). With a more severe mental illness such as a psychotic disorder the progression of an episode of psychosis may go through stages including:

A Prodromal Phase

An Acute Phase

A Recovery Phase

In the Prodromal phase which often lasts for months there are often noticeable changes in a person's emotions, behaviors, perceptions, and thoughts. During prodromal phase, an individual may show changes in the following areas from their usual patterns:

Concentration/attention

Withdrawn behavior/isolation

Motivation and energy

Paranoid thinking

Sleep

Mood including being anxious and depressed

This is an important time for a teammate or coach to reach out and explore this situation to help and potentially encourage the individual to seek medical care.

In the acute phase signs and symptoms of psychosis are more evident and often interfere with functioning. This may include agitation such as restlessness, pacing, fist clenching, posturing, irritability, poor attention and inappropriate or hostile behavior, loud speech and hypersexuality. Furthermore, in some cases of psychosis the presenting symptoms are known as positive and negative symptoms. The positive of symptoms of psychosis include disorganized speech (frequently switching from topic or mixing up words in a sentence or not completing a thought) and behavior (odd, unusual such as inappropriate laughter), hallucinations (see, hear, smell, taste, or feel something that is not present), and delusion which are fixed false beliefs (e.g. believing that: someone is out to get you or plotting against you, someone has special powers, you are being followed by someone or monitored by cameras). A person's behavior can largely be influenced by hallucinations and delusions and their experience can be quite scary. The negative symptoms of psychosis are more challenging to recognition but include amotivation, apathy, flat emotions, withdrawn behavior, not speaking very much, or slow to respond and loss of pleasure in activities. Support from family, coaches, teammates is important while in the process of seeking medical attention. To assist in the process while seeking medical attention the following can serve as guidelines when trying to help an individual experiencing acute psychosis.

Do:

- Use a calm tone of voice and speak in a clear simple way
- Communicate to understand
- Present with relaxed body language
- Use of distraction (engaging in a conversation about another topic they enjoy)
- Be supportive
- Allow them to respond to conversation
- Provide something eat
- Encourage them to get help and go with them to the emergency room
- Keep yourself safe
- Keep others safe
- Get help from colleagues
 - If the athlete seems volatile, agitated, or aggressive, alert a co-worker for assistance
- Call 911 and request a mental health response team or have the person taken
 - directly to the emergency department at the nearest hospital.

Do not:

- Laugh at them
- Try to talk them out of a delusion
- Try to make sense of a hallucination
- Discount their experience
- Make the individual feel embarrassed
- Focus on inappropriate speech or behavior
- Talk fast and use complex patterns of speech
- Leave the athlete alone
- Put yourself in harm's way if they try to leave

In the Recovery phase the initial process often starts by assisting the individual to go to the emergency room for a medical evaluation where they can be seen by emergency and psychiatric physicians who will conduct a diagnostic evaluation in an effort to find a cause, provide treatment ensure the safety of the individual and others. Psychosis is a medical condition that is treatable and may require hospitalization. Most people who experience a first episode of psychosis will recover. Medical treatment for psychosis is important and may require ongoing care to assist in the process to return to activity.

i. Acute intoxication or drug overdose

Intoxication is a condition that follows the administration of a psychoactive substance and results in disturbances in the level of consciousness, behavior, emotions, cognition, perception, judgment, and decision making, or other functions and responses. The disturbances are related to the acute effects of the drug and learned responses to the substance. They resolve with time depending on the duration of action of the drug. Intoxication is highly dependent on the type, the dose of the drug, route of administration, and is influenced by an individual's level of tolerance. The behavioral expression of a given level of intoxication is strongly influenced by cultural and personal expectations about the effects of the drug. Often there is a desired effect of intoxication regardless of the substance used. As tolerance builds the threshold for safety diminishes. Also, the intentional consumption of a drug/psychoactive substance may be to die by suicide.

Intoxication may be a part of a substance use disorder and/or a mental illness or occur independently. Individuals with a mental illness and/or substance use disorder are more prone to episodes of intoxication and overdose. Intoxication occurs along a spectrum from mild to moderate to severe. At the severe end of the spectrum is an unintentional overdose with the end being an intentional overdose which is commonly associated with a substance use disorder and/or mental illness. Drug overdose is a leading cause of accidental death in the United States. Use of multiple drugs in an overdose is common and often includes central nervous system depressants.

The most common mental illnesses related to an overdose include mood disorders (e.g. Major Depression, Bipolar Disorder, Psychotic disorders, and Substance Use Disorders (e.g. alcohol, opioids, anabolic-androgenic steroids). There are many lethal illicit and prescription drugs. The substances that are most lethal in overdose include alcohol and opioids (pain medication), especially when combined or used with benzodiazepines (Xanax, Valium, Klonopin); or stimulants and inhalants.

The intoxication effects vary depending on the drug/substance that is used. Intoxication is a result of a substance-induced state. The following substances can result in acute intoxication:

- Alcohol
- Cannabis
- Hallucinogens – (e.g. LSD)
- Inhalants
- Opioids – (e.g. hydrocodone, Oxycodone, Oxycontin, Morphine, Percocet, heroin)
- Sedative hypnotics (e.g. Xanax, Valium, Ativan)
- Stimulant (e.g. Adderall, cocaine, methamphetamine, supplements containing stimulants)
- Other (e.g. synthetic/designer drugs- MDMA/ecstasy, anabolic-androgenic steroids)
- Other prescription drugs (e.g.-Tylenol, antidepressants)

The acute psychological and behavioral symptoms of intoxication include:

- Abnormal behavior and appearance
- Disorientation to person, place, time, and situation
- Impaired memory
- Impaired speech
- Inappropriate emotions
- Mood changes- depressed, elated, agitated, euphoria
- Confusion, drowsiness, stupor
- Disorganized thinking
- Hallucinations
- Delusions
- Bizarre and disinhibited behavior
- Suicidal behavior
- Homicidal behavior

Poor decision making and judgement
Aggression
Domestic violence/sexual assault
Violence or property destruction

The acute medical effects of intoxication include:

Cardiovascular- heart attack, arrhythmia, cardiac arrest, hypertension
Kidney failure including rhabdomyolysis
Liver failure
Infectious- fever/hyperthermia and potential sepsis
Neurological- Seizures, stroke, unsteady gait, incoordination, stupor
Gastrointestinal- ischemia/bowel infarction, perforated bowel
Pulmonary- respiratory depression
Psychiatric- psychosis, anxiety, mania, delirium
Death- often respiratory or cardiovascular

Recognition of intoxicated states is very important and can be observed by others with the presenting symptoms as described above with the psychological and behavioral presentation. Intoxication states can range from euphoria or sedation to life-threatening emergencies when an overdose occurs. Typically, each substance has a set of signs and symptoms that are seen during intoxication. The initial challenge is to recognize the signs and symptoms and seek help immediately. Medical care administered early whether it is a first responder or in the emergency room can save an individual's life. The priority is to determine if there is an immediate safety concern to the individual or others. This can be determined by the presenting nature of the individual.

In the process act quickly and deliberately to:

- Get help especially if the individual is volatile or aggressive, unconscious or cannot walk, or demonstrates impaired speech level of consciousness.
- Do not leave the athlete alone.
- Call 911 and request a mental health response team or have the person taken directly to the emergency department at the nearest hospital.
- In the process keep yourself and others safe.

ii. Domestic Violence/Sexual Assault protocol/Abuse

Please refer to the Student-Athlete Sexual Violence Prevention Policy and Procedure in the Student-Athlete Handbook here:

[2022 2023 SA Handbook \(PDF\) - University of Wyoming Athletics \(gowyo.com\)](https://gowyo.com)

Mental Distress, Non-Emergencies/Student-Athlete Referral and/or Self-Report Process

Other mental health scenarios may arise in which a Student-Athlete has shown indicators of distress and/or self-reported mental distress that require immediate mental health assistance; however, do not indicate imminent danger to themselves or others. In these instances, it may not be appropriate to call emergency response personnel.

Examples of Mental Distress, Non-Emergency scenarios include, but are not limited to:

- Changes in eating and sleeping habits
- Panic, acute anxiety
- Drug or alcohol abuse
- Withdrawing socially
- Irritability, tearfulness or mood changes
- Changes in academic or sport performance
- Difficulties functioning (e.g., waking up, self-care, etc.)
- Low motivation, apathy or lethargy
- Poor behavioral control
- Unexplained wounds or deliberate self-harm
- Concentration difficulties
- Frequent complaints of fatigue, illness or injury
- Talking about death, dying or going away
- Decreased interest in activities
- Self-reports depression and/or stress

If staff becomes aware of a student-athlete displaying the above symptoms or if the student self-reports these symptoms, the involved staff should contact the Office of Sports Medicine staff to ensure the student-athlete receives assistance. **A direct notification shall be provided to the applicable sport's Athletic Trainer, the Director of Sports Medicine, the Director of Student-Athlete Well-Being and/or the Primary Care Physician/Medical Director to secure treatment.**

****HOWEVER, if there is any doubt about the safety of a situation, err on the side of caution and call 911 and/or UWPD. ****

After receiving notification of a student-athlete **mental distress, non-emergency** situation, the Director of Student-Athlete Well-Being, the Primary Care Physician/Medical Director, and the applicable Sports Medicine Contact/Athletic Trainer shall work in cooperation with local and campus mental health resources (where applicable) to devise a *well-being plan* for the student-athlete that best supports his or her physical and mental well-being. Limited information regarding the **mental distress, non-emergency** situation, the response of the involved staff and support groups, and the future *well-being plan* shall be reviewed by the Student-Athlete Well-Being Team at the next applicable meeting to monitor the student's progress and determine if other measures may be helpful to the student-athlete.

iii. Managing unexpected death

In the event we have an unexpected death of an athlete (e.g., suicide, overdose, sudden illness, or a fatality including a car accident or accident), the following guidelines should be followed. While these guidelines are suggested they are not required of all athlete deaths insofar as it is most important to be responsive to the specific needs of the family, team, and staff.

Step 1. Getting News

If a staff member is notified of an athlete death, the following University of Wyoming staff should be informed: Athletic Director, Sport Supervisor, Director of Student-Athlete Well-Being, Medical Director/Primary Care Physician, Dean of Students, UW Chief of Police, University Counseling Center, General Counsel, and Risk Management.

Step 2. Mental Health Crisis Response Team Meeting

- All media requests should be routed to Tim Harkins, Associate AD for Communications, who will also work with campus personnel.
- The Athletic Director, Deputy Athletic Director, and Sport Supervisor will communicate news to teammates.
- The Director of Student-Athlete Well-Being, Assistant Director, Student-Athlete Well-Being, and other Student-Athlete Well-Being providers will be in place to assist with additional support and resource allocation, as needed for both athletes and staff.
- ComPsych emergency mental health support program and other relevant resources to be provided to those impacted by the news including athletes and staff.

Step 3: Mental Health Support (Immediate)

- Immediate crises support to team including mental health resources on grief and loss.
- Create “Open Office Hours” for team during practice schedule.
- Provide brief (30-min) education session to team re: grief reaction (3-4 days post news).
- Mental health screening of entire team (assess Depression, Anxiety, Sleep, Suicide ideation)

Step 4: Psychology & Wellness Services (1 week)

- De-briefing with coaches (How are they doing, how to react, process emotions)
- Consultation with team coaches on whether they plan to memorialize student death.
- Outreach to non-team athletes who have also lost friends/family recently.

Step 5: Inform larger community (e.g., University of Wyoming Athletics Department personnel, other athletes, etc.) about crisis in athlete community.

- Encourage climate of noticing signs of distress, “Eyes and Ears open”.
- Recognize and Report
- Review resources available and pathway for access.
- Be aware of postvention resources and communications.

vi. Reluctant client

Although athletes are a generally healthy population, they are not immune to mental health issues. Often, due to a perception of resilience and health, some athletes are even more reluctant than non-athletes to seek help. Coaches, teammates, parents, athletic trainers, and support staff can be influential in encouraging the athlete to explore treatment options. Ultimately, if an athlete is not suicidal and/or a danger to others, the choice to pursue treatment is up to the athlete.

If you find an athlete is ambivalent about counseling, consider the following to assist him/her in seeking professional help:

- Normalize counseling for the athlete.
- Reassure the athlete that counseling is for anyone needing assistance with coping, interpersonal and/or emotional difficulties.

vii. Non-compliance

Athletes who do not follow through with treatment recommendations will be reviewed on a case by case basis. All decisions will be made in the best interest of the athletes on a case-by-case basis. Temporary or permanent removal from the team will be reserved for extreme cases (see section x. Medical Withdrawal Procedures/Removal/Return to Play below). However, UNLESS the athlete is suicidal and/or a danger to themselves and/or others, the ultimate decision to access resources belongs to the athlete. If the athlete is not a danger to self and/or others and refuses treatment, but is medically stable, he or she may be asked to sign a document releasing university and staff members from all liability associated with the athlete's refusal of recommended services.

viii. Disordered Eating

In the USA, it is estimated that 10 million women, and 1 million men will suffer from a clinically significant eating disorder (ED) in their lifetime (Linville, 2010). Given the secretive and hidden nature of EDs, this estimate likely under-represents the true prevalence of the disease. Studies among athletes show widely varying rates of EDs. In general, athletes are two to three times more likely than non-athletes to struggle with EDs (Joy, 2016). Rates of EDs are known to be higher among athletes participating in weight class sports, aesthetic sports and anti-gravity sports where lower body weight is considered advantageous (Kong, 2015). Greater vulnerability for EDs also occurs among diabetics, individuals with medical history requiring dietary intervention (Conviser, 2018) and among sexual minority youth. Boys and men who identify as gay have particular ED vulnerability (Galli, 2017).

Subclinical EDs or disordered eating behaviors (DEBs) are behaviors of insufficient severity and/or frequency to meet full diagnostic criteria for EDs. Examples of DEBs among athletes may include use of saunas or plastic sweat suits to lose weight, use of laxatives or diuretics to cut weight, or use of steroids to build muscle, etc. DEBs are common among athletes and pose danger.

EDs threaten mental and physical health and have the highest mortality rate of any mental health condition (American Psychiatric Association, 2013). Starvation, purging and malnutrition, characteristic of EDs, are associated with changes in bodily fluids, electrolytes, low phosphorus, dehydration, and hypoglycemia, risking sudden death by congestive heart failure. Over-exercise, common among competitive athletes, is most strongly associated with suicidal behavior among individuals with EDs (Smith, 2013). Low energy consumption typically found in EDs, compromises all organ function, and is associated with lower hormone production including lower testosterone in men and lower estrogen in women, posing risk of low bone mineral density (DeSouza, 2014).

Individuals struggling with EDs, may suffer from other mental health conditions, including depression, anxiety, obsessive-compulsive disorders, post-traumatic stress syndrome, and substance use disorders. Approximately 30% of individuals with EDs will have co-occurring substance abuse (Hudson, 2007). Patients with bulimia nervosa (BN) and comorbid psychiatric conditions (Javaras, 2008), are known to experience higher rates of suicidal ideation and/or history of suicide attempt (Crow, 2014) than individuals without BN. Binge eating disorder is more prevalent among athletes than other kinds of EDs and co-occurs with depression, bipolar disorder, anxiety, bulimia nervosa, kleptomania, body image dissatisfaction and body dysmorphia.

The Treatment Team

Athletes with EDs or DEBs should undergo thorough evaluation and treatment by an experienced multidisciplinary team comprised of the Medical Director/Primary Care Physician, Director of Student-Athlete Well-Being, Director of Performance Dietetics-Olympic Sports and/or Director of Performance Dietetics-Football. Treatment teams may also include a family therapist, group therapist, intensive inpatient or outpatient therapists, coach, medical specialist given specific co-occurring medical conditions, and relevant or necessary athletic administration. Signed release of information forms must be secured from all providers and consensus among all treatment team members is vital.

The primary care physician with specialty training in EDs plays a critical role in ED treatment and sport related decisions. Using tangible, prior agreed upon, evidence-based guidelines for decisions to return to training and/or competition, encourages trust and accountability between the treatment team and the athlete. Medical and mental status must take priority over sport related training, conditioning and competition.



Figure 1 — Multidisciplinary, collaborative & credentialed professional treatment providers, Conviser, Tierney, and Nickols, *Journal of Clinical Sport Psychology*, 2018.

Identifying Urgent Needs

There are a variety of ED related self-report assessment tools available. However, the most beneficial assessment occurs via questioning or interview. A brief question-based assessment tool was developed by the American College of Sports Medicine and is known as the Preparticipation Physical Examination (PPE) monograph. The PPE includes several questions aimed at identification of DEBs: Do you worry about your weight? Are you trying to, or has anyone recommended that you gain or lose weight? Are you on a special diet or do you avoid certain types of food? Have you ever had an eating disorder? And, have you ever taken any supplements to help you gain or lose weight or improve your performance?

Every athlete and each ED is unique. However, some commonly observed features include body shaming, fat shaming, being highly critical of one's own body or another person's body, frequently comparing one's body to others (Festinger, 1954) and negative body image. In addition, frequent weighing, frequent body checking or measurement, frequent thoughts about body, size shape, composition, food or eating or detailed measurement of daily caloric expenditure and participation in physical training beyond what is assigned by the coach and trainer are also individually and/or collectively indications of ED risk and require evaluation. When outward manifestations of EDs are seen, it is likely an indication of more serious and longer standing ED related difficulties.

ED related signs and symptoms are many (Figure 2.) but may not be readily observed by the athlete or sport personnel. While it is well known that EDs and subclinical EDs impede performance, elite athletes typically fight to compensate for any low energy and poor focus (Crouse, 2018) and therefore decrements in performance may not

always be readily observed and EDs may for long go undetected/diagnosed raising risk to health and well-being. In fact, athletes typically do not recognize that ED related symptoms and behaviors have serious risk for health and sport performance.

<p>GENERAL:</p> <ul style="list-style-type: none"> -Marked weight loss, gain, or fluctuation -Unexplained change in the growth curve in a child or adolescent -Cold intolerance -Weakness &/or Fatigue -Presyncope &/or Syncope -Hot flashes, sweating episodes <p>ORAL AND DENTAL:</p> <ul style="list-style-type: none"> -Oral trauma/lacerations -Perimyolysis -Parotid gland enlargement <p>NEUROPSYCHIATRIC:</p> <ul style="list-style-type: none"> -Depressive/Anxious -Obsessive/Compulsive behaviors -Poor concentration &/or Memory loss -Insomnia -Self-harm -Suicidal thoughts, plans or attempts -Seizures <p>ENDOCRINE:</p> <ul style="list-style-type: none"> -Amenorrhea or oligomenorrhea -Low sex drive -Stress fractures -Low bone mineral density -Infertility 	<p>CARDIORESPIRATORY:</p> <ul style="list-style-type: none"> -Chest pain -Heart palpitations -Orthostatic tachycardia/hypotension -Dyspnea -Edema <p>GASTROINTESTINAL:</p> <ul style="list-style-type: none"> -Epigastric discomfort -Abdominal bloating -Early satiety -Gastroesophageal reflux -Hematemesis -Hemorrhoids & rectal prolapse -Constipation <p>DERMATOLOGIC:</p> <ul style="list-style-type: none"> -Lanugo hair -Hair loss -Carotenoderma -Russell's sign (calluses or scars on the back of the hand) -Poor wound healing -Dry brittle hair and nails
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Figure 2 – Signs and symptoms of eating disorders: Academy of Eating Disorders: Guide to Medical Care, 2017.

Athletes may be reluctant to report any symptoms or concerns related to EDs if they worry about the impact on their team status, playing time, teams winning potential, or professional contract, etc. In addition, athletes may normalize or minimize any outward signs of EDs believing, they should manage any difficulties themselves, their problems are minor, they do not need additional support, or they believe that seeking mental health care will be a source of shame, or loss of privacy with regard to health conditions.

If symptoms of concern are noticed, the athlete should be asked to undergo additional evaluation with a professional licensed and certified in ED assessment and to complete any other advised evaluations. ED assessment should be comprehensive and include medical status, psychosocial well-being, history of trauma, assault, current stressors, co-occurring medical and psychiatric history and conditions and current risk of hurt, harm and/or suicide.

It is helpful to present any observations of concern to the athlete in an objective and non-judgmental manner, i.e., “we are seeing *blank*”, “we are concerned about *blank*”, and “while we understand that you may not see these matters as problematic, we are asking that you undergo further evaluation” before returning to practice/competition. It is not beneficial to debate diagnostic decisions with the athlete. The athlete need not agree with the presenting observations or concerns but should be permitted ample time to fully express their objections and/or disagreements.

If there is any concern regarding the athlete’s safety or ability to follow through with the recommended next steps, a plan for safety and 24-hour supervision should be immediately implemented. If evaluation in a nearby emergency room is necessary, attending medical staff should be informed of the specific concerns regarding your referral including safety, self-injury or suicide risk, hypo-tension, dehydration, cardiac abnormalities, etc. and attending staff with eating disorder expertise should be specifically requested. Given that athletes with EDs tend to

minimize the seriousness of their symptoms and appear healthier than they may be, all attending medical personnel in an emergency room evaluation, should be aware of ED concerns and risk of “refeeding syndrome” prior to admission (Gaudiani, 2019). Since body size and shape do not accurately indicate the presence or absence of an ED or the degree of immediate medical or mental risk and body weight, BMI and IBW are not reliable indicators of eminent medical risk, stability or improved health. Blood counts, urine analysis and EKG are necessary to evaluate immediate risk and to formulate subsequent intervention (Figure 3.).

Complete Blood Count:

- Leukopenia, anemia, or thrombocytopenia
- Comprehensive metabolic panel to include electrolytes, renal function tests and liver enzymes, glucose, sodium, potassium, chloride, blood bicarbonate, blood urea nitrogen, creatinine, calcium, phosphate, magnesium, total protein, albumin, and prealbumin. aspartate aminotransaminase (AST), alanine aminotransaminase (ALT)
- Electro-cardiogram (ECG), bradycardia, prolonged QTc (>450msec), (ECG), & other arrhythmias

Additional Diagnostic Tests to Consider:

- Leptin
- Thyroid stimulating hormone (TSH), free T3, free T4
- Amylase and lipase
- Gonadotropins (LH and FSH) and sex steroids (estradiol and testosterone for females and males, respectively)
- Erythrocyte Sedimentation rate (ESR)
- Dual Energy X-ray Absorptiometry (DEXA)

Figure 3 — Basic tests for medical evaluation: Academy of Eating Disorders: Guide to Medical Care, 2017.

Recommended Level of Care for Treating Eating Disorders

EDs do not remit without professional intervention. Successful recovery will be facilitated by adequate structure, support and medical monitoring to ensure safety and progress. Decisions regarding the appropriate level of care (Figure 4) should be determined by the medical provider and based on the severity of symptoms, presence of any co-occurring conditions, and current degree of risk. Inability to progress, indicates the need for transfer to a higher level of care and more intense support services. The degree of sport participation while receiving treatment, should be agreed upon by members of the treatment team and have final approval from the medical physician in charge on a case by case basis. Treatment, training and sports related decisions should undergo ongoing re-evaluation throughout recovery.

Levels of Care	Medical Stability	Suicide Risk	Percent of IBW	ED Behaviors	Motivation	Support System
Inpatient	24 Hour Medical Supervision	High Risk Danger to Self	<85% IBW	Requires 24 Hour Supervision	Very Poor to Poor	Lack of Support
Residential	Daytime Monitoring	High Risk Danger to Self	<85% IBW	Requires Supervision	Poor to Fair	Lack of Support
Partial hospital	Medically Stable	Monitor as Needed	>80% IBW	Requires Structure	Partially Motivated	Limited to Partial Support
Intensive outpatient	Medically Stable	Monitor as Needed	>80% IBW	Uses Structure	Fair Cooperative	Adequate Support
Levels of Care	Medical Stability	Suicide Risk	Percent of IBW	ED Behaviors	Motivation	Support System

Figure 4 - Guidelines for Levels of Care for the Treatment of Eating Disorders. Adapted and modified from “Treatment of Patients with Eating Disorders,” 3rd ed., by Yager et al., 2012. American Psychiatric Association.

Athletes are more likely to approach the medical care team for evaluation of an ED related symptom such as gastrointestinal discomfort (Winstead, 2006), stress fractures or dental carries (Conviser, 2014) rather than seeking care directly for an ED. Therefore, sports medicine providers should be aware of the signs and symptoms of DEBs and EDs and readily access professionals with ED expertise as needed for consultation or evaluation. Early intervention and comprehensive specialty health care for EDs will preserve health, decrease serious health risk and diminish disruption to sport performance.

ix. Nonsuicidal Self-Injury (NSSIs)

NSSI refers to the intentional destruction of one’s own body tissue without suicidal intent and for purposes not socially sanctioned. Common examples include cutting, burning, scratching, and banging or hitting, and most people who self-injure have used multiple methods. NSSI is typically associated with emotional and psychiatric distress. NSSIs also increases risk for suicide. (Klonsky, Victor, and Saffer, 2014)

NSSI and suicidal behaviors are both forms of Self-injurious behaviors (SIBs), and therefore they are sometimes conceptualized as falling along a single self-harm continuum. However, NSSI and suicidal behaviors differ in several important ways. NSSI is more prevalent, involves different methods (for example, cutting and burning, rather than behaviors involving firearms, hanging, or self-poisoning), and results in bodily harm that is less medically severe and that causes less lethal damage, compared with suicide attempts. importantly, people who engage in NSSI do not intend to end their own life. In fact, NSSI is most often performed in the absence of suicidal ideation (Klonsky, Victor, and Saffer, 2014)

Possible signs and symptoms include:

- Scars, often in patterns

- Fresh cuts, scratches, bruises, bite marks or other wounds
- Excessive rubbing of an area to create a burn
- Keeping sharp objects on hand
- Wearing long sleeves or long pants, even in hot weather
- Frequent reports of accidental injury
- Difficulties in interpersonal relationships
- Behavioral and emotional instability, impulsivity and unpredictability
- Statements of helplessness, hopelessness or worthlessness

(Mayo Clinic).

Helping key responders understand why

One of the most common questions that individuals unfamiliar with NSSI will have is “why?” In light of its prevalence, many students will have encountered it in their peer group, but there are a significant number of adults who have not encountered self-injury in any meaningful way. Because it can be so confusing, it is helpful for staff and peers to understand that for a variety of psychological and physiological reasons, self-injury can help those who use it feel a sense of relief. They especially need to know that despite what it looks like, students use it in an attempt to feel better and not to end their lives.

Responding effectively

Both institutions and individuals need to know how to respond effectively. At the institutional level, this means communicating a clear protocol for triaging NSSI behavior. Both the CAPs-linked response teams and the larger community of faculty and staff need to know how to recognize it and how to respond, ideally in ways that encourage students to use campus support services. To do this, they need to react with compassion.

Calm, dispassionate demeanor	“It sounds like things have been difficult lately. If you are willing to share, I think I can help you find help.”
Respectful curiosity	“Can you help me understand how self-injury helps you feel better?”
Validation	“It must be really difficult to have so much going on inside right now. I can understand why you want to feel better. I would like to help you do that.”
Connect/Refer	“I want to assist you in finding someone you can talk to. If you do not already have someone to talk to, I can make some recommendations and/or connections for you.”

Identifying referral pathways and resources

Lastly, stopping self-injury behavior and dealing with the underlying psychological processes that engender it nearly always requires some degree of therapeutic support, especially if self-injury is the preferred method of coping. Ensuring that at least some of the CAPS providers are well-trained in NSSI and identifying community-based providers with NSSI expertise are critical parts of the referral pathway.

x. Medical Withdrawal Procedures/Removal/Return to Play

On occasion, an athlete will need to be medically withdrawn from a training camp or competition due to mental health crisis or emergencies. A member of the Sports Medicine and Student-Athlete Well-Being staff will review all requests for medical withdrawal for emotional reasons. The University of Wyoming team physicians (in consultation with other medical professionals) hold the final decision regarding whether a student-athlete may participate (from a clinical, medical and psychological (e.g., mental health) safety standpoint) in intercollegiate athletics. Generally, an athlete in the following categories is eligible for consideration for medical withdrawals for emotional reasons:

1. Currently being treated by a Student-Athlete Well-Being Department professional who recommends withdrawal, or
2. Currently in treatment with a professional mental health care provider in the private sector who recommends withdrawal, or
3. Leaving athletics in order to seek further mental health treatment.

If the Director of Student-Athlete Well-Being or Sports Medicine professional determines that the request is appropriate due to the risk to the athlete's health and safety, the professional will make written recommendation for the athlete, document recommendations in the athlete's medical chart, and provide a hard copy of the letter to the University of Wyoming Athletic Director. Athletics Compliance and/or General Counsel may be involved in the process.

Athletes may be removed from participating in sport if they exhibit

1. Unsafe behaviors of self-harm or harm to others, and/or
2. Participating in sport significantly negatively affects mental health functioning and/or safety.

After a mental health evaluation, the athlete will receive treatment recommendations that are commensurate with their needed level of care. The sports medicine team and leadership review panel will determine, based on recommendations from the mental health treatment team, what consequences are imposed if the athlete refuses treatment.

To return to play, athletes must demonstrate they no longer meet criteria to be removed. A treatment plan will be provided to the athlete and treatment team. This will typically be demonstrated through recommended treatment and collateral information with a graduated return to play plan.

xii. Managing Diversity Concerns

i. High Profile clients

Although treatment recommendations may not be different for High Profile athletes, it may be important to be mindful of possible implications with traditional mental health safety interventions. For example, when individuals are typically hospitalized for safety concerns, it can be common for the individual to wait in waiting room of the emergency room until they can be seen. For High Profile athletes, sitting in a waiting room with others may impede confidentiality more than traditional clients. It is recommended to establish a relationship with the hospital you will be referring athletes to and derive a plan when High Profile athletes can be admitted more discreetly.

ii. International clients

Mental health emergency action plans should also be mindful of unique challenges that could be present when intervening with international athletes. It is important to have a plan in place regarding how to find interpreters to help share information with the athlete, their family, or others who with whom may not be fluent in English. It is also important to recognize how the athlete's cultural perceptions of healthcare, and mental healthcare, may affect treatment compliance.

iii. Racially/Ethnically Diverse clients

In the event of a mental health emergency or crisis, stabilizing the situation and ensuring the safety of those involved are the main priorities. Providing culturally competent care is also important in the provision of clinical services including crisis intervention. Although mental illness does not discriminate, culture and cultural identity can impact the presentation of mental health symptoms, experiences of distress, and what is perceived as help to the person(s) in crisis. Therefore, considering relevant cultural factors during the clinical assessment can be helpful in determining the best intervention, resolving the situation, and connecting individuals to appropriate resources.

When managing a crisis or emergent situation, the authority figures involved often include health care professionals and/or law enforcement personnel. For many, these professions are associated with protection, care and safety. However, given some of the historical and present-day realities of racial bias and disparities in healthcare (e.g., Tuskegee Study; Hoffman, Trawalter, Axt, & Oliver, 2016) and in the law enforcement systems, Black, Indigenous, People of Color (BIPOC) and other culturally underrepresented groups, may have a very different association characterized by feelings of mistrust, anxiety or fear. Being aware of this dynamic may not alter the specific steps taken to address the situation, but rather, this knowledge may contribute to increased empathy, sensitivity, and cultural responsiveness when engaging with those involved. Additionally, if law enforcement is needed and it is possible to request a crisis intervention trained officer, this is an additional step that could be beneficial to the de-escalation and stabilization process.

Resources

https://drive.google.com/file/d/11xi7orMpLF6sJAyGSXAdx_684EbYiM8r/view

<https://www.nature.com/articles/s41562-020-0858-1>

<https://www.washingtonpost.com/graphics/2020/opinions/systemic-racism-police-evidence-criminal-justice-system/#Policing>

iv. Clients with disabilities

When developing a crisis response plan for Athletes, it is important to consider the unique needs of people with disabilities in detail. Disability is not limited to personal mobility limitations, but extends to include physical, sensorial, mental and emotional conditions. There are several considerations to keep in mind when assisting a person with an acquired or congenial disability. The emotional and mental disequilibrium that can lead to a crisis is often triggered by more than one factor, including a host of environmental, social, and psychological stressors. Because some disabled athletes may be less able to perceive hazards, risks, or able respond to a crisis and seek help, understanding the unique challenges and strengths of this population will help you successfully assist to reduce the frequency, intensity, and duration of the crisis.

The personal history of the individual in crisis will shape the lens through they perceive the helper in a crisis situation. The particular experiences with help seeking, medical and mental health care is important be aware of when

offering help. For some athletes with disabilities, degenerative and progressive medical conditions and chronic environmental stressors may adversely affect well-being in clinically significant ways. However, it is important to not assume presence based on a disability, and to also recognize strengths, resources, and alternatives the athlete has developed.

For instance, individuals who have multiple historically marginalized identities and frequent experiences of discrimination (e.g., made to feel inferior, sub-par service, bullying) are at increased risk of physical and mental health issues, including Post-Traumatic Stress Disorder (Seng, Lopez, Sperlich, Hamama, & Meldrum, 2012; Wigham & Emerson, 2015). Disabled individuals are more likely to experience social inequities, discrimination and structural inequalities than their able-bodied counterparts. Thus, feelings of anxiety about help seeking could arise. As such, it is always important to ensure that the athlete in crisis understands their rights and responsibilities. Inclusion of the athletes' support structure and a keen awareness of the multi-factorial endogenous and exogenous stressors can help alleviate some of this anxiety and facilitate a successful crisis response. Often times, including individuals from within their support network can help overcome communication barriers, increase trust, and facilitate creative problem solving.

v. Clients who are minors

Special considerations may need to be practiced when providing crisis/emergent mental health services. It is recommended that providers be aware of state and federal laws regarding confidentiality with minors, reporting laws for abuse/neglect, and ensure that proper documentation is being established. It is recommended to have a plan on who to contact in crisis/emergencies, and how that process will be navigated if the client does not give assent/consent to contact parents/guardians.

Student-Athlete Mental Health and Wellness Resources

Emergency Phone Numbers

- Safety, emergency or life-threatening situation: **911**
- University Counseling Center, After Hours Number: (307)-**766-8989**
 - During Business Hours Number: (307)-**766-2187**
 - Tell the front desk associate that this is a crisis situation and ask to speak with a senior clinician
- Ivinson Memorial Hospital, Behavioral Health: (307)-**742-0285**
- SAFE Project, After Hours Number: (307)-**745-3556**
- Mental Health Emergency Hotline: **988**

Non-Emergency Phone Numbers

- UW Police, Non-Emergency: (307)-**766-5179**
- University Counseling Center: (307)-**766-2187**
- Student Health Services: (307)-**766-2130**
- Dean of Students: (307)-**766-3296**

Informational Resource Pages

- NCAA: <http://www.ncaa.org/sport-science-institute/mental-health-educational-resources>
- UW Dean of Students Office: <https://www.uwyo.edu/dos/index.html>
- UW Counseling Center: <https://www.uwyo.edu/ucc/>

Confidentiality Statement

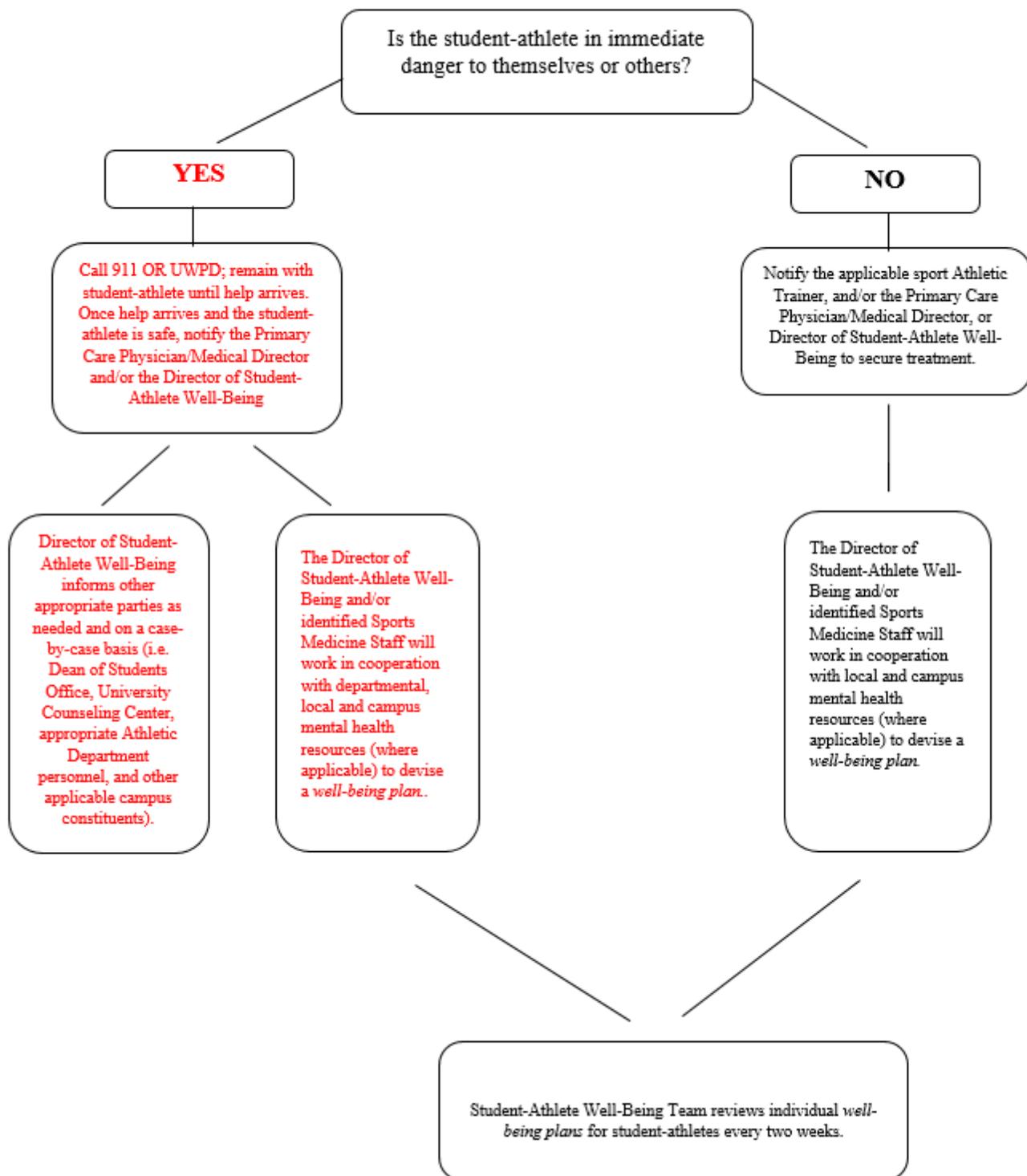
The Athletic Department is committed to maintaining the highest standard of confidentiality and complying with all applicable privacy laws, including FERPA and HIPAA, for student-athlete mental health records. Annually, student-athletes sign a release that includes the potential release or disclosure of mental health records as needed in order for limited personnel within the Office of Sports Medicine from Athletics Department to work with campus/community

mental health professionals to ensure continuous mental health care for the student-athlete. The most frequent information disclosed between the Athletics Department and campus/community mental health professional regarding a student is limited to: dates/times/locations of scheduled sessions, session attendance, prescribed medication(s) (to ensure compliance with NCAA drug testing regulations), recommended steps for treatment, and treatment progress. The practice of the Athletic Department regarding more specific mental health information, such as progress notes, diagnostic impressions, specific treatment plans, clinical assessments, psychological evaluations, and/or psychiatric evaluations, is to (1) confirm that the release from the 3rd party provider permits this disclosure, (2) that the treatment exception under HIPAA applies, and/or (3) to require an additional consent from the student.

The disclosure of mental health information regarding a student-athlete within the Athletic Department is on a case-by-case basis, limited to a need to know basis; and the disclosures will be limited to the minimum necessary to ensure the student athlete's physical and mental well-being. In addition to the Office of Sports Medicine, disclosure or receipt of limited mental health information regarding a student-athlete may be shared as indicated within this policy to other individuals within Athletic Department, such as the coaches, and the Student-Athlete Well Being Team or within the University, such as the University's Interdisciplinary Team.

Cases where privileged health information may be disclosed include imminent risk of harm to themselves, someone else, cases of neglect or abuse, or situations where the athlete's participation in sport for a specified period may place significant risk of harm to their physical health, the health of teammates, participants, or others involved in sport.

Responding to a Student-Athlete in Distress - Flow Chart



*If a coach or staff member still has concerns for the student-athlete, they may fill out a UWYO Cares report at https://cm.maxient.com/reportingform.php?UnivofWyoming&layout_id=5