EMPLOYMENT

PROSPECTIVE STUDENT-ATHLETES

Contact may be made between a prospect and a donor or booster to arrange summer employment after the prospect has signed a National Letter of Intent.

ENROLLED STUDENT-ATHLETES

Employment may be arranged for the academic year and summer at any time once the student-athlete has enrolled at BC.

Rules to Remember:

Providing employment to a prospect or enrolled student-athlete must be approved by the Compliance Office by completing the appropriate paperwork and specifies the following:

◇ The prospect or student-athlete receives remuneration only for the value of work performance, not because of reputation, fame or athletic ability.

◇ The prospect or student-athlete is to be compensated at a rate commensurate with the going rate in that locality for similar services.

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**DONORS-BOOSTERS**

**REPRESENTATIVES OF ATHLETICS INTEREST**

You are a representative of athletics interest if:

- you participate in or have been a member of any donor, booster, or alumni groups;
- you make or have made a donation to any of the BC athletics programs;
- you provide or have helped to arrange employment for student-athletes;
- you have been involved in promoting BC athletics in any way;
- you are the parent or legal guardian of an enrolled student-athlete; or
- you participated as a varsity athlete at BC.

According to NCAA rules, once an individual has been identified as an institutional “representative of athletics interest”, the individual retains that title for life.

Remember, as a representative of athletics interest, you are responsible for making the BC Compliance Office immediately aware of any infractions that you know have occurred. Even if the violation is unintentional, the eligibility of a prospect or enrolled student-athlete could be in jeopardy.

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**ENROLLED STUDENT-ATHLETES**

An ENROLLED STUDENT-ATHLETE is …a student who presently is participating in athletics or has completed his/her eligibility but is still enrolled at the institution.

An EXTRA BENEFIT is … any special gift or arrangement provided to an enrolled student-athlete, relative, or friend that is not available to the general student body of the institution or expressly authorized by NCAA legislation.

Extra benefits PROHIBITED would include: (not all-inclusive)

- Cash or loans in any amount, or signing or cosigning for a loan for a student-athlete or a member of their family;
- Gifts of any kind, including birthday cards and holiday gifts, clothing and entertainment, or cars to student-athletes or their families;
- Special discounts for goods and services (e.g., car repairs, legal services, meals) to student-athletes or their families;
- Free housing or reduced-rent housing to student-athletes or their families;
- Purchase of complimentary admissions from a student-athlete (i.e., paying for the use of the athlete's game-day pass);
- Honorariums awarded to student-athletes for speaking engagements;
- Free telephone or cellular phone usage provided to a student-athlete;
- Room, board, transportation, or any other special arrangement for a student-athlete's family or friends.

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**RECRUITING**

Donors, boosters, and other representatives of athletics interest are prohibited from making contact with a prospect for the purpose of encouraging participation in BC athletics programs.

- The prospect remains a prospect until the start of classes or until the official beginning of team practice prior to the start of classes (even if they signed an NLI).

**IMPERMISSIBLE ACTIVITIES:** (not all-inclusive)

- A donor or booster may not have any contact with a prospect. Contact includes in-person, phone calls, letters, faxes and communications via social media.
- A donor or booster may not provide tickets, transportation, or room and/or board for a prospect, coach, or relative of the prospect or coach to visit the campus.
- A donor or booster may not entertain in any way or give gifts, benefits, and free or reduced services to any prospect, coach or relative.
- A donor or booster may not contact a prospect’s coach, principal, or counselor in an attempt to evaluate the prospect.
- A donor or booster may not cosign a loan, loan their automobile or pay for summer camps registration fees.

**PERMISSIBLE ACTIVITIES:**

- A donor or booster may view a prospect’s game as long as no contact is made.
- If an established relationship already exists between donor or booster and prospect, the relationship may continue as long as the relationship is not for recruitment purposes.
- If unavoidable incidental contact occurs, only customary greetings may take place.
- A donor or booster may receive calls from prospects only if the prospect initiates the call and no recruitment takes place during the conversation. The conversation may only reference the university in general.