From The Athletic Director

Dear Eagles,

On behalf of the Eastern University Athletic Department, we are excited to have you as part of the Eagles family for the 2019-2020 academic and athletic year. The privilege of competing in intercollegiate athletics affords you an opportunity to leave a lasting impression that will be felt long after you have collected your diploma. You will be challenged to excel in the classroom, in competition and in your community. In everything you do remember that you represent your family, your teammates, the Athletic Department and Eastern University.

Over the next several years you will be participating in practices, games, and other team activities that will challenge you and help you develop intellectually, physically and spiritually. We will provide you with every available resource, but it is ultimately up to you to dedicate yourself to earning your degree, competing to the best of your ability, and staying committed to your own development. Our goal is to help you prepare for thoughtful and productive lives of Christian faith, leadership and service.

It is your responsibility to know the information in this handbook and utilize the resources provided to you by the University, the Middle Atlantic Conference and the NCAA.

I look forward to getting to know all of you as you compete and represent Eastern University. It is my hope that you will develop a long-lasting relationship with your teammates, coaches and the greater Eastern community.

#FlyWithUs

Eric Mc Nelley
Director of Athletics
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SECTION I: ATHLETIC OVERVIEW

Eastern University Mission Statement

Eastern University is a Christian University dedicated to the preparation of undergraduate, theological and graduate students for thoughtful and productive lives of Christian faith, leadership and service. The mission is confirmed and celebrated when graduates believe their way into knowledgeable action that influences the world in substantive ways.

Eastern University Vision Statement

Eastern University is dedicated to ideas, inquiry and the development of people of faith who will enhance the quality of society and the church. Toward that end, Eastern will continue to expand its formative role in the world as a university in which knowledge and wisdom are imbued, Christ-like engagement is inspired, and stewardship is modeled.

Read our Faith Statement here:
https://www.eastern.edu/about/faith-mission-values/faith-statement

Eastern Athletics Mission Statement

Eastern University Athletics will prepare student-athletes for productive lives of Christian faith and service as they pursue excellence in skill, teamwork, leadership and humility.

Eastern Athletics Philosophy Statement

Eastern University Athletic Department seeks to produce teams and athletes who:

- Seek to honor God in the way that they play, train, and treat each other.
- Display the highest levels of sportsmanship.
- Compete with unquestioned honor and integrity.
- Demonstrate skill, training, and commitment to team.
- Strive to achieve excellence in athletics and in the classroom through hard work.
- Demonstrate respect and consideration for opponents, officials, and fans.
- Contribute to the mission of the University through service and a commitment to excellence.
- Are humble in victory, and gracious in defeat.

We will provide quality teaching and coaching in order as we strive to compete at the highest levels in the conference, region and nation. Our programs will stress teamwork, community, and commitment. The department will strive to promote high levels of academic achievement, competitively successful programs, social integration of athletes, a strict adherence to NCAA, MAC, and University rules, the highest quality professional staff, and fiscal soundness.

Middle Atlantic Conferences (MAC Freedom, MAC Commonwealth, MAC)

Founded on December 11, 1912, the MAC has evolved into the only intercollegiate sports umbrella organization in the country that includes the Middle Atlantic, Freedom, and Commonwealth Conferences. It is the oldest athletic conference in the NCAA. In 1999, spurred by changes in the NCAA championship structure, the Corporation formed as an umbrella for three conferences – Freedom, Commonwealth and Middle Atlantic. Eastern University joined the MAC in July, 2008.

2019-20 MAC Freedom members are Delaware Valley College, DeSales University, Eastern University, Fairleigh Dickinson-Florham University, Kings College, Misericordia University, Stevens Institute and Wilkes University.

2019-20 MAC Commonwealth members are Alvernia College, Albright College, Arcadia University, Hood College, Lebanon Valley College, Lycoming College, Messiah College, Stevenson University and Widener University.

As of July 1, 2020, the conference will be realigned.

MAC Freedom members will be Arcadia University, Delaware Valley College, DeSales University, Fairleigh Dickinson-Florham University, Kings College, Lycoming College, Misericordia University, Stevens Institute and Wilkes University.

MAC Commonwealth members members will be Alvernia College, Albright College, Eastern University, Hood College, Lebanon Valley College, Messiah College, Stevenson University and Widener University and York College.

Eastern competes in the Middle Atlantic Conference for Cross Country, Women’s Golf, Men’s Volleyball and Track & Field.

It is the expectation of the athletic administration, coaches and staff that all student-athletes are aware of, and adhere to, both the Student-Athlete Handbook and the University handbook policies for CAS.
NCAA Division III Philosophy

Colleges and universities in Division III place the highest priority on the overall quality of the educational experience and on the successful completion of all students’ academic programs. They seek to establish and maintain an environment in which a student-athlete’s athletics activities are conducted as an integral part of the student-athlete’s educational experience, and an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

To achieve this end, Division III institutions:

1. Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;
2. Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (e.g., students, alumni, institutional personnel) than on the general public and its entertainment needs;
3. Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;
4. Primarily focus on intercollegiate athletics as a four-year, undergraduate experience;
5. Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;
6. Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs;
7. Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;
8. Assure that athletics participants are not treated differently from other members of the student body;
9. Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience;
10. Assure that athletics programs support the institution’s educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution’s athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission;
11. Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;
12. Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes;
13. Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;
14. Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;
15. Provide equitable athletics opportunities for males and females and give equal emphasis to men’s and women’s sports;
16. Support ethnic and gender diversity for all constituents;
17. Give primary emphasis to regional in-season competition and conference championships; and
18. Support student-athletes in their efforts to reach high levels of athletic performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.

The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.
Student-Athlete Advisory Committee (SAAC)

As of 1995, the NCAA mandated that each institution and conference create a SAAC committee.

The national SAAC committee consists of student-athletes from each of the three divisions to help create a liaison between student-athletes and the NCAA. The committee weighs in on NCAA legislation and works to evoke change within the NCAA structure.

The MAC SAAC is a committee that consists of two student-athletes from each of the member institutions. This SAAC was formed to provide student-athletes the opportunity to take an active role in the governance and legislation of athletics at their respective schools and the administration of the conference. The committee meets at least twice during the academic year and serves as an outlet to educate each other through thoughts and viewpoints on the activities of the conference and the NCAA as well as the active roles committee members take on individual campuses.

The SAAC at Eastern University is a committee made up of at least two representatives from each athletic team. The SAAC is used as a liaison between the athletes, coaches and administration. Committee members have opportunities to travel to NCAA sanctioned events, participate in service projects, gain valuable leadership skills and evoke change within the Eastern University Athletic Department, the MAC and the NCAA. The committee is used and is helpful in making changes and additions within the Athletic Department to enhance the overall student-athlete experience.

Functions of campus SAAC's:

- Promote communication between Athlete and Administration
- Disseminate information.
- Provide feedback and insight into athletics department issues.
- Generate a student-athlete voice within the campus athletics department formulation of policies.
- Build a sense of community within the athletics program involving all athletics teams.
- Solicit student-athlete responses to proposed conference and NCAA legislation.
- Organize community service efforts.
- Create a vehicle for student-athlete representation on campus-wide committees.

SECTION II: CONDUCT POLICIES

Commuter Student-Athlete Responsibility

Commuters represent Eastern University in the community and neighborhood in which they live. Eastern students who commute agree to uphold the local and community ordinances, laws of the state and country and be good neighbors to those living around them. Eastern expects all students to respect the property and sensibilities of their neighbors at all times.

It is expected that commuter student-athletes be responsible for what occurs in their off-campus housing. This includes parties in which alcohol and/or other drugs are present. If this occurs, it will be dealt with by the athletic administration and coach, as well as the University’s Dean of Students.

Disciplinary Actions for Other Campus Violations

By signing the Buckley Amendment Consent Form, the student-athlete gives his/her permission for open dialogue between the Residence Life Staff and Athletic Administration concerning disciplinary actions they might receive from the Office of Student Development. Additionally, each student-athlete who receives disciplinary actions shall be dealt with at the discretion of the Coach and/or Director of Athletics.

Any student-athlete who goes before the Office of the Dean of Students and has disciplinary action taken against them, will have a copy of the outcome letter placed in their Athletic file.

In accordance with the NCAA and MAC regulations, any student-athlete who is ejected from a contest by the officials shall sit out the next contest.

Employee/Student Relationships

Eastern University employees (faculty, administrators, and staff) are prohibited from having a romantic, intimate, or sexual relationship with students. As the counselors, mentors and advisors, the employee's influence and authority extend far beyond the classroom or workplace. Consequently, the University believes that a romantic, intimate, or sexual relationship between an employee and a student, even where consensual or whether or not a student would otherwise be subject to supervision or evaluation by the faculty or staff member, is inconsistent with the proper role of the employee, and is therefore prohibited. Entering a romantic, intimate, or sexual relationship with any students outside the bounds of an employee's assigned duties put the employee at risk that he/she may not be eligible for the University's liability insurance protection should the University and/or he/she incur civil or criminal liability as a result of his/her actions.

Clear boundaries are foundation of successful coach-student-athlete relationships. Physical, emotional and media/technological interactions should be strictly limited to team-related activities and conversations, etc.

As a matter of sound judgment and professional ethics, all employees have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with students (i.e. isolated meetings between coach and any student-athlete, social interactions beyond team activities, sharing or exchanging unprofessional/personal communications via email, text messaging or social media.)

Coaches must make sound decisions when it comes to traveling to and from competitions. If an individual athlete (sports specific) qualifies for an event/competition, the Head Coach may drive this student-athlete to the event but must be accompanied by an assistant coach/staff member. Coaches are to notify the Athletic Director with the travel plans in these circumstances.
Recruit Hosting
Hosting a recruit is a very important responsibility and needs to be taken seriously. The Department of Athletics expects hosts to:

- Conduct themselves in a responsible manner at all times.
- Keep the recruit on time for all appointments.
- Attend all functions with the recruit unless released by the Head Coach.
- Do not leave the recruit alone while they are visiting.
- Ensure that the recruit is not put in a situation where they are in the presence of alcohol or other drugs. The use of any illegal substance or participating in any illegal activity will not be tolerated and could result in disciplinary action.
- Be mindful of the general health and safety of the recruit.
- Register the recruit with the Residence Life staff on duty in the respective residence hall.
- Contact a member of the Residence Life staff, Public Safety (610-341-1737) immediately in the case of an emergency, followed by a call to the Head Coach.
- Adhere to all applicable NCAA regulations and team rules.

Sexual Assault / Anti-Harassment Reporting Process
Please view Eastern University’s complete Sexual and Anti-Harassment Policy here.

SECTION III: ACADEMIC STANDARDS AND ELIGIBILITY
ALL ELIGIBILITY DECISIONS MUST BE MADE BY THE ATHLETIC DEPARTMENT COMPLIANCE COORDINATOR.

Student-athletes must carry 12 or more credits per semester. Dropping below 12 credits will result in immediate athletic ineligibility, the loss of financial aid and the loss of campus housing.

It is the expectation of the athletic department that all student-athletes attend classes regularly, and turn in assignments on time. It is the responsibility of the student-athlete to notify their professors, well in advance, of any class time that will be missed due to an athletic contest. Practice time is not an excuse to skip class. (NCAA violation). If a student-athlete’s grade is in question because of absences due to participation in athletics, a member of the athletic administration should be notified immediately. Coaches are expected to help facilitate positive communication between the athletic department and faculty.

Academic classifications
Classification is based upon the total earned credit hours (Eastern and transfer hours):

<table>
<thead>
<tr>
<th>Credits</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;25</td>
<td>First Year</td>
</tr>
<tr>
<td>25-54.99</td>
<td>Sophomore</td>
</tr>
<tr>
<td>55-87.99</td>
<td>Junior</td>
</tr>
<tr>
<td>88+</td>
<td>Senior</td>
</tr>
</tbody>
</table>

Acceptable Academic Progress
These are the guidelines used by Eastern University to measure acceptable progress towards graduation in each academic classification.

<table>
<thead>
<tr>
<th>Credits</th>
<th>Grade-point Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-25</td>
<td>1.75</td>
</tr>
<tr>
<td>25-54.99</td>
<td>1.85</td>
</tr>
<tr>
<td>55-87.99</td>
<td>1.95</td>
</tr>
<tr>
<td>88+</td>
<td>2.00</td>
</tr>
</tbody>
</table>

Student-athletes who fail to achieve the required grade-point average for their classification are placed on academic probation and become ineligible to compete in athletics.

Review of Scholastic Records
The records of all students whose grade-point averages fall below the requirement for acceptable progress will be reviewed by the Scholastic Standing committee at the completion of each semester and at the end of summer school. Students who do not meet the standards of acceptable academic progress are placed on academic probation. Students whose cumulative record is considered dangerously low or whose semester record is poor may be recommended to withdraw from the university. The committee may make other recommendations or requirements for the student’s benefit. Students are notified of all decisions as soon as possible by either the Registrar or the Chairperson of the Scholastic Standing committee.

A student on academic probation may take up to 16 semester hours. A course load of more than 16 hours requires the permission of the Registrar.
Academic Dismissal
A student whose academic standing is deemed excessively low by the Scholastic Standing committee may be requested to withdraw or, in extreme cases, required to withdraw, because of any one or a combination of the following circumstances:

• An unsatisfactory semester
• Failure to improve sufficiently after a warning
• Failure to improve sufficiently after two successive semesters on academic probation
• Failure to attain a grade-point average of 2.0 on 60 or more hours attempted

The Scholastic Standing Committee makes withdrawal request when its faculty members determine that it is highly unlikely for the student, under present circumstances, to complete the requirements for graduation. It is, therefore, in the best interest of students not to continue in university at that particular time. These decisions are announced to the student by letter from the Chairperson of the Scholastic Standing committee.

Appeal Procedure
The student may appeal the Scholastic Standing committee’s decision by submitting a letter stating any extenuating circumstances which affected his/her academic performance. The letter may be sent to the registrar who will forward it to the Chairperson of the Scholastic Standing committee.

Class Attendance Expectations
It is the expectation of the athletic department that all student-athletes attend classes regularly, and submit assignments on time. It is the responsibility of the student-athlete to notify their professors, well in advance, of any class time that will be missed due to an athletic contest. **Practice time is not an excuse to miss class.**

The University does not currently hold a campus-wide approved absence policy for student-athletes. However, our faculty have been accommodating when an athlete needs to miss class under the following circumstances:

• Student-athlete communicates absences in a timely fashion. This should be done at the beginning of the semester, and then a reminder the week before classes.
• Student-athlete is making necessary progress toward success in the class.
• Student-athlete does not miss class any time other than for games
• Student-athlete turns in all assignments, and take tests on time.
• Student-athletes are not allowed to miss class to practice or play in a non-traditional season contest. This is an NCAA regulation.

If a student-athlete’s grade is in question because of absences due to participation in athletics, the student-athlete should notify the Faculty Athletic Representative (FAR) immediately. Dr. Peter Enns can be reached by email at penns@eastern.edu or by phone at 610-341-1491

**Faculty Athletic Representative**
The faculty athletics representative (FAR) plays an important role on college campuses, providing oversight of the academic integrity of the athletics program and serving as an advocate for student-athlete well-being. The National Collegiate Athletic Association (NCAA) requires each of its member institutions to appoint an FAR who must be on the faculty or administrative staff and may not hold a position in the athletics department.

Our FAR is Dr. Peter Enns, penns@eastern.edu, (610)341-1491

**SECTION IV: ELIGIBILITY INFORMATION**
**Benefits (NCAA Bylaw 16)**

According to NCAA rules, compliance extends beyond EU students and faculty/staff to include alumni, parents, friends and other boosters who have any stake in the institution as indicated by status as a former athlete, donor to the University’s athletic program, arranger of employment of athletes or promotor of athletics. Once identified as institutional representatives of athletic interests, those individuals retain the status for life.

Boosters are referred to by the NCAA as “representatives of the institution’s athletic interests”.

Boosters may not provide:

• Tickets to college or professional sporting events
• A special discount, payment arrangement or credit on a purchase or service
• Cash or loan or signing or co-signing of a loan
• Transportation, payment of expense or loan of any automobile
• Benefits or gifts based upon the student-athlete’s athletic performance
• Free or reduced rent or housing
• Honorarium to a student-athlete for speaking engagement

Members of the athletic staff and representatives of the athletics interest are prohibited from providing any extra benefit to a prospective or current student-athlete or acquaintance which is not available to the general student body. Ultimately, Eastern University is responsible for actions by those who are classified as institutional representatives.

**Bylaw 16.01.1 Exception for Benefits Available to Other Students**
The receipt of a benefit by a student-athlete or his or her relatives or friends that is not authorized by NCAA legislation is not a violation if it is demonstrated that the same benefit generally is available to the institution’s student, their relatives or friends or to a particular segment of the student body determined on a basis unrelated to athletics ability (Revised: 1/10/91, 10/15/8)

**Bylaw 16.01.2 Pay for Unspecified Expenses**
A payment to a student-athlete for unspecified, unitemized, excessive or improper expenses is not permitted.

**Bylaw 16.01.4 Eligibility Effect of Violation**
Receipt by a student-athlete of an award, benefit or expense allowance not authorized by NCAA legislation renders the student-athlete ineligible to compete while representing the institution in the sport for which the improper award, benefit or expense was received. If the student-athlete receives an extra benefit not authorized by NCAA legislation or in improper award or expense allowance in conjunction with competition that involves the use of overall athletics skill (e.g. “superstars” competition), the individual is ineligible in all sports.
Eligibility (NCAA Bylaw 14)

1. To be eligible for practice or competition, a student-athlete shall be enrolled in at least a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the institution. For purposes of this bylaw and its subsections, to be eligible for competition, a student-athlete shall be enrolled in no less than 12-semester or quarter hours, regardless of the institution’s definition of minimum full-time program of studies. For practice only, a violation of this bylaw shall be considered an institutional violation per Constitution 2.8.1; however, it shall not affect the student-athlete’s eligibility.

2. A student-athlete may practice or compete while enrolled in less than a minimum full-time program of studies, provided the student is enrolled in the final semester or quarter of the baccalaureate or graduate program and the institution certifies that the student is carrying (for credit) the courses necessary to complete degree requirements.

3. If a student-athlete’s academic eligibility changes at the end of a quarter or semester, the student-athlete shall become eligible or ineligible to compete on the date his or her eligibility officially is certified by the appropriate institutional authority. In a case in which the student becomes eligible at the end of the term, the earliest date on which the student can become eligible to compete is the day after the date of the last scheduled examination listed in the institution’s official calendar for the term that is ending. In a case in which the student becomes ineligible, the ineligibility shall become effective not later than the first day of classes of the following semester or quarter. In any case, if the student-athlete is academically eligible to compete at the time of the student-athlete’s or the institution’s first participation in an NCAA championship, he or she shall remain eligible for the remainder of the championship.

4. A student-athlete shall complete his or her seasons of participation during the first 10 semesters or 15 quarters in which the student is enrolled in a collegiate institution in at least a minimum full-time program of studies, as determined by the regulations of that institution.

5. A season of intercollegiate participation shall be counted in the student-athlete’s sport when a student-athlete participates (practices or competes) during or after the first contest in the traditional segment following the student-athlete’s initial participation of that academic year at that institution or when the student-athlete engages in intercollegiate competition during the nontraditional segment in that sport.

6. To be eligible to represent an institution in intercollegiate athletics competition, a student-athlete shall maintain satisfactory progress toward a baccalaureate or equivalent degree at that institution as determined by the regulations of that institution. As a general requirement, “satisfactory progress” is to be interpreted at each member institution by the academic authorities who determine the meaning of such phrases for all students, subject to controlling legislation of the conference(s) or similar association of which the institution is a member.

Medical Hardship

A student-athlete may be granted an additional year of participation (per NCAA Bylaw 14.2.4) by the conference or the Committee on Student-Athlete Reinstatement for reasons of “hardship.” Hardship is defined as an incapacity resulting from a season-ending injury or illness that has occurred under all of the following conditions:

a) The season-ending injury or illness occurs before the completion of the first half of the traditional playing season in that sport for the season being waived and results in incapacity to compete for the remainder of the traditional playing season. The first half of the traditional playing season is measured by the maximum contest or date of competition (whichever is applicable to that sport) limitation in each sport as set forth in Bylaw 17 plus one contest or date of competition; and

b) The season-ending injury or illness occurs when the student-athlete has not competed in more than one-third of the maximum contest or date of competition (whichever is applicable to that sport) limitation in each sport (as set forth in Bylaw 17) plus one contest or date of competition.

c) The following criteria are to be employed in the administration of the hardship waiver:

- Nature of Injury/Illness
- Medical Documentation
- First-Half-of-Season Calculation (refer to Figure 14-1)
- Reinjury in Second Half of Season. A student-athlete, who suffers an injury in the first half of the traditional season, enters competition during the second half of the traditional season and then is unable to participate further as a result of aggravating the original injury does not qualify for the hardship waiver.

Bylaw 16.02.3 Extra Benefit Definition

An extra benefit is any special arrangement by an institutional employee or a representative of the institution’s athletics interests to provide a student-athlete or the student-athlete’s relative or friend a benefit not expressly authorized by NCAA legislation. Receipt of a benefit by student-athletes or their relatives or friends is not a violation of NCAA legislation if it is demonstrated that the same benefit is generally available to the institution’s students or their relatives or friends or to a particular segment of the student body determined on a basis unrelated to athletics ability.

(Revised: 1/10/91, 10/15/08)
Transfers (NCAA Bylaw 14)

The following NCAA bylaws must be met for transfers:

14.5.5.1 General Rule. A transfer student from a four-year institution shall not be eligible for intercollegiate competition until the student has fulfilled an academic year of residence at the certifying institution, unless the student qualifies for one of the transfer exceptions noted below. A transfer student (other than one under disciplinary suspension per bylaws 14.5.1.2) may qualify for an exception to the academic year of residence requirement provided he or she does not have an unfulfilled residence requirement at the institution from which he or she is transferring.

14.5.5.1.1 Exception. A student who transfers to the certifying institution shall be immediately eligible if:

a) The student has never practiced nor competed in intercollegiate athletics;

b) The student transfers from a four-year collegiate institution and would have been academically and athletically eligible, at the time of transfer to the certifying institution had he or she remained at the previous institution; or

c) The student transfers from a four-year collegiate institution that did not sponsor the student-athlete’s sport and, while at that institution, the student-athlete:

   i. Successfully completed at least 24-semester or 36-quarter hours of transferrable degree credit; and

   ii. Completed at least two full-semesters or three full-time quarters.

SECTION V:
NCAA / EASTERN UNIVERSITY ATHLETIC DEPARTMENT POLICIES

Alcohol Policy

Alcohol by student-athletes, while on campus at Eastern University, including those of legal drinking age, is forbidden. It is the responsibility of every member of the University community to be aware of the risks associated with alcohol use and abuse.

The Eastern University Department of Athletics views the use of alcohol to be incompatible with the goal of athletic excellence. Eastern University student-athletes are required to conduct themselves in accordance with the Department of Athletics and University policies, as well as Federal, State, and local laws.

This extends to the recruitment of prospective Eastern University student-athletes. Prospective student-athletes visiting campus and socializing with current students are not permitted to participate in any activities that involve the use of alcohol. It should be understood that possession or consumption of alcoholic beverages by individuals under the age of 21 is a violation of State liquor laws. Likewise it is illegal for anyone to supply alcoholic beverages to persons under the age of 21. Please refer to the list of additional violations below:

1. Consumption of alcohol, regardless of age, 48 hours prior to competition or team activity during traditional and non-traditional portion of the season for those age 21 and over, or any event that formally represents Eastern University, the Department of Athletics or team

2. Driving under the influence (DUI/DWI) or other motor vehicle violations involving alcohol.

3. Public intoxication

4. Drunk and disorderly conduct

5. Other violations of local, State or Federal law involving alcohol, including possession

6. Other violations of local, State or Federal law involving acts of violence due to or related to the use of alcohol

7. Violations of the Department of Athletics and/or the Eastern University Student Code of Conduct involving alcohol

8. Minor in possession (alcohol)

9. Social media post involving anything alcohol related regardless of age and time of year.

The Athletic Director, Program Administrator or designee, along with the Alcohol and Other Drugs Sanctioning Committee (SAAC member & DTP Committee Member) may suspend or dismiss from all intercollegiate athletic participation any student-athlete upon a charge/citation, conviction or plea of guilty to any of the above or who is found through incidental discovery to be in violation of this policy. Student-athletes who are found guilty of any alcohol related violations will be sanctioned according to the discretion of the Director of Athletics, Program Administrator or designee, or if prescribed by the Director of Athletics, the Alcohol Sanctioning Committee may be consulted, with the minimum sanctions as follows:
Alcohol Violation Sanctions
At that time the student-athlete will meet with the Athletic Director and the Head Athletic Trainer. The Athletic Director will notify the student-athlete’s head coach. The student-athlete may request a person of their choosing to be present at the meeting.

First Offense
1. The student-athlete will meet with Head Coach and Athletic Director to discuss the incident.
2. The student-athlete will receive a suspension from 1 regular season contest. The contest to be missed is the next available.
3. The student-athlete will be required to take part in Eastern University’s educational programming related to the harmful effects of alcohol.

Second Offense
1. The student-athlete will receive a three (countable) days suspension from participation in team activities. This suspension will be served in the non-traditional or traditional season, whichever is scheduled first for the specific sport.
2. The student-athlete will receive a suspension from 10% of traditional season contests. The contests to be missed are the next available.
3. The student-athlete will be required to complete 5 hours of internal/external University compensatory service. (These hours are to be completed on their own time and not in conjunction with team activities.)
4. The student-athlete will be required to take part in Eastern University’s educational programming related to the harmful effects of alcohol.

Third Offense
1. The student-athlete will receive a six (countable) days suspension from team activities.
2. The student-athlete will receive a suspension of 20% of traditional season contests. The contests to be missed are the next available.
3. The student-athlete will complete 10 hours of internal/external University compensatory service. (These hours are to be completed on their own time and not in conjunction with team activities.)
4. The student-athlete will be required to take part in Eastern University’s educational programming related to the harmful effects of alcohol.

Fourth Offense
The student-athlete will immediately no longer be permitted to participate in Eastern University Athletics. The student-athlete will also be subjected to institutional sanctions imposed through their meeting with the Vice President for Student Development.

Once a violation has occurred, sanctions will reset to the Second Offense if a student-athlete has no violations after one calendar year.

Captains’ Practices
Per NCAA bylaws, “Captain’s practices” outside of the traditional season are not allowed. Students may reserve a designated athletic/recreational facility but the reservation can never be held for only members of a varsity team. The open recreation space reservation must be made through Camrin Azzarano, Scheduling Coordinator, and non-team members must be permitted to participate.

Bylaw 17.01 Institutional Limitations
A member institution shall limit its organized practice activities, the length of its playing seasons and the number of its regular-season contests and/or dates of competition in all sports, as well as the extent of its participation in noncollegiate-sponsored athletics activities, to minimize interference with the academic programs of its student-athletes.

Bylaw 17.02.1.1
The following are considered athletically related activities:
On-court or on-field activities called by any member(s) of a team that are considered requisite for participation in that sport (e.g., captain’s practices) (Revised: 1/23/19)

Drug Testing / Drug Possession Policy - Fall 2019
Purpose
The Eastern University Athletics Department created a drug education and testing program out of concern for the health, safety, and welfare of student-athletes who participate in its programs and represent the University in competitive athletics. Drug testing is a necessary component to ensure the health and safety of the University’s student-athletes, to promote fair competition in intercollegiate athletics, to affirm compliance with NCAA rules, and to avoid physiological dependence on an illegal substance.

Further, the Eastern University Athletics Department recognizes its responsibility to provide educational programming to inform student-athletes of the dangers inherent in the misuse of illegal drugs. Programming is embedded to explain local, state, and federal laws concerning the use and possession of drugs and to reinforce alternative activities while supporting a drug-free lifestyle for student-athletes. The Eastern University Athletics Department believes a program that embraces education and screening will facilitate positive decision-making by the University’s student-athletes.

Goals
- To educate student-athletes and coaches concerning the problems associated with the use of drugs.
- To discourage illicit drug use by Eastern University student-athletes.
- To encourage an atmosphere of open discussion in reference to any questions student-athletes may have with regard to use and abuse of illegal drugs.
- To promote informed, intelligent decision-making on the part of the University’s student-athletes with regard to the use of illegal drugs.
Conditions of Eligibility

All student-athletes of Eastern University must sign an NCAA consent form annually, in which they consent to drug testing during NCAA postseason championships for the use of drugs prohibited by the NCAA. In addition, all Eastern University student-athletes must sign a University consent form to allow for drug screening and limited release of screening results. Procedures and eligibility are designated and set forth by the Eastern University Athletics Department.

Prohibited Drugs/Banned Substances

During the time when a student-athlete is a member of or affiliated with an Eastern University intercollegiate athletics team, he/she may not use the drugs/banned substances specified by the NCAA (see Appendix A). Any use of the banned substances is expressly prohibited, whether such use occurs before, during, or after the student-athlete’s competitive season.

Any student-athlete who has a medical condition for which the use of a prescribed drug containing a banned substance is authorized must submit a statement of authorization by the prescribing health-care provider to the Head Athletic Trainer of Eastern University prior to testing. Banned substances for which Eastern University tests may be of the same or different content than those of the NCAA. Note that the drug panel used for testing at Eastern University includes but is not limited to the following: amphetamines, cocaine, opiates, methamphetamines, THC and THC compounds, benzodiazepines, and barbiturates.

Dietary Supplements

The Eastern University Athletics Department will neither distribute nor encourage the use of any dietary supplements or ergogenic aids that have not been cleared by the Dietary Supplement Resource Exchange Center, as per NCAA guidelines. This list can be found at www.drugfreesport.com. Many dietary supplements or ergogenic aids contain banned substances. Often, the labeling of dietary supplements is not accurate and/or is misleading. Using unregulated dietary supplements may cause a positive drug test. Any student-athlete who has intentions of taking or is currently taking any dietary supplements should disclose the product to the Eastern University Team Physician and/or their personal Physician and is encouraged to review the product with the Athletic Training Staff.

Educational Programming

The Head Athletic Trainer, or a representative, will meet with each team prior to the start of its season to review both the NCAA and University’s Drug Testing Policy prior to participation in athletics. It is the responsibility of each student-athlete to read the Eastern University Athletics Department’s Drug Testing Policy prior to the start of its season to review both the NCAA and University’s Drug Testing Policy prior to participation in athletics.

Selection and Notification Process

All student-athletes will be subject to periodic, unannounced, random testing. The selection of individuals to be tested will be made through a computer-generated selection process. Current team rosters will be loaded into the software by the Head Athletic Trainer or designee. Student-athlete notification of selection shall come from the Head Athletic Trainer or designee.

This notification procedure shall occur immediately prior to the scheduled testing. Such notification shall be delivered to the student-athlete verbally and the student-athlete will be presented with the Drug Testing Custody and Request Form (see Appendix B) to complete prior to testing. The student-athlete is required to complete, sign, and submit the documentation to the Head Athletic Trainer or designee prior to testing. The student-athlete must remain with the tester until producing a sample.

Reasonable Suspicion Testing

A student-athlete may be subject to testing at any time when the Directors of Athletics and the Head Athletic Trainer determine that there is individualized, reasonable suspicion to believe the participant is using a prohibited substance. Causes for reasonable suspicion may include, without limitation, the student-athlete having been:

- Observed possessing or using substances or related paraphernalia or equipment that appears to be a prohibited substance by an Athletics Department staff member.
- Arrested or convicted of a criminal offense related to the possession or transfer of prohibited drugs or substances.
- Observed by an Athletics Department staff member to have an abnormal change in appearance, conduct, or behavior that is reasonably interpretable as being caused by the use of prohibited drugs or substances. Among the indicators that may be used in the evaluation of the student-athlete’s abnormal change in appearance, conduct, or performance are class attendance, academic performance, significant GPA changes, athletic practice attendance, increased injury rate or illness, physical appearance changes, academic/athletic motivational level, emotional condition, mood changes, and legal involvement.

Testing Procedures

As part of the drug-testing procedure, any student-athlete on the current year roster (in or out of season) may be asked to submit a urine sample to detect illegal drugs, non-prescribed drugs, narcotics, steroids, and/or banned nutritional supplements at such times and places as directed by the Athletics Department. The selection for testing will be based on a computer-generated selection process or reasonable suspicion as outlined in the Selection and Notification Process section.

Collection Procedures

Immediately after the student-athlete signs the Drug Testing Custody and Request form, an Athletic Training Staff member will accompany selected student-athletes to the Eastern University Health Center or other designated location for formal drug testing. Upon arrival, the student-athlete will select a sealed drug screen test kit. Prior to specimen collection, the student-athlete will be inspected to check for hidden or secreted tampering materials. The student-athlete will enter the specimen collection room (private restroom) to produce the acceptable level/amount of urine at the required specific concentration needed for testing. This will be a “witnessed” procedure. When the collection has been completed, the specimen will then be screened for drug/banned substances.
Sanctions
Because the student-athlete willingly took part in the drug-testing process, student-athletes who receive a positive test will not be subject to institutional sanctions under the Student Code of Conduct as a result of drug-tests under this policy.

If a student-athlete is found in possession of illegal drugs on/off campus this will be counted as an automatic failed drug test and the below sanctions would be applied.

First positive test result
The Head Athletic Trainer will notify the Directors of Athletics upon a positive test. At that time the student-athlete will meet with the Directors of Athletics and the Head Athletic Trainer. The Directors of Athletics will notify the student-athlete’s head coach. The student-athlete may request a person of their choosing to be present at the meeting.

1. The student-athlete will receive a three (countable) days suspension from participation in team activities. This suspension will be served in the traditional season.
2. The student-athlete will receive a suspension from 10% of traditional season contests. The contests to be missed are the next available.
3. The student-athlete will be required to complete five hours of internal/external University compensatory service. (These hours are to be completed on their own time and not in conjunction with team activities
4. The student-athlete will be required to take part in Eastern University’s educational programming related to the harmful effects of drug use. This will take place with both the Athletics Department and through the Eastern University Cushing Center for Academic Support and Counseling. The evaluation may also occur at an external agency. Recommendations from CCAS or any external agency will be forwarded to the Director of Athletics or Head Athletic Trainer and the student-athlete must comply as directed, including signing a release form to enable communication to check on attendance. The student-athlete is responsible for all costs incurred for outside services.
5. The student-athlete will undergo additional drug screening tests whenever the Athletics Program conducts random drug screening over the next twelve (12) months.

Second positive test result
The Head Athletic Trainer will notify the Directors of Athletics upon a positive test. At that time the student-athlete will meet with the Directors of Athletics and the Head Athletic Trainer. The Directors of Athletics will notify the student-athlete’s head coach. The student-athlete may request a person of their choosing to be present at the meeting.

1. The student-athlete will receive a six (countable) days suspension from team activities. This suspension will be served in the traditional season.
2. The student-athlete will receive a suspension from 50% of traditional season contests. The contests to be missed are the next available.
3. The student-athlete will complete ten hours of internal/external University compensatory service.
4. The student-athlete will be required to take part in Eastern University’s educational programming related to the harmful effects of drug use. This will take place with both the Athletics Department and through the Eastern University Cushing Center for Academic Support and Counseling. The evaluation may also occur at an external agency. Recommendations from CCAS or any external agency will be forwarded to the Director of Athletics or Head Athletic Trainer and the student-athlete must comply as directed, including signing a release form to enable communication to check on attendance. The student-athlete is responsible for all costs incurred for outside services.
5. The student-athlete will undergo additional drug screening tests whenever the Athletics Program conducts random drug screening over the next twelve (12) months.

Third positive test result
The student-athlete will immediately no longer be permitted to participate in Eastern University Athletics. The student-athlete will also be subjected to institutional sanctions imposed through their meeting with the Vice President for Student Development.

EU Appeal Process
A student-athlete who tests positive under the terms of the Drug Testing Policy will meet with the Director of Athletics or their designee and the Head Athletic Trainer prior to imposition of any sanction. These proceedings shall include an opportunity for the student-athlete to review the results of the drug test. The proceedings shall be confidential.

The findings regarding the positive test by the Director of Athletics or their designee will be final. A student-athlete who believes he/she has received a false positive screen may appeal the positive finding. He/she must notify the Director of Athletics or Head Athletic Trainer immediately of the decision to appeal and the desire to be re-tested. Repeat testing will be conducted on the student-athlete’s original sample.

Self Referrals
A student athlete who voluntarily approaches the Athletic Director for help with his/her drug problem, prior to a University request to a student athlete to be available for testing, will be accorded confidentiality and professional help. A voluntary request for assistance will not, of itself, result in loss of scholarship aid or participation on a team provided the student athlete agrees to, and follows, his/her rehabilitation as required by the Athletics Department. A student athlete who voluntarily asks for assistance but does not follow the rehabilitation plan required by the Athletics Department will be subject to all of the sanctions provided by this Policy and any other applicable policies. In cases where drug usage is discovered by the University independently from a self-referral, self-referral will not be available. Student-athletes that self-refer will remain in the pool for random testing.

Confidentiality
Maintaining confidentiality and protection of the rights of the student-athlete is a critical factor on drug screening. Every effort must be made to protect the confidentiality of student-athletes under this policy, including those who test positive, undergo reasonable suspicion testing, or enter treatment programs. Under no circumstances will Eastern University personnel or anyone else associated with the drug testing program be permitted to discuss publicly any information acquired in their capacity, whether it involves individual student-athletes or teams.
Maintaining of Results/Records

Each specimen will be identified by the student-athlete's name and date of birth. The specimen will then be analyzed for the presence of drugs. The identification of each sample taken will be kept confidential by the Athletic Training Staff. Only positive test results will be reported to the Directors of Athletics. All names and results of athletes tested will be kept confidential. The results of the drug screening program will become a part of the student-athlete's medical record and will be considered confidential. Records and other information shall remain in the confidential possession of the Athletic Training Staff or its designee and may only be released with consent from the student-athlete.

All student-athletes will be required to sign a Drug Testing Consent form issued by the Compliance Officer.

Fundraising

Fundraising is a team activity and dollars may not be earmarked for an individual student-athlete per NCAA regulations.

Student-Athletes will not be reimbursed for general fundraising efforts in the event they quit or are removed from a team. This includes letter writing campaigns, eTeam crowdfunding, selling gear, donations, etc.

Gambling (NCAA Bylaw 10.3)

The NCAA, Eastern University and the EU Athletic Department opposes all forms of legal and illegal sports wagering. The Athletic Department does not condone the participation of any student-athlete in organized sports wagering activities concerning intercollegiate, amateur or professional athletics competition.

NCAA bylaws explicitly state the following:

Bylaw 10.02.1 Sports Wagering

Sports wagering includes placing, accepting or soliciting a wager (on a staff member's or student-athlete's own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest. 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.

Bylaw 10.02.2 Wager

A wager is any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.

Bylaw 10.3 Sports Wagering Activities

The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition:

a) Staff members of an institution's athletics department;

b) Non-athletics department staff members who have responsibilities within or over the athletic department (e.g., chancellor or president, faculty athletics representative, individual to whom athletics reports);

c) Staff members of a conference office; and

d) Student-athletes.

NCAA Bylaw 10.3.1 Scope of Application

The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the Association conducts championship competition, in bowl subdivision football and in emerging sports for women.

10.3.1.1 Exception The provisions of Bylaw 10.3 are not applicable to traditional wagers between institutions (e.g., traditional rivalry) or in conjunction with particular contests (e.g., bowl games). Items wagered must be representative of the involved institutions or the states in which they are located. (Adopted: 1/8/07 effective 8/1/07)

NCAA Bylaw 10.3.2 Sanctions

The following sanctions for violations of Bylaw 10.3 shall apply: a) A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins (“point shaving”) or who participates in any sports wagering activity involving the student-athlete's institution shall permanently lose all remaining regular-season and postseason eligibility in all sports. b) A student-athlete who participates in any sports wagering activity, through the Internet, a bookmaker or a parlay card, shall be ineligible for all regular-season and postseason competition for a minimum period of one year from the date of the institution's determination that a violation has occurred and shall be charged with a loss of a minimum of one season of eligibility. If the student-athlete is later determined to have been involved in a later violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.

NCAA Bylaw 10.4 Disciplinary Action

Prospective student-athletes and enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Committee on Student-Athlete Reinstatement for restoration of eligibility. Institutional staff members found in violation of the provisions of this regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another member institution. (Revised: 1/10/90, 1/11/00, 1/8/01 effective 8/1/07).

Hazing

Eastern University is committed to fostering a “genuine community where individuals show compassion and friendship towards others in the spirit of Christian love” (Eastern University Foundational Commitments, Section 5). Because this commitment is rooted in our deeply held belief that all human beings are created in the “image of God as an expression of God's eternal love” (Eastern University Faith Statement, Section 1), we find the practice of hazing to be a distortion of true Christian community that devalues personhood and thus it is incompatible with our beliefs and practices. Hazing is illegal in the Commonwealth of Pennsylvania and under Commonwealth law may be considered a “summary offense” or “misdemeanor of the third degree” (PA Senate Bill 1090). Hazing of any kind will not be tolerated at Eastern University and any acts of hazing will be considered serious violations of university policy.
Definition of Hazing

Eastern University supports and will enforce the Commonwealth of Pennsylvania definition of hazing (PA Senate Bill 1090). A person commits hazing when: ...the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or within an organization, or for the purpose of continuing or enhancing a minor or student's membership status in an organization, causes, coerces or forces a minor or student to do any of the following:

- Violate Federal or State criminal law.
- Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm.
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
- Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
- Endure brutality of a sexual nature.
- Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.

Even if no malicious intent is present, an activity may still be considered hazing if it is directed at any student(s) in a group in order to subject them to abusive, humiliating, harassing, degrading, or any dangerous activity (this may also include ‘pranks’).

Reporting Hazing

It is a violation of Eastern University anti-hazing policy that a student should fail to report a known or suspected incident of hazing.

A known or suspected incident of hazing may be reported to the Assistant Dean of Residence and Student Life in person at the Office for Student Development (Walton 200), by phone by calling 610-225-5575, or by emailing studev@eastern.edu.

Limited Immunity for Self-Reporting

Eastern University offers limited immunity for individuals that report activities that may fall within the University definition of hazing even if his/her personal conduct is in violation of the hazing policy. Immunity may be granted if the individual self-reports an activity of hazing while seeking immediate medical attention for him/herself or for another individual experiencing a medical emergency.

Immunity may also be granted for self-reports of which the University had not obtained previous knowledge of the incident. However, if an individual who is a victim of the hazing incident makes a complaint, or if the University had prior knowledge of the hazing activity from another source, the University will process the incident per the standard judicial process. A decision to grant immunity means that the University will not independently pursue disciplinary action against the self-reporting individual.

Judicial Process for Violations of Anti-Hazing Policy

Reports and complaints of hazing will be investigated thoroughly. All violations of the Eastern University Anti-Hazing Policy will be adjudicated per the "Disciplinary Procedures" outlined in the Eastern University Student Handbook.

Sanctions:

Pursuant to Pennsylvania law (PA Senate Bill 1090), any individual or organization which participates in hazing may face any or all of the following sanctions from the University:

1. The imposition of fines.
2. The withholding of diplomas or transcripts pending compliance with rules or payment of fines.
3. The rescission of permission for the organization to operate on campus or school property or to otherwise operate under the sanction or recognition of the institution or secondary school.
4. The imposition of probation, suspension, dismissal, or expulsion.

Self-Release Form (NCAA Bylaw 13.1.1.2.1)

Using a form made available by the NCAA national office, a student-athlete who attends a Division III institution may issue, on his or her own behalf, permission for another Division III institution to contact the student-athlete about a potential transfer. The student-athlete shall forward this form to the director of athletics at the institution of interest. Contact between the student-athlete and institution may occur during the 30-day period beginning with the date the permission to contact form is signed by the student-athlete. An additional form must be issued for contact to occur or continue beyond the initial 30-day period.

Self-Release form can be found here:
Social Media Policy

Playing, competing and coaching for Eastern University is a privilege. Eastern University student-athletes and coaches are held in high regard and are seen as role models in the community. As leaders you have the responsibility to portray your team, Eastern University and yourselves in a positive manner at all times. Sometimes this means doing things that are an inconvenience to you, but benefit the whole team.

Facebook, Twitter, Instagram, SnapChat and other social media sites have increased in popularity globally, and are used by the majority of student-athletes and coaches at Eastern in one form or another.

Student-athletes and coaches should be aware that third parties - - Eastern University Officials, media, faculty, future employers and NCAA officials - - could easily access your profiles and view all personal information. This includes all pictures, videos, comments and posters. Inappropriate material found by third parties affects the perception of the student-athlete, the athletic department and the University and can also be detrimental to a student-athlete’s future employment options.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include depictions or presentations of the following:

- Photos, videos, comments or posters showing the personal use of alcohol, drugs and tobacco e.g., no holding cups, cans, shot glasses etc.
- Photos, videos, and comments that are of a sexual nature. This includes links to websites of a pornographic nature and other inappropriate materials.
- Pictures, videos, comments or posters that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
- Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another institution; taunting comments aimed at a student-athlete, coach or team at another institution and derogatory comments against race and/or gender). No posts should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, and illegal drug use).
- Content online that would constitute a violation of Eastern University, the Middle Atlantic Conference or NCAA rules (examples: commenting publicly about a prospective student-athlete, providing information related to sports wagering activities; soliciting impermissible extra benefits).
- Information that is sensitive or personal in nature or is proprietary to the Eastern University Athletic Department or the university, which is not public information (examples: tentative or future team schedules, student-athlete injuries and eligibility status, travel plans/itineraries or information)

If a student-athlete or coach’s profile and its contents are found to be inappropriate in accordance with the above behaviors, he/she will be subject to the following penalties:

- A meeting with the Director of Athletics and Head Coach
- Penalties as determined by the athletic department, which may include, but is not limited to possible suspension from his/her athletic team.

For your own safety, please keep the following recommendations in mind as you participate in social media websites:

- Set your security settings so that only your friends can view your profile.
- You should not post your email, home address, local address, telephone number(s), or other personal information as it could lead to unwanted attention, stalking, identity theft, etc.
- Be aware of who you add as a friend to your site – many people are looking to take advantage of student-athletes or to seek connection with student-athletes.
- Consider how the above behaviors can be reflected in all Facebook applications.

If you are ever in doubt of the appropriateness of your online public material, consider whether it positively reflects your own values and ethics as well as the ethics and standards of Eastern University and the Eastern University Athletic Department.

Remember, always present a positive image and don’t do anything to embarrass yourself, the team, your family or the University.

Eastern University student-athletes will be required to sign an affirmation statement of understanding and agreement of this policy.

By signing below you affirm that you understand the Eastern University Athletic Department Social Media Policy and Guidelines for Student-Athletes and the requirements that you must adhere to as an Eastern student-athlete. Also, you affirm that failure to adhere to this policy and guidelines may result in consequences that include suspension from your athletic team, and you may be subject to additional penalties imposed by the NCAA, Middle Atlantic Conference or Eastern University.

Printed Name ____________________________________
Signature _______________________________________  
Date__________________
Team Travel
While on all away trips, all Eastern University rules and regulations apply, just as if the student-athlete were on campus. The student-athlete is expected to know and adhere to the behavioral guidelines as stated in this handbook, as well as the University student handbook.

- Drinking and illegal drug use is not allowed while on trips, including Spring Break, regardless of age or culture.
- Only Eastern student and staff are allowed to travel with the team. Special permission may be granted by the Athletic Director.
- Van drivers must be licensed by the University and obey all traffic regulations. All riders must wear seatbelts.
- At least one coach must return to campus with his or her team.
- Meal money is to be used for food only.
- Student-athletes that quit or are removed from the team will only be reimbursed for the portion of their payment for a team training trip that the university is able to recoup from the vendor. Not all monies are refundable due to booking deadline. In addition, only payments received directly from the student-athlete's or parent/guardian account will be considered for refund.

Travel Release Form
No student-athlete, regardless of age, is to leave the site of an away game with anyone other than a parent/legal guardian, unless the Coach has received the completed Travel Release Form from said parent/guardian. If student-athlete is leaving the site with a parent/legal guardian, written permission must be given.

Travel Release Form can be found here:

SECTION VI: ATHLETIC TRAINING INFORMATION

Physical Examination and Insurance
All athletes must complete a detailed medical history form before they are allowed to participate.

All athletes must have a complete physical examination, including ADD/ADHD & Sickle Cell Trait documentation as per the NCAA and be cleared by the Sports Medicine Staff before they are allowed to participate. All athletes must complete the "Parental Insurance Information Form" and attach a copy of both sides of their insurance card before they are allowed to participate. Forms can be picked up in the Athletic Training Room or downloaded from the EU Athletic website.

In accordance with the NCAA's Sports medicine handbook, the final decision regarding the physical qualification or rejection of an athlete, is the responsibility of the Eastern University Team Physician and Head ATC.

Training Room Policy
1. Operational hours are posted outside the training room.
2. No cleats inside the facility.
3. No athletic equipment inside the facility.
4. No other personal items inside the facility (backpacks, etc)
5. Shoes must be kept off the tables.
6. Athletes must shower before treatment or evaluation unless an emergency.
7. No rough housing or profanity.
8. No food, drink or tobacco allowed.
9. Athletes are not to use the athletic training room as a meeting place. Only individuals requiring treatment should be in the training room.
10. Athletes who want tape for their equipment may only use what is in the scrap box.
11. Use of cell phones is not permitted in the Athletic Training Room.
12. Athletes agree to follow and adhere to all other Eastern University Athletic Training Services Policies and Procedures. (Policy/Protocol examples include, but are not limited to: H1N1 Flu Virus, MRSA, Lightening, Cold Weather, Heat Illness, Hydration and Concussion Management)
13. Athletes must keep all appointments. Failure to keep a scheduled appointment or follow the established policies will result in the following:

1st Offense: Verbal Warning and formal meeting with the Head ATC.
2nd Offense: Verbal warning and formal meeting with the Head ATC and coaching staff.
3rd Offense: Loss of Athletic Training Room privileges including pre-game and pre-practice preparation (i.e. taping and wrapping) for the remainder of the season.

SECTION VII STRENGTH & CONDITIONING

The Strength & Conditioning Program is designed to maximize athletic performance and minimize injury. The role of the Strength & Conditioning Coach is to implement the highest level of education and resources needed to give student-athletes an added advantage during competition.

Expectations
The following general expectations apply to all student-athletes that engage in strength/conditioning programming:

- When dealing with a defiant or disrespectful athlete, the S&C Coach reserves the right to suspend or terminate his/her weight room privileges until the team coach satisfactorily addresses the situation.
- Consult with the S&C Coach regarding any questions, concerns, or suggestions. Failure to observe posted regulations and schedules may result in suspension or termination of weight room privileges at the discretion of the S&C coach.
- Every athlete can expect to be hurt or otherwise limited at some point, and there are alternatives for every movement. Injuries or other problems mean that we adapt, improve or modify (not skip) exercises or workouts (unless indicated by the Sports Medicine staff). Rehabilitation and or treatment sessions will be the responsibility of the Athletic Training Staff.
- NCAA Division III Bylaw 17.02.13 Voluntary Athletically Related Activities: The student-athlete must not be required to report back to any of his or her sport-specific coaches any information related to the activity. In addition, no athletics department staff member who observes, monitors or conducts the activity (e.g., strength coach, trainer, manager) may report back to the student-athlete's coach any information related to the activity. (Revised: 1/15/11 effective 8/1/11).
Strength & Conditioning Policy
1. Be 5-minutes early. If you will be late, you need to communicate with Coach Ryan
2. Communicate with teammates and coaches
3. A spotter must be present whenever the bar is on our back or overhead. No exceptions
4. Treat everyone in the Fitness Center with respect.
5. Tell Coach Ryan or any of the EUSP Staff about any injuries or restrictions given by the Athletic Training Staff
6. ONLY Eastern University, High School, or Neutral gear will be accepted for training sessions. No exceptions
7. No Headphones during team training sessions, no exceptions.
8. Shoes will be tied before the session starts, unless otherwise specified.
9. The room will look better after your training session than when you entered.
10. Teambuildr app will be loaded on your phone for your time as a student-athlete at EU.
11. No use of cell phones with the exception of Teambuildr.
12. Ask Questions, but not the same questions.

APPENDIX A
2019-20 NCAA Banned Substances
It is the student-athlete’s responsibility to check with the appropriate or designated athletics staff before using any substance.
The NCAA bans the following drug classes.

- Stimulants.
- Anabolic agents.
- Alcohol and beta blockers (banned for rifle only).
- Diuretics and masking agents.
- Narcotics.
- Cannabinoids.
- Peptide hormones, growth factors, related substances and mimetics.
- Hormone and metabolic modulators (anti-estrogens).
- Beta-2 agonists.

Substances and Methods Subject to Restrictions:
- Blood and gene doping.
- Local anesthetics (permitted under some conditions).
- Manipulation of urine samples.
- Beta-2 agonists (permitted only by inhalation with prescription).
- Tampering of urine samples.

NCAA Nutritional/Dietary Supplements:
Warning: Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff!
- Nutritional/Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
- Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
- Many nutritional/dietary supplements are contaminated with banned substances not listed on the label.
- Any product containing a nutritional/dietary supplement ingredient is taken at your own risk.

Athletics department staff should provide guidance to student-athletes about supplement use, including a directive to have any product checked by qualified staff members before consuming. The NCAA subscribes only to Drug Free Sport AXISTM for authoritative review of label ingredients in medications and nutritional/dietary supplements.

Contact the Drug Free Sport AXIS at 877-202-0769 or www.dfsaxis.com (password ncaa1, ncaa2 or ncaa3).

Some Examples of Substances in Each NCAA Banned Drug Class.

DO NOT RELY ON THIS LIST TO RULE OUT ANY LABEL INGREDIENT.

Stimulants:
amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; methamphetamine; methylphenidate (Ritalin); synephrine (bitter orange); dimethylamylamine (DMAA, methylhexanamine); "bath salts" (mephedrone); Octopamine; hordenine; dimethylbutylamine (DMBA, AMP, 4-amino methylpentane citrate); phenethylamines (PEAs); dimethylhexylamine (DMHA, Octodrine); heptaminol etc.
exceptions: phenylephrine and pseudoephedrine are not banned.

Anabolic Agents (sometimes listed as a chemical formula, such as 3,6,17-androstenedione):
Androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; testosterone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenedione; stanozolol; stenbolone; trenbolone; SARMS (ostarine, ligandrol, LGD-4033, S-23, RAD140); DHCM (oral turanabol) etc.

Alcohol and Beta Blockers (banned for rifle only):
alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

Diuretics and Masking Agents:
bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.
exceptions: finasteride is not banned

Narcotics:
Buprenorphine; dextromoramide; diamorphine (heroin); fentanyl, and its derivatives; hydrocodone; hydromorphone; methadone; morphine; nicomorphine; oxycodone; oxymorphone; pentazocine; pethidine

Cannabinoids:
marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)

Peptide Hormones, growth factors, related substances and mimetics
growth hormone(hGH); human chorionic gonadotropin (hCG);
erthropoietin (EPO); IGF-1 (colostrum, deer antler velvet); etc.
exceptions: insulin, Synthroid are not banned
Hormone and metabolic modulators (anti-estrogens):
anastrozole; tamoxifen; formestane; ATD; SERMS (clomiphene, nolvadex);
Arimidex; clomid; evista; fulvestrant; aromatase inhibitors (Androst-3,5-
dien-7,17-dione), letrozole; etc.

Beta-2 Agonists:
bambuterol; formoterol; salbutamol; salmeterol; higenamine;
norcoclaurine; etc.

Any substance that is chemically related to one of the above classes, even if
it is not listed as an example, is also banned!

Information about ingredients in medications and nutritional/dietary
supplements can be obtained by contacting Drug Free Sport AXIS, 877-202-
0769 or www.dfsaxis.com password ncaa1, ncaa2 or ncaa3.

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

APPENDIX B

EASTERN UNIVERSITY Student-Athletes’ Consent To Drug-Testing, Release And Waiver FORM

I, ____________________________, the undersigned (“Participant”) (or on behalf of my minor child), hereby acknowledge that Participant has agreed to submit
to and pass a random drug-test if selected as a condition of participation in Eastern University’s athletics programs. I understand that Participant must
abide by the University’s Drug Education And Drug-Testing Policy for intercollegiate student athletes as a condition of participation in Eastern University’s
athletics programs. I further understand that if Eastern University has reasonable suspicion that Participant has violated this policy, Eastern University may
order Participant to submit to a drug-test.

I understand and agree that Participant’s failure to pass a drug-test may be grounds for suspension termination or dismissal from Eastern University's
athletics programs. Also, as referenced in the Eastern University Student Handbook, any athlete found responsible for consumption, possession,
distribution, or selling/buying of any illegal drug under Eastern University's Community Standards, will have violated the athletic department’s drug policy
and will be subject to all institutional and/or athletic department sanctions.

Results of such testing will be provided to Eastern University athletics by the contracted medical testing laboratory. I understand that the results of such
testing will be treated confidentially by Eastern University athletics but will be disclosed to the Head Athletic Trainer, the Director of the Eastern University
Health Center, University Athletics Team Physicians, Athletic Director, and to Eastern University personnel who have a need to know the results, as
determined by the Eastern University Athletics Drug Testing Policy.

I hereby agree to release and hold harmless Eastern University, its agents, employees and vendors for any liability that results from the drug-testing
procedure or its outcome. This means that I will not sue or hold responsible such parties for any alleged harm to Participant that might result from such
testing, including loss of participation in Eastern University's athletics programs or loss of employment or any other kind of adverse job action that might
arise as a result of the drug-test, even if an Eastern University Athletic Training Staff or laboratory representative makes an error in the administration or
analysis of the test or the reporting of the results. I will further hold harmless Eastern University and the contracted medical testing laboratory for any
alleged harm to Participant that might result from the release or use of information or documentation relating to the drug or alcohol test, as long as the
release or use of the information is within the scope of this policy and the procedures as explained in the paragraph above.

My signature below indicates that: (1) I have read and understood this form; (2) I am freely consenting to this drug screening procedure; (3) I understand
this drug-test is a condition of Participant’s participation in Eastern University's athletics programs and that failure to pass the drug-test or otherwise comply
with the Drug Education And Drug-Testing Policy for intercollegiate student athletes will result in consequences, up to, but not limited to, removal from
Eastern University's athletics programs. I am releasing Eastern University, including its trustees, directors, officers, employees, and any students, agents
or volunteers acting at Eastern University’s direction from any liability arising during the drug-testing procedure or its outcome; and (4) any specimens
provided will be Participant's own and will not be adulterated.

Participant’s Signature:

I HAVE READ THIS AGREEMENT AND FULLY UNDERSTAND AND AGREE TO ITS TERMS. I further acknowledge that a copy of this consent form will be
kept within my athletic medical record. The Eastern University Athletics Drug Education and Testing Policy is provided at https://goeasterneagles.com/
sports/2019/9/5/student-handbook.aspx

________________________________
Participant’s Printed Name

__________________________________ Date: _____________________________
Participant’s Signature

Reviewed 7/2019 (JP)