NCAA rules do not prohibit or limit legitimate employment for student-athletes as long as its legitimacy has been verified by the Compliance Office.

I. REQUIRED EMPLOYMENT REGISTRATION:

1. Student-athletes must register all work with the Compliance Office while an athlete at the institution. This includes seniors who may have finished his/her last season of eligibility in the Fall or Spring, but have yet to complete the remaining academic year.

2. Student-athletes must register all employment that occurs during the academic year, vacation periods, and the summer. Example: Camps, Private Lessons, campus employment, summer internships, babysitting, etc.

3. The forms can be accessed at www.gomastodons.com under the Compliance link.

4. Student-athletes are responsible for informing the Compliance Office of any changes in employment status.

II. COMPENSATION:

The following requirements must be met in order for compensation to be legitimate:

1. Student-athletes must be paid for work actually performed.

2. Student-athletes must be paid at the going rate for the locality.

3. Student-athletes are not to be compensated in any manner for any value or utility that he/she may have for an employer because of any publicity, reputation, fame, or personal following that he/she has obtained due to his/her athletic ability.

III. FEE-FOR-LESSON (PRIVATE LESSON) EMPLOYMENT:

Compensation for teaching sport skills or techniques on a Fee-For-Lesson basis is permissible provided the following requirements are met:

1. IPFW facilities may not be used.

2. The compensation is paid by the lesson recipient (or recipient's family) and not another individual or entity. For instance, a Booster may not pay for a student-athlete to give lessons to a third party.

3. The instruction provided to each individual in a group must be comparable to the instruction that would be provided during a private lesson.

4. A student-athlete's name, picture or appearance may not be used to promote or advertise the availability of fee-for-lesson sessions.

5. A student-athlete may not be paid for "playing lessons" (in other words, he/she may not be paid for playing against someone in a tennis match, as opposed to teaching the proper technique for serving).

6. The lessons are documented using Section Two Part B of the Form. This documentation is provided to the IPFW Compliance Office at the end of each semester.
IV. EMPLOYMENT AT AN IPFW CAMP OR CLINIC:

1. A student-athlete may not establish their own concession stand at an institutional camp/clinic, however, they are permitted to work a concession stand that is set up and run by the institution.

2. A student-athlete may not conduct their own camp or clinic.

3. A student-athlete may not attend/participate in IPFW's camp/clinic, but all sports (besides football) may attend or participate in other institutions' camps/clinics.

4. If a student-athlete is working at a camp/clinic, he/she is expected to perform general supervisory duties. In other words, a student-athlete is to be involved in the general operation of the camp (e.g. not just demonstrating how to execute a chip shot in golf and then depart the camp for the day).

5. It is not permissible to establish varying levels of compensation for a student-athlete employed in a sports camp or clinic based on the level of athletics skills of the student-athlete.

6. A student-athlete who only lectures or demonstrates at a sports camp or clinic may not receive compensation for his/her appearance at the camp or clinic.

V. ADDITIONAL REQUIREMENTS AND RESTRICTIONS:

1. Student-athletes should be treated as the employer would treat any employee doing similar work regarding time off, breaks, scheduling, etc.

2. Student-athletes names or images may not be used to promote their employer's business or any commercial product or service.

PROCEDURE:

1. Prior to beginning employment, student-athletes must complete one of the three possible Student-Athlete Employment Forms that correlates to the type of employment involved. The three types of employment include the following: 1. Camp/Clinic Employment, 2. Fee for Lesson Employment, and 3. Regular Employment (i.e. any other employment not in the previous two categories).

   *Note: Fee for Lesson Employment is that which a student-athlete is giving lessons to an individual and being paid by that individual or that individual's parents. It is not considered to be Fee for Lesson Employment when a student-athlete is employed by a company (e.g. club) and giving lessons to one or many individuals, but is being paid by the company (e.g. club).

2. Submit completed forms to the Compliance Office.

3. Once the forms have been completed and submitted to the Compliance Office, the Compliance Office will verify that the employment meets NCAA regulations.

4. The student-athlete is responsible for notifying the Compliance Office of any change in employment status.