Indiana University Standards for Safeguarding Institutional Governance of Intercollegiate Athletics

Bloomington Campus
August 13, 2015
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Basic Principles

Indiana University is committed to governing its intercollegiate athletic programs with integrity. The Indiana University Department of Intercollegiate Athletics (“Athletics”) aims to positively impact lives and change the world by following the tenets of the Spirit of Indiana: 24 Sports, One Team (Appendix 1). This philosophy is further manifested through the Indiana University Student-Athlete Bill of Rights (“Bill of Rights”, Appendix 2), which was the first such commitment to be made in all of intercollegiate athletics.

The university’s engagement in intercollegiate athletics is an integral part of the educational mission of the university. Accordingly, athletic governance is consistent with, and not independent from, the governance applicable to other university units and programs.

Organizational Governance Standards

1. Authority of the President

   Indiana University’s President, subject to the general oversight of the Board of Trustees, and working within the constructs of the principles of shared governance held by each Big Ten Conference member institution, has ultimate authority, responsibility, and accountability for the administration of intercollegiate athletics.

2. Authority of the Director of Athletics

   The President has delegated authority, responsibility, and accountability for the administration of Athletics to the Director of Athletics.

3. Authority of the Faculty Athletics Representative (“FAR”)

   The Faculty Athletics Representative, appointed by the President, is the voice of the faculty in the governance of intercollegiate athletics at Indiana University and ensures that the academic mission of the university is upheld.

4. Authority of the Bloomington Campus Athletics Committee

   The Bloomington Campus Athletics Committee, reporting to the President and Bloomington Faculty Council, is an advisory body responsible for, among other things, ensuring that Athletics is striving to meet the mission and goals for intercollegiate athletics at Indiana University. See: Indiana University Intercollegiate Athletics Program Policy (Appendix 3).
5. Authority of the Student-Athlete Advisory Committee (“SAAC”)

The Student-Athlete Advisory Committee is the formal collective voice of the student-athletes in the administration of intercollegiate athletics at Indiana University and is permanently represented on the Bloomington Campus Athletics Committee. See: Bill of Rights.

6. Adequate controls have been adopted to ensure that those with the authority and responsibility to govern athletic programs do so without improper influence from others within or outside Indiana University. As demonstrated in the Athletics organization chart (Appendix 4), a series of dual reports, providing checks and balances, are built directly into the governance of the intercollegiate athletics program.

Operational Standards for Athletics

1. Academic Support. The Athletics academic support office at Indiana University has sufficient independence from specific sports program staff to meet its responsibilities. For oversight purposes, the lead administrator for academic support services (currently the Associate Athletic Director for Academic Services and the Excellence Academy) has a dual reporting role to the Director of Athletics as well as the FAR and the Associate Vice Provost for Undergraduate Education.

   a. Coaches do not have direct responsibility for, nor may they unduly or improperly influence, the hiring or supervision of any member of the academic support staff. Coaches may not attempt to influence inappropriately any member of the academic support staff or any faculty member in order to obtain or maintain the academic eligibility of a student-athlete.

   i. The lead administrator for academic support services is responsible for the selection and supervision of all academic support staff members. The selection of all employees must be made in accordance with all institution-wide policies applicable to other university units.

      The role of a coach in the hiring process is limited to consultation with the lead administrator for academic support services regarding the profile and characteristics desired in the position to be filled. At the discretion of the lead administrator for academic support services, there may be coach representation in the search and screen process for academic support staff.

      Academic services staff members are employees of the Department of Intercollegiate Athletics and are University Division advisors. University Division is a unit within the Office of the Vice Provost for Undergraduate Education (OVPUE). Therefore, the lead administrator for academic support
services or the direct hiring supervisor consults with a representative from OVPUE regarding all new hires.

Coaches do not have supervisory authority over any academic support staff members and are unable to discipline these employees for any reason. Actions counter to this philosophy subject the coach to discipline in accordance with institution-wide human resource policies.

Final approval for all hires ultimately resides with the Director of Athletics.

ii. Indiana University head coaches are responsible for developing a team culture supporting the academic mission of Indiana University and the athletic department. This includes establishing team guidelines that promote academic excellence, supporting the work of the assigned academic advisor, and encouraging their student-athletes to utilize the academic and learning services resources provided at the Shuel Academic Center.

Aside from appropriate participation in the search and screen process and communication involving the academic standing of student-athletes on a coach’s team, a coach may not attempt to influence inappropriately any member of the academic support staff. Furthermore, coaches may not contact faculty members regarding student-athletes on the team. Department staff is reminded regularly of their obligation to report non-compliance with these policies to the lead administrator for academic support services, the lead administrator for compliance (currently the Associate Athletic Director for Compliance), or the FAR.

b. Systems are in place to detect and prevent academic fraud and misconduct, abusive use of independent study, and clustering of student-athletes in particular courses or majors.

i. In order to maintain an environment of academic integrity, academic services staff members educate student-athletes and hourly academic support staff members (e.g. tutors, mentors, lab monitors) regarding issues of academic honesty and ethical conduct. Study tables are monitored in order to detect and prevent misconduct. Environmental conditions conducive to monitoring student use of academic facilities have been implemented allowing academic staff to see into tutor and study rooms for purposes of monitoring and deterrence. A culture promoting academic honesty is continually fostered through education, monitoring, and enforcement.

ii. Athletics supports student-athletes in their pursuit of a college degree and their engagement in educational opportunities provided by the institution. Non-traditional coursework, both independent study and online coursework provides students with unique opportunities to explore a variety of topics and work with instructors. Students-athletes who wish to enroll in such
courses are required to consult with their assigned academic advisor and campus advisor to ensure the course is degree applicable.

Adherence to policies related to working with tutors for non-traditional coursework is required. A list of student-athletes completing non-traditional credits is submitted to the FAR for review. Student-athletes in such classes are also required to complete the Individualized Course Agreement form and supply all necessary documentation, including that from other institutions.

Student-athletes are permitted to enroll in up to two online and/or hybrid courses each semester. Approval for more than two such classes must come from the FAR. Tutoring for online classes will only be provided after the student-athlete has completed a required number of hours in the Shuel Academic Center preparing for the course. Preparation time requirements are based on the allotted time for a traditional course (i.e. 3 credit class = 150 minutes each week).

The FAR works with the University Registrar to conduct a regular and recurring analysis of all classes in which student-athletes are enrolled to identify all courses and course sections where student-athletes constitute 15 percent or more of the available seats in that course or course section. The FAR and lead administrator for academic support services discuss those courses that are identified to determine whether further action is necessary. The criteria used to make this determination include:

- Total seats available in the class or class section;
- Type of course (e.g., basic writing);
- Degree and minor requirement needed by enrolled student-athletes; and
- Practice and travel schedule of enrolled student-athletes.

For courses that are identified as higher risk, the academic services staff will work to find alternative courses for student-athletes that fit their academic interests, fulfill degree requirements, and work with their practice and travel schedule.

Per the Coaches Teaching Student-Athletes Policy, student-athletes are not permitted to register for or take any course taught by their own coach. Any exception to this policy must be approved by the Bloomington Campus Athletics Committee.

When a professor allows a student-athlete to complete an exam on the road, the exam can only be proctored by an Athletics academic staff member. If an Athletics academic staff member is not traveling with the team, arrangements can be made with the athletic academic center at the visiting site.
c. Robust academic support and counseling are provided to ensure adequate and appropriate progress toward a degree and graduation. Upon arrival on campus, academic advisors assist student-athletes in developing an individualized plan for academic success, referring them to the appropriate departmental and campus resources. Student-athletes are also assessed through a variety of diagnostic tools including, but not limited to the NCAA GRO/FLAG program, Myers Briggs Type Indicator and Nelson Denny. This helps provide support with learning skills and strategies necessary for success in the college classroom. All study programs are objective-based and study hall is supervised for select student-athletes. In some cases, academic services staff also serve as liaison to Disability Services for Students. All of these responsibilities combine to provide a variety of educational opportunities which promote personal growth, career development and leadership development.

d. All communication between athletic department staff, including coaches, and faculty members regarding student-athlete academic performance is routed through academic support staff or the FAR.

2. Institutional, Conference, and NCAA Rules Compliance. The Athletics compliance office at Indiana University has sufficient independence from specific sports program staff to meet its responsibilities. For oversight purposes, the lead administrator for compliance has a dual reporting role to the Director of Athletics as well as the university’s General Counsel and the FAR.

a. Coaches do not have direct responsibility for or the ability to exercise undue or improper influence over the hiring or supervision of any member of the Athletics compliance staff. Coaches may not attempt to influence inappropriately any member of the Athletics compliance staff.

i. The lead administrator for compliance is responsible for the selection and supervision of all compliance staff members. The selection of all employees must be made in accordance with all institution-wide policies applicable to other University units.

The role of a coach in the hiring process is limited to consultation with the lead administrator for compliance regarding the profile and characteristics desired in the position to be filled. At the discretion of the lead administrator for compliance, there may be coach representation in the search and screen process for compliance staff.

Coaches do not have supervisory authority over any compliance staff members and are unable to discipline these employees for any reason. Actions counter to this philosophy subject the coach to discipline in accordance with institution-wide human resource policies.

Final approval for all hires ultimately resides with the Director of Athletics.
ii. Indiana University head coaches are responsible for developing a team culture supporting compliance with institutional, Big Ten Conference, and NCAA rules. This includes establishing team guidelines that promote compliance, supporting the work of the compliance office, and encouraging their student-athletes to report suspected violations.

b. To detect and prevent breaches of institutional, conference, and NCAA rules, Athletics utilizes a comprehensive approach to compliance through education, monitoring, detection, and correction. The approach starts with the foundation of creating a shared responsibility for compliance within all staff members of the intercollegiate athletics department. It is followed by an extensive education program for staff, student-athletes, coaches, boosters, and parents. To create a system of “checks and balances”, there are monitoring and auditing efforts across a variety of operational processes. Ultimately, when a violation is discovered by the compliance staff or reported through the culture of shared responsibility the process outlined in the institution’s compliance manual regarding the “Policy on Violations of NCAA Rules” is followed.

c. Athletics compliance staffing is adequate and appropriate and is at a higher level than the majority of its peers. IU has over 600 student-athletes across 24 varsity sports that compete within the Big Ten Conference. The Athletics Compliance Office is comprised of approximately seven full-time staff members with compliance responsibilities and an additional two staff members that jointly fulfill academic service responsibilities and compliance responsibilities. Beyond the full-time staff members, the compliance office utilizes up to four additional unpaid internship positions filled by law or master’s level students. Athletics has one of the largest per student-athlete compliance staffs in the Big Ten.

3. Admissions. Final decision-making authority for the admission of student-athletes is placed in the same offices that admit other undergraduate students, both domestic and international, to Indiana University. The Directors of Admissions are directed to notify the President of any inappropriate communication relating to the admission of a prospective student-athlete received from any booster or Indiana University official or from any staff member in the Athletics Department, including coaches.

a. Athletics has designated a full-time staff member within the Athletics compliance office to serve as the liaison with the domestic and international admissions offices. All communication between Athletics and Admissions is through this position. Coaches and staff members are not permitted to contact Office of Admissions staff and are reminded regularly that direct communication happens only through the designated department liaison.

b. Indiana University offers special admission consideration to students who do not meet the automatic admission requirements established by Indiana University but who have a good probability of academic success. This
opportunity to be considered for special admission is available to all prospective IU students, not just prospective student-athletes. In fact, specially admitted student-athletes normally comprise well less than half of all specially admitted students in any given year. The Faculty Sponsorship Program was established by the Bloomington Faculty Council in the 1960’s and, under this program, a faculty member may request to serve as a student’s sponsor (mentor). The Office of Admissions considers these requests, relying on faculty sponsorship committees to review such requests. One such committee is a subcommittee of the Bloomington Campus Athletics Committee. These subcommittees consider the special admission requests for prospective student athletes and make recommendations with regard to admission to the Office of Admission.

The aforementioned staff member who serves as the liaison with the Admission Offices also serves as the Athletics Department’s liaison with the Faculty Athletics Committee’s Faculty Sponsorship Subcommittee. Coaches and staff members are not permitted to contact Office of Admissions staff and are reminded regularly that direct communication happens only through the designated department liaison.

4. **Student Discipline and Codes of Conduct.** Student-athletes are subject to all disciplinary rules and codes of conduct applicable to other students at Indiana University, including the same procedures and sanctions. The Dean of Students is directed to notify the President of any inappropriate communication on behalf of a student-athlete in connection with a disciplinary decision, especially, but not only, if that communication is from a booster or Indiana University official or from any Athletics staff member.

   a. Specifically, all student-athletes, like students as a whole, are subject to the Indiana University Code of Student Rights, Responsibilities, and Ethics (Appendix 5). In addition, student-athletes must adhere to Athletics policies that are applicable specifically to student-athletes including the Statement of Principles on the Conduct of Participants in Student Athletic Programs (Appendix 6), annual Student-Athlete Handbook (Appendix 7), and any applicable team specific rules.

   b. All communication between Athletics and the Dean of Students Office regarding student-athletes is through the lead administrator for academic support services.

5. **Medical and Athletic Training Services.** Medical and athletic training staff who provide medical services to student-athletes are empowered to exercise their best professional judgment in caring for student-athletes. For oversight purposes, Athletics’ Chief Medical Officer has a dual reporting role to both the lead administrator for student-athlete wellness (currently the Associate Athletic Director for Student-Athlete Wellness and Performance) and the university’s Executive Vice President for University Academic Affairs.
a. Coaches do not have direct responsibility for, nor the ability to exercise undue or improper influence over, the hiring or supervision of any member of the medical or athletic training staff, including those who work with the coach’s own team. Coaches may not attempt to influence inappropriately any member of the medical or athletic training staff regarding the medical treatment of a student-athlete.

i. Athletics’ Chief Medical Officer is responsible for the selection and supervision of all medical and athletic training staff members. The selection of all employees must be made in accordance with all institution-wide policies applicable to other university units.

The role of a coach in the hiring process is limited to consultation with the Chief Medical Officer regarding the profile and characteristics desired in the position to be filled. At the discretion of the Chief Medical Officer, there may be coach representation in the search and screen process for medical or athletic training support staff.

Coaches do not have supervisory authority over any medical or athletic training staff members and are unable to discipline these employees for any reason. Actions counter to this philosophy subject the coach to discipline in accordance with institution-wide human resource policies.

Final approval for all hires ultimately resides with the Director of Athletics.

b. Medical and athletic training staff at Indiana University are required to adhere to the department’s Concussion Management Policy (Appendix 8). The policy initiates with student-athlete and coach education and requires an affirmation of understanding of each’s roles and responsibilities. Concussion assessment, monitoring, and management protocols are outlined within the policy. Lines of authority are clearly outlined as well to ensure that no undue or improper influence over student-athlete concussion episodes occurs.

c. It is the policy of Indiana University, and its medical and athletic training staff, to place the highest priority on the health of student-athletes over all other considerations.

6. Cost of Attendance. The cost of attendance calculation process for student-athletes is essentially the same as that for other students at Indiana University. The Director of Student Aid is directed to notify the President of any inappropriate communication relating to the cost of attendance amounts for a student-athlete.

a. Coaches do not have the ability to influence the calculation of cost attendance figures for student-athletes. All such calculations are made by the Office of Financial Aid. Coaches are barred from inappropriately influencing any member of the financial aid staff.
b. Athletics has designated the Assistant Compliance and Financial Aid Officer within the Athletics compliance office to serve as the liaison with the Office of Financial Aid. All communication between Athletics and the Office of Financial Aid is through this position. Coaches and staff members are not permitted to contact Office of Financial Aid staff and are reminded regularly that direct communication happens only through the designated department liaison.

7. Reporting of Concerns. Athletics has designated the lead administrator for compliance as the centralized individual to oversee the concern-reporting function for all areas included in this document. Any such reporting will be free of any form of retaliation.

a. In addition, Athletics’ Openness and Teamwork Initiative (Appendix 9), among other things, sets forth how student-athletes and staff members can share and report concerns of any type, inside or outside the department. For example, in the event that someone feels uncomfortable discussing a concern within Athletics, or, even with designated university administrators, the university has a dedicated hotline that is available to accept any disclosures of wrongdoing or other concerns.

**Enforcement**

This document, including all of the directives and prohibitions contained herein, was approved and adopted by the Indiana University Board of Trustees on August 13, 2015. Indiana University will comply with all standards implemented in fulfillment of these standards. This document shall be reviewed annually for effectiveness and a report submitted to the Big Ten Conference on its compliance with these standards.
THE SPIRIT OF INDIANA

IMPACTING LIVES. CHANGING THE WORLD.

We are able people of integrity who play by the rules.

We are well in mind, body and spirit.

We reach our highest academic potential and earn Indiana University degrees.

We reach our highest athletic potential and win championships.

We are unselfish leaders and teammates.

We represent Indiana University with passion, appreciation, respect and distinction.

We are positive, responsible, inclusive and integrated with our University.

We are a part of something bigger than ourselves.
INDIANA UNIVERSITY STUDENT-ATHLETE
BILL OF RIGHTS

1. COST OF EDUCATION. Full scholarships pay all costs of the student-athlete’s undergraduate education, including: tuition; room and board; books; and fees. Equivalency scholarships pay for specific elements (books, for example) and/or percentage of costs. Summer school, a fifth school year, and/or an “Olympic redshirt year” may also be paid through scholarships when needed, available, and earned. Once approved by the NCAA, Indiana University will also provide as part of our scholarships a miscellaneous expense allowance to cover the full cost of attendance. While non-scholarship student athletes do not receive full or equivalency scholarships, they receive all non-scholarship-related benefits provided to all student-athletes as set forth here.

2. FOUR YEAR SCHOLARSHIP COMMITMENT REGARDLESS OF INJURY, ILLNESS, OR ATHLETIC PERFORMANCE. Every head count scholarship student-athlete, regardless of sport, entering Indiana University receives a four year scholarship to ensure the time needed to earn an undergraduate degree. Equivalency scholarship terms may be year to year. All scholarships set forth in writing the amount, duration and any conditions of the award. Scholarship terms are not reduced unless the student-athlete voluntarily leaves the team, becomes ineligible, or violates a university or department policy or team rule. Any reduction of a scholarship’s terms may be appealed to an independent panel of faculty members whose decision on the matter is binding and final. Scholarship terms will not be reduced because of a student-athlete’s injury, illness, or physical or mental condition nor on the basis of a student-athlete’s ability, performance, or contribution to the team’s success.

3. LIFETIME GUARANTEE. Indiana University has an unusual, if not unique, commitment for all of our scholarship student athletes to earn an Indiana University undergraduate degree, even if they leave school early but decide later in life they want to finish. This extraordinary commitment corresponds to the similarly extraordinary commitment of time our student-athletes expend on athletics, in addition to academics, to meet the expectations of their scholarships. Under our “Hosiers for Life” program, Indiana University will pay the tuition (plus books and text) for an Indiana University undergraduate degree for a full or equivalency scholarship student-athlete who leaves school early but decides later in life to return to Indiana University to complete an undergraduate degree. A student-athlete who leaves school early but decides later in life to return to Indiana University will receive the full amount of tuition and fees to complete an undergraduate degree. The “Hosiers for Life” program will pay all costs of education to ensure the time needed to earn an undergraduate degree at no additional cost to the student-athlete or his or her family (including payment by the university of any applicable insurance deductible or copay).

4. COMPREHENSIVE ACADEMIC SUPPORT. Indiana University comprehensively supports all student-athletes to maximize their academic potential and earn an Indiana University degree. Every student athlete:
   A. Chooses their own course of study, major, degree, and the like with the support and assistance of a university academic advisor consistent with their ability to meet the applicable requirements;
   B. Receives a graduation plan identifying individualized support services;   C. Utilizes the D. Allen Smith Academic Center;
   D. Has free access to specialized diagnostic and support services such as tutors, mentors, study planning, study tables, personal counseling, assessments, major and career development programming, learning assessments and services, disability support services, and the like;
   E. Participates in Priority Registration to minimize academic and athletic conflicts and assist with graduation plans; and
   F. Is protected by a faculty enforced missed class policy to limit to the greatest extent practicable how many classes student-athletes may miss due to sponsored competitions and provided individualized excuse letters to any instructor whose classes do have to be missed.

5. COMPREHENSIVE HEALTH, SAFETY, AND WELLNESS. Indiana University is committed to protecting and enhancing the health, safety, and wellness of all of our student-athletes. These commitments include, but are not limited to:
   A. Providing every student-athlete through our sports medicine program comprehensive, high-quality medical, dental, vision, psychological, rehabilitation and related health care services for any injuries or illnesses relating to their participation in intercollegiate athletics at Indiana University at no cost to the student-athlete or his or her family (including payment by the university of any applicable insurance deductible or copay);
   B. Providing without cost through our sports medicine program every student-athlete with an incoming comprehensive physical medical exam, including a CBC blood test, sickle cell test, screening echocardiogram, concussion baseline test, and the like;
   C. Having a certified athletic trainer and/or medical doctor available for every team practice and competition;
   D. Providing the services of two full-time certified sports nutritionists who provide individual and team based nutrition wellness support to maximize the individual’s dietary and performance needs;
   E. Providing free access as available to the NCAA Student-Athlete Health Insurance Program;
   F. Providing any extended care insurance, including, but not limited to:
      1. Protecting the student-athlete’s health, safety, and wellness;
      2. Reimbursements for out-of-pocket medical expenses up to a lifetime maximum of $1,000,000 per injury per athletic or non-athletic event; and
   G. Counseling and support on issues particularly challenging to student-athletes as they transition into college;

6. COMPREHENSIVE ATHLETIC SUPPORT. Indiana University comprehensively supports all student-athletes to maximize their athletic potential. This support includes, but is not limited to:
   A. Providing top quality coaching and training;
   B. Providing top quality practice, competition, strength and conditioning, and related facilities;
   C. Providing cutting edge technology to access, diagnose, and improve individual student-athlete performance; and
   D. Providing top-quality apparel and equipment.

7. COMPREHENSIVE LEADERSHIP AND LIFE SKILLS DEVELOPMENT. Through its nationally recognized Excellence Academy, Indiana University provides its student-athletes with holistic and comprehensive personal development from recruitment to commencement and beyond. This includes, but is not limited to:
   A. Counseling and support on issues particularly challenging to student-athletes as they transition into college;
   B. Leadership and life skills training through departmental programming, including the Indiana University Excellence Academy Speaker Series;
   C. Specialized training to improve the individual student-athlete’s social media skills;
   D. Providing a paid internship opportunity for up to six student-athletes within the Department of Athletics through the Indiana University Excellence Academy Internship Program;
   E. Receiving a Blazer, which they may keep, as a membership staple to wear at athletic or non-athletic events; and
   F. Preparing student-athletes to transition to the next phase of their lives, including successfully pursuing post college employment through the Indiana University Excellence Career Counseling and Placement Center which student-athletes may also utilize as needed during their careers after graduation.

8. A CULTURE OF TRUST AND RESPECT. Indiana University develops student-athletes to be the best they can be in an environment of trust and respect. No physical or verbal abuse or demeaning language or treatment is tolerated.

9. A COLLECTIVE VOICE. At Indiana University student-athletes have a formal collective voice in the administration of intercollegiate athletics, and we recognize the Student Athlete Advisory Committee (SAAC) as that voice. Through SAAC, student-athletes are:
   A. Annually provide a report by the Athletic Director on the state of the athletic department similar to that provided to the IU Board of Trustees and the Bloomington Faculty Council;
   B. Provided the opportunity to meet with the Athletic Director every semester to ask questions and share concerns;
   C. Permanently represented on the Bloomington Faculty Council Athletics Committee;
   D. Permanently represented on the Indiana University Excellence Academy Leadership Council;
   E. Represented on any search or advisory committees for being a new head coach or athletic director; and
   F. Financially supported to participate in Big Ten Conference and national SAAC governance.

10. CUTTING EDGE TECHNOLOGY. Indiana University provides all student-athletes with technology access, training, and equipment to enhance their academic and athletic experiences and prepare them for their life after graduation. Every student athlete is:
   A. Provided their own tablet (such as an iPad), which they may keep, with appropriate applications to maximize their academic, athletic, and life skills development; and
   B. Able to access and utilize the Indiana University Excellence Academy Connect 24, a web-based technology that allows them to work from anywhere with staff to pursue and complete their individual academic, athletic, wellness, and leadership life skills goals; and
   C. Provided wireless access throughout the University and Athletics campuses and, to the greatest extent practicable, during athletically related travel and housing.

Indiana University provides our student-athletes these rights as part of our commitment to their academic and athletic success as well as personal development and well-being. These rights are predicated on the student-athlete’s compliance with NCAA, Big Ten, IU, and team rules. JUNE, 2014.
INFORMATIONAL UNIVERSITY
INTERCOLLEGIATE ATHLETICS PROGRAMS POLICY
(Approved: UFC 3/10/98; Trustees: 5/8/98; Amended UFC: 4/22/03, 11/24/09; Trustees:
6/11/04)

I. Mission and Goals:
A. The mission of intercollegiate athletics at Indiana University is to provide athletics programs committed to integrity, fairness, and competitiveness that enhance student life and that contribute in an effective and meaningful manner to the achievement of the broader goals of the University. The objective of intercollegiate athletics is to promote the matriculation, retention, and graduation of students and to develop pride, loyalty, and support among students, faculty, staff, alumni, and the community at large.

B. The fundamental goals of intercollegiate athletics programs are the following:
1. To put academics first, ensuring that all student-athletes progress each year toward graduation, culminating with the awarding of a bachelor's degree.
2. To facilitate the integration of the intercollegiate athletics departments and student athletes into the university community.
3. To play each sport at a competitive level.
4. To maintain well-rounded, balanced programs that ensure gender and racial equity and that respond to student interests.
5. To comply fully with governing athletics association (NCAA or NAIA), conference, and institutional rules.
6. To operate fiscally sound and prudent athletics programs.
7. To maintain programs that serve as models in intercollegiate athletics, on which the University community, the State of Indiana, and other universities may look with pride.
8. To promote interaction between citizens and the University, so as to develop widespread public identity with and pride in Indiana University and its many programs.

II. Principles of Authority and Responsibility:
A. While final authority over all units of the University rests with the President and the Trustees, governance decisions regarding intercollegiate athletics shall be made with the advice of the appropriate campus athletics committee(s).

B. Generally, authority and responsibility for intercollegiate athletics programs shall be delegated to the campuses. Because of historical tradition and the size of the program, the athletics program at the Bloomington campus shall be called the "University Athletics Program," and be governed by the President, the University Athletics Director, and the Bloomington campus athletics committee. The President shall govern the athletics programs on the other campuses as well, except that each campus' Chancellor would normally represent the President. Governance on each of the campuses shall also include the campus Athletics Director and the campus athletics committee.
C. The University Athletics Director shall have operational authority for the University Athletics Program (based at Bloomington) and oversight responsibility for all campus intercollegiate athletics programs.

D. The Athletics Coordinating Council shall serve to ensure consistency, resolve conflicts, and foster communication among the intercollegiate athletics programs of Indiana University.

III. Campus Athletics Committees:

A. Structure:

1. Reporting:
The chairperson of the committee shall submit a report annually to the campus faculty council and to the Chancellor (or President at Bloomington) on the status of campus intercollegiate athletics (or University intercollegiate athletics at Bloomington).

2. Membership:
The Chancellor (or President at Bloomington) shall appoint the campus athletics committee on the recommendation of the campus faculty council. The campus athletics committee voting membership shall have a majority of faculty. Faculty members shall be elected by the faculty, appointed by the campus faculty council, or appointed by the Chancellor (or President at Bloomington) from among a list submitted by the campus faculty council. The number of faculty members, the exact means of selection, and the terms of membership shall be determined by the campus faculty council in consultation with the Chancellor (or President at Bloomington).

Other members of the athletics committee shall include the Athletics Director (ex officio, non-voting), the Faculty Athletics Representative to the intercollegiate conference (ex officio, voting), student members, and alumni members. Committees also may include additional members as determined by campus governance. The exact membership and terms of membership, including means of selection and voting rights of student, alumni, and additional members, shall be determined by the campus faculty council in consultation with the Chancellor (or President at Bloomington) and shall be in compliance with the rules of the appropriate athletics associations and conferences.

The chairperson of the campus athletics committee shall be a faculty member appointed by the Chancellor (or President at Bloomington) in consultation with the campus faculty council.

3. Quorum: To guarantee faculty control of athletics, committee action may not be taken unless the majority of voting committee members present, in person or by proxy, are faculty members.

4. Relationships: The campus athletics committee should maintain strong liaison relationships with the campus faculty council committees on academic affairs and student affairs.

5. Personnel Subcommittee
The Campus Athletics Committee shall appoint a Personnel Subcommittee consisting of the Chair, the Faculty Athletics Representative, and two other faculty members of the Committee.
At the discretion of the campus Faculty Council, one non-faculty member of the Athletics Committee may be added to the Personnel Subcommittee.

B. Functions of the Campus Athletics Committee:
1. The campus athletics committee:
   a. Serves to foster University community confidence in the intercollegiate athletics program by ensuring that the program is striving to meet the mission and goals for intercollegiate athletics at Indiana University;
   b. Studies the athletics program and its relation to academic affairs of the University and campus and recommends to the campus faculty council and the administration policies relative to intercollegiate athletics;
   c. Monitors the program's compliance with policies relating to admissions, the academic performance and progress of student athletes toward graduation, and the integrity of the course of study of student athletes, seeking appropriate review of cases in which it appears that there has been abuse of academic integrity in order to promote athletics programs;
   d. Participates in the development of and approves general athletics policies related to academic matters, including academic eligibility policy, academic concerns relating to recruiting, missed class time policy, student drug use policy, and team competition and practice schedules within the scope of athletics conference and association rules;
   e. Participates in the development and recommends approval of the plans for addition / elimination of sports or programs, plans for significant revision of athletics facilities and physical plant, policies regarding the use of athletics facilities, athletics awards policy, and ticket pricing;
   f. Participates in the evaluation of the campus Athletics Director (University Athletics Director for the Bloomington committee) and the selection of the Athletics Director;
   g. Advises in personnel matters:
      (1) Evaluates, either as a full committee or through a designated subcommittee of the full committee, coaches in regard to the impact of programs on the students' academic life;
      (2) Consults, through its personnel subcommittee, regarding the selection of coaches and the dismissal of coaches or of the Athletics Director. (While the President has the authority to dismiss the Athletics Director, to the extent practical, they should consult in a timely manner with the personnel subcommittee when such actions are contemplated. In such cases, the personnel subcommittee will serve as a confidential advisory group.)
      (3) Recommends general policy regarding coaches' contractual arrangements.
   h. Serves in an advisory capacity regarding the athletics budget, media contracts, and institutional votes on association and conference legislation;
   i. Meets at least annually with the Chancellor (or President at Bloomington) to report and confer regarding the affairs of the committee and the intercollegiate athletics department.

IV. Athletics Coordinating Council:
A. Structure:
   1. Reporting:
      The council reports to the President. 2. Membership: The membership of the council shall comprise nine individuals: the University Athletics Director, the IUPUI Athletics Director, an Athletics Director from one of the other campuses (the position to be rotated among those campuses through a process agreed upon by those campuses), two faculty members from
each of the athletics committees at the Bloomington and at the IUPUI campuses, and two faculty members to represent the other campuses (the position to be rotated among those campuses through a process agreed upon by those campuses). The faculty members shall be chosen by their respective athletics committees. There shall be a chairperson appointed by the President.

B. Function of the Athletics Coordinating Council: 1. The Athletics Coordinating Council: a. Serves to ensure consistency in norms and principles of NCAA Division I athletics programs at Indiana University; b. Serves as a forum to assist in resolving inter-campus conflicts; c. Convenes at least annually a meeting of the heads of athletics programs and campus athletics committees from all campuses for the purpose of communication and mutual understanding.
Appendix 4

Indiana University
Department of Intercollegiate Athletics
January 2015
By action of the University Faculty Council (April 12, 2005) and the Trustees of Indiana University (June 24, 2005)

Each student is given a copy of this booklet when he or she enrolls in the university. Additional copies may be purchased in the campus bookstore.
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Indiana University Code of Student Rights, Responsibilities, and Conduct

Preamble

The purposes of Indiana University include the advancement of knowledge, the pursuit of truth, the development of students, and the promotion of the general well-being of society. As a community, we share a dedication to maintaining an environment that supports trust, respect, honesty, civility, free inquiry, creativity, and an open exchange of ideas.

Individual rights are best protected by a collective commitment to mutual respect. A student who accepts admission to Indiana University agrees to:

- be ethical in his or her participation in the academic community,
- take responsibility for what he or she says and does,
- behave in a manner that is respectful of the dignity of others, treating others with civility and understanding, and
- use university resources and facilities in appropriate ways consistent with their purpose and in accordance with applicable polices.

Every Indiana University student is responsible for reading and understanding this Statement, as well as other expectations identified by individual schools or organizations relevant to an academic major, professional field, or on-campus residence. This Code of Student Rights, Responsibilities, and Conduct is intended to identify the basic rights, responsibilities, and expectations of all students and student groups to serve as a guide for the overall student experience at Indiana University.

Part I: Student Rights

Indiana University recognizes its responsibility to support and uphold the basic freedoms and citizenship rights of all students. Within that context, students have the following rights.

A. Rights in the Pursuit of Education

The classrooms, laboratories, libraries, and studios are the essential learning environments of the university, and the freedom to learn in these environments should be promoted and encouraged by instructors. The following statements have been developed in support of a student’s right in the classroom or other learning environment. Students shall have the right to:

- Have access to faculty, academic technology, classrooms, libraries, presentations, and other resources necessary for the learning process.
- Have access to academic advising and clear expectations for degree and graduation requirements.
- Have decisions related to the pursuit of their education made in a clear manner.
- Learn in an environment that supports the freedom of self-expression and association.
- Participate in an exchange of ideas, pursuant with his or her constitutional rights and the Preamble of this Code, free of conduct that impedes either an instructor’s ability to teach or the student’s ability to learn. (See Guidelines for Dealing with Disruptive Students in Academic Settings, University Faculty Council, April 12, 2005)
- Receive either a paper or an electronic class syllabus in a timely manner.
• Expect to interact with faculty who act professionally; provide clearly stated class goals; provide clear expectations for class performance and evaluation; meet classes as scheduled; are accessible for office hours, appointments or consultation; and maintain a clear connection between course content and the most recently approved course description.

• Expect a faculty member will be sensitive to the student’s religious beliefs and observances, including an expectation that instructors will make reasonable arrangements upon notice that the student must miss an exam or other academic exercise resulting from the observance of a religious holiday. (See Policy on Accommodations for Religious Observances, University Faculty Council, March 28, 2000)

• Have the freedom to raise relevant issues pertaining to classroom discussion (including personal and political beliefs), offer reasonable doubts about data presented, and express alternative opinions without concern for any academic penalty. Students have the right to expect that their work will be evaluated by academic standards alone.

• Study, work, and interact in an environment of professionalism and of mutual trust and respect that is free of amorous or sexual advances by a faculty member. All amorous or sexual relationships between faculty members and students are unacceptable when the faculty member has any professional responsibility for the student, even when both parties have consented or appear to have consented to the relationship. Such professional responsibility encompasses both instructional and noninstructional contexts. A faculty member shall not have an amorous or sexual relationship, consensual or otherwise, with a student who is enrolled in a course being taught by the faculty member or whose performance is being supervised or evaluated by the faculty member. A faculty member should be careful to distance himself or herself from any decisions that may reward or penalize a student with whom he or she has or has had an amorous or sexual relationship, even outside the instructional context, especially when the faculty member and student are in the same academic unit or in units that are allied academically. (From the University Code of Academic Ethics, Part A.1, Relations with students). See definition of “faculty member” in Part IV of the Code.

B. Right to Freedom from Discrimination

Students have the right to study, work, and interact in an environment that is free from discrimination in violation of law or university policy by any member of the university community. Students at Indiana University are expected to respect the rights and dignity of other students, faculty, and staff.

The university will not exclude any person from participation in its programs or activities on the basis of arbitrary considerations of such characteristics as age, color, disability, ethnicity, sex or gender, marital status, national origin, race, religion, sexual orientation, or veteran status.

A student has the right to be free from such discrimination by other students that has the effect of interfering with the student’s ability to participate in programs or activities of the university.

Students wishing more information regarding these statements should consult the following Board of Trustees documents: Resolution on the Elimination of Discrimination (July 3, 1967, November 21, 1969), Student Affirmative Action Policy Statement (June 29, 1974), Statement concerning Disabled Veterans, Veterans of the Vietnam Era, and Handicapped Individuals (March 3, 1979), and Equal Opportunity/Affirmative Action Policy of Indiana University (December 4, 1992).
Indiana University administrators are responsible for publicizing and implementing the university's affirmative action policy in their respective areas of jurisdiction. Students who believe that they are victims of discrimination may obtain information concerning the university's affirmative action policy and complaint procedures from the campus affirmative action officer or the dean of students office.

C. Right to Freedom from Harassment

A student has the right to be free from sexual or discriminatory harassment a) in any building or at any location on any university property, or b) that occurs in a building or on property that is not university property if the harassment arises from university activities that are being conducted off the university campus or if the harassment compromises the security of the university community or the integrity of the educational process.

Sexual harassment is defined as unwelcome sexual advances, including requests for sexual favors and other unwelcome conduct of a sexual nature, when submission to such conduct is made, either explicitly or implicitly, a term or condition of a student’s education, or submission to or rejection of such conduct by a student is used as the basis for academic conditions affecting the student; or the conduct has the effect of unreasonably interfering with an individual’s academic performance or creating an intimidating, hostile, or offensive learning environment.

Discriminatory harassment is defined as conduct that targets an individual based upon age, color, religion, disability, race, ethnicity, national origin, sex or gender, sexual orientation, marital status, or veteran’s status and that adversely affects a term or condition of an individual’s education, housing, or participation in a university activity; or has the purpose or effect of unreasonably creating an intimidating, hostile, or offensive environment for academic pursuits, housing, or participation in university activities.

The Indiana University Policy against Sexual Harassment, as adopted by the Board of Trustees June 15, 1998, provides procedures for handling complaints concerning sexual harassment. Violations of discriminatory harassment policy are handled under existing procedures for handling complaints of discrimination.

Indiana University administrators are responsible for publicizing and implementing the university’s affirmative action and harassment policies in their respective areas of jurisdiction. Students who believe that they are victims of discriminatory harassment may obtain information concerning the university’s affirmative action policy and complaint procedures from the campus affirmative action officer or the dean of students office.

D. Right to Access Records and Facilities

Students can expect to have access to policies and procedures that affect them and access to university offices that may be able to assist them, such as the Office of Affirmative Action or the dean of students office.

Students can expect that their academic records will be maintained and they will have access to their records in a manner consistent with the Indiana University policies and applicable state and federal laws.

Students can expect to have reasonable access to university facilities and resources.
E. Right to Freedom of Association, Expression, Advocacy, and Publication

Students are free to form, join, and participate in groups or organizations that promote student interests, including but not limited to groups or organizations that are organized for intellectual, religious, social, economic, political, recreational, or cultural purposes.

In accordance with the state and federal Constitution and university policy, the university recognizes the rights of all students to engage in discussion, to express thoughts and opinions, and to assemble, speak, write, publish or invite speakers on any subject without university interference or fear of university disciplinary action.

Students may engage in peaceful and orderly protests, demonstrations, and picketing that do not disrupt functions of the university, subject to appropriate regulation concerning time, place, and manner. If a student feels that this right has been violated, the student may file a request with the dean of students for an investigation and appropriate action.

Students who publish student publications under university auspices have the right to be free of university censorship. Student editors and managers may be suspended or removed from their positions only for proper cause and by appropriate proceedings conducted by the agency responsible for the appointment of such editors and managers.

Indiana University does not require a student group or organization to register and be approved by the university. Student groups and organizations must comply with all federal, state and local laws, as well as university policies.

A student group or organization may be authorized to use university facilities for extracurricular activities, subject to the procedures established by the dean of students on each campus.

F. Right to Contribute to University Governance

Students have the right to contribute to the making of institutional policy generally affecting their social or academic affairs.

Students have the right to participate in the formation of standards of student conduct and the student disciplinary procedures by serving as members of appropriate committees such as the Student Affairs Committee of the faculty council.

Students have the right to be represented by a student government.

G. Right to Accommodation for Individuals with Disabilities

Indiana University is committed to creating a learning environment and academic community that promotes educational opportunities for all individuals, including those with disabilities. Course directors are asked to make reasonable accommodations, upon request by the student or the university, for such disabilities. It is the responsibility of students with documented physical or learning disabilities seeking accommodation to notify their course directors and the relevant campus office that deals with such cases in a timely manner concerning the need for such accommodation. Indiana University will make reasonable accommodations for access to programs, services, and facilities as outlined by applicable state and federal laws.

Campus support offices:
H. Rights of Student in the Judicial Process

Students who believe that any of their rights, as defined in this Code, have been violated by a member of the university community have the right to file a complaint, as outlined in Part III.

A student making a complaint under the provisions of this Code should expect that the university will make a good faith attempt to determine the validity of the complaint.

An alleged offender, complainant or victim is not entitled to be present while the individuals who are responsible for determining the merits of the complaint are deliberating the merits of the complaint.

Rights of a victim include:
1. The student has the option of being present in all aspects of a proceeding in which witnesses provide evidence.

2. The university will disclose the final results of any disciplinary proceeding to complainants as permitted by the provisions of state and federal laws.

Rights of the student charged (alleged offender):
1. A student charged with violating this Code has the right to a fair and reasonable process for handling the charges.

2. The student has the right to be informed of the procedures that will be used in adjudicating the charges against him/her, including but not limited to notice of the charges, deadlines associated with stages of the process, the kinds of evidence that may be submitted at each stage, and the availability of appeals processes, if any.

3. The student has the right to be present during those portions of any hearing or proceeding in which witnesses provide evidence relating to the charge.

4. The student who is participating in a hearing or proceeding at which evidence may be submitted is entitled to request the university make a good faith attempt to compel the attendance of witnesses, compel the production of documents, and provide a reasonable time period within which requests for witnesses and documents can be submitted and acted upon.
I. Rights of Students as University Employees

A student’s rights and responsibilities as an employee of the university are governed by the policies of the unit and by the applicable personnel policies of Indiana University. Students should contact their immediate supervisor, the Office of Student Employment, the Dean of Faculties, or University Human Resources for information. All personnel policies, including the policies for student hourly employees, are also available on the Indiana University Web site.
Part II: Student Responsibilities

Just as students have rights, they also have responsibilities. Indiana University recognizes its responsibility to support and uphold the basic freedoms and citizenship rights of all students, and it expects students to be responsible for the following.

A. Uphold and follow all codes of conduct, including this Code, relevant codes and bulletins of respective schools, professional programs or professional societies, and all rules applicable to conduct in class environments or university-sponsored activities, including off-campus clinical, field, internships, or in-service experiences.

B. Obey all applicable university policies and procedures and all local, state, and federal laws.

C. Facilitate the learning environment and the process of learning, including attending class regularly, completing class assignments, and coming to class prepared.

D. Plan a program of study appropriate to the student’s educational goals. This may include selecting a major field of study, choosing an appropriate degree program within the discipline, planning class schedules, and meeting the requirements for the degree.

E. Use university property and facilities in support of their education while being mindful of the rights of others to use university property and facilities.

F. Maintain and regularly monitor their university accounts including e-mail and bursar accounts.

G. Uphold and maintain academic and professional honesty and integrity.

**Academic misconduct** is defined as any activity that tends to undermine the academic integrity of the institution. The university may discipline a student for academic misconduct. Academic misconduct may involve human, hard-copy, or electronic resources. Policies of academic misconduct apply to all course-, department-, school-, and university-related activities, including field trips, conferences, performances, and sports activities off-campus, exams outside of a specific course structure (such as take-home exams, entrance exams, or auditions, theses and master’s exams, and doctoral qualifying exams and dissertations), and research work outside of a specific course structure (such as lab experiments, data collection, service learning, and collaborative research projects). The faculty member may take into account the seriousness of the violation in assessing a penalty for acts of academic misconduct. The faculty member must report all cases of academic misconduct to the dean of students, or appropriate official. Academic misconduct includes, but is not limited to, the following:

1. **Cheating**
   Cheating is considered to be an attempt to use or provide unauthorized assistance, materials, information, or study aids in any form and in any academic exercise or environment.
   a. A student must not use external assistance on any “in-class” or “take-home” examination, unless the instructor specifically has authorized external assistance. This prohibition includes, but is not limited to, the use of tutors, books, notes, calculators, computers, and wireless communication devices.
   b. A student must not use another person as a substitute in the taking of an examination or quiz, nor allow other persons to conduct research or to prepare work, without advance authorization from the instructor to whom the work is being submitted.
c. A student must not use materials from a commercial term paper company, files of papers prepared by other persons, or submit documents found on the Internet.

d. A student must not collaborate with other persons on a particular project and submit a copy of a written report that is represented explicitly or implicitly as the student’s individual work.

d. A student must not use any unauthorized assistance in a laboratory, at a computer terminal, or on fieldwork.

e. A student must not steal examinations or other course materials, including but not limited to, physical copies and photographic or electronic images.

f. A student must not submit substantial portions of the same academic work for credit or honors more than once without permission of the instructor or program to whom the work is being submitted.

g. A student must not, without authorization, alter a grade or score in any way, nor alter answers on a returned exam or assignment for credit.

2. Fabrication
A student must not falsify or invent any information or data in an academic exercise including, but not limited to, records or reports, laboratory results, and citations to the sources of information.

3. Plagiarism
Plagiarism is defined as presenting someone else’s work, including the work of other students, as one’s own. Any ideas or materials taken from another source for either written or oral use must be fully acknowledged, unless the information is common knowledge. What is considered “common knowledge” may differ from course to course.

a. A student must not adopt or reproduce ideas, opinions, theories, formulas, graphics, or pictures of another person without acknowledgment.

b. A student must give credit to the originality of others and acknowledge indebtedness whenever:
   (1) directly quoting another person’s actual words, whether oral or written;
   (2) using another person’s ideas, opinions, or theories;
   (3) paraphrasing the words, ideas, opinions, or theories of others, whether oral or written;
   (4) borrowing facts, statistics, or illustrative material; or
   (5) offering materials assembled or collected by others in the form of projects or collections without acknowledgment.

4. Interference
A student must not steal, change, destroy, or impede another student’s work, nor should the student unjustly attempt, through a bribe, a promise of favors or threats, to affect any student’s grade or the evaluation of academic performance. Impeding another student’s work includes, but is not limited to, the theft, defacement, or mutilation of resources so as to deprive others of the information they contain.

5. Violation of Course Rules
A student must not violate course rules established by a department, the course syllabus, verbal or written instructions, or the course materials that are rationally related to the content of the course or to the enhancement of the learning process in the course.
6. Facilitating Academic Dishonesty
   A student must not intentionally or knowingly help or attempt to help another student
to commit an act of academic misconduct, nor allow another student to use his or her
work or resources to commit an act of misconduct.

H. Be responsible for their behavior, and respect the rights and dignity of others both within
   and outside of the university community.

The university may discipline a student for the following acts of personal misconduct
that occur on university property, including but not limited to academic and
administration buildings, residence halls, athletic and recreational facilities, and other
university-serviced property, such as sororities and fraternities:

1. Dishonest conduct including, but not limited to, false accusation of misconduct,
forgery, alteration, or misuse of any university document, record, or identification; and
giving to a university official information known to be false.

2. Assuming another person’s identity or role through deception or without proper
   authorization. Communicating or acting under the guise, name, identification, e-mail
   address, signature, or other indications of another person or group without proper
   authorization or authority.

3. Knowingly initiating, transmitting, filing, or circulating a false report or warning
   concerning an impending bombing, fire, or other emergency or catastrophe; or
   transmitting such a report to an official or an official agency.

4. Unauthorized release or use of any university access codes for computer systems,
duplicating systems, and other university equipment.

5. Conduct that is lewd, indecent, or obscene.

6. Disorderly conduct, including obstructive and disruptive behavior that interferes
   with teaching, research, administration, or other university or university-authorized
   activity. (See Guidelines for Dealing with Disruptive Students in Academic Settings,
   University Faculty Council, April 12, 2005)

7. Actions that endanger one’s self, others in the university community, or the academic
   process.

8. Failure to comply with the directions of authorized university officials in the
   performance of their duties, including failure to identify oneself when requested to do
   so; failure to comply with the terms of a disciplinary sanction; or refusal to vacate a
   university facility when directed to do so.

9. Unauthorized entry, use, or occupancy of university facilities.

10. Unauthorized taking, possession or use of university property or services or the
    property or services of others.

11. Damage to or destruction of university property or the property belonging to others.

12. Unauthorized setting of fires on university property; unauthorized use of or
    interference with fire equipment and emergency personnel.
13. Unauthorized possession, use, manufacture, distribution, or sale of illegal fireworks, incendiary devices, or other dangerous explosives.

14. Possession of any weapon or potential weapon on any university property contrary to law or university policy; possession or display of any firearm on university property, except in the course of an authorized activity.

15. Sale of any firearms from university property or using university facilities, including through computer and telephone accounts; intentional possession of a dangerous article or substance as a potential weapon.

16. Acting with violence.

17. Aiding, encouraging, or participating in a riot.

18. Harassment, defined in Part I (c) of the Code.

19. Stalking or hazing of any kind whether the behavior is carried out verbally, physically, electronically, or in written form.
   a. Stalking is defined as repeated, unwanted contact in the forms of, including but not limited to, phone calls, e-mail, physical presence, and regular mail.
   b. Hazing is defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.

20. Physical abuse of any person, including the following:
   a. The use of physical force or violence to restrict the freedom of action or movement of another person or to endanger the health or safety of another person;
   b. Physical behavior that involves an express or implied threat to interfere with an individual's personal safety, academic efforts, employment, or participation in university-sponsored extracurricular activities or causes the person to have a reasonable apprehension that such harm is about to occur; or
   c. Physical behavior that has the purpose or reasonably foreseeable effect of interfering with an individual's personal safety, academic efforts, employment, or participation in university-sponsored extracurricular activities or causes the person to have a reasonable apprehension that such harm is about to occur;
   d. Sexual assault, including while any party involved is in an impaired state;
   e. Sexual contact with another person without consent, including while any party involved is in an impaired state.

21. Verbal abuse of another person, including the following:
   a. An express or implied threat to:
      (1) Interfere with an individual's personal safety, academic efforts, employment, or participation in university-sponsored activities and that under the circumstances causes the person to have a reasonable apprehension that such harm is about to occur; or
      (2) Injure that person, or damage his or her property; or
   b. "Fighting words" that are spoken face-to-face as a personal insult to the listener or listeners in personally abusive language inherently likely to provoke a violent reaction by the listener or listeners to the speaker.
22. Unauthorized possession, use, or supplying alcoholic beverages to others contrary to law or university policy.
   a. Indiana University prohibits:
      (1) Public intoxication, use, or possession of alcoholic beverages on university property (including any undergraduate residence supervised by the university, including fraternity and sorority houses) except as otherwise noted in Part II, Section H (22) b and Part II, Section H(22) c.
      (2) Providing alcohol contrary to law.
   b. The dean of students of each campus has discretion to allow exceptions to Part II, Section H (22) a, allowing use or possession of alcohol by persons, including students, who meet the minimum drinking age standards of the State of Indiana, under the following circumstances.
      (1) Use or possession of alcoholic beverages by persons who are of lawful drinking age may be generally permitted in residences supervised by the university, including fraternity and sorority houses, when specifically approved by the campus dean of students. Such use or possession may be allowed in residence rooms, apartments, and certain common areas as specifically approved by the dean of students. However, use or possession under this section shall be permitted only in residences supervised by a live-in employee specifically charged with policy enforcement.
      (2) Use or possession of alcoholic beverages may be permitted on an event-by-event basis in designated undergraduate residences (including fraternity and sorority houses) supervised by a live-in employee specifically charged with policy enforcement, when temporary permission is granted by the dean of students for events at which persons of lawful drinking age may lawfully possess and use alcoholic beverages.
   c. The chancellor of each campus has discretion to allow exceptions to Part II, Section H (22) a, allowing use or possession of alcohol by persons, including students, who meet the minimum drinking age standards of the State of Indiana, under the following circumstances.
      (1) Use or possession of alcoholic beverages may be permitted in facilities such as student unions or on-campus hotels, including guest rooms and other areas, specifically approved by the campus chancellor.
      (2) Use or possession of alcoholic beverages may be permitted in other areas, such as private offices and faculty lounges, not accessible to the public.
      (3) Use or possession of alcoholic beverages may be permitted in areas accessible to the public, if specifically approved by the campus chancellor.
   d. Indiana University also permits the nonconspicuous possession of alcoholic beverages on university property when in transit to areas where they may be possessed or used under the provisions above.
   e. Student organizations that serve or permit possession of alcoholic beverages at student organization functions, on or off campus, may be disciplined if violations of alcoholic beverage laws or of university regulations occur. Individual students who plan, sponsor, or direct such functions also may be subject to discipline.
   f. The chancellor or dean of students may make rules covering these uses. Those rules shall be enforceable as provisions of this Code.

23. Unauthorized possession, manufacture, sale, distribution, or use of illegal drugs, any controlled substance, or drug paraphernalia. Being under the influence of illegal drugs or unauthorized controlled substances.
24. Intentionally obstructing or blocking access to university facilities, property, or programs.

25. Violation of other disseminated university regulations, policies, or rules. Examples of such regulations include but are not limited to university computing policies, residence hall policies, and recreational sports facility policies.

26. A violation of any Indiana or federal criminal law.

27. Engaging in or encouraging any behavior or activity that threatens or intimidates any potential participant in a judicial process.

I. Personal Misconduct Not on University Property.

The university may discipline a student for acts of personal misconduct or criminal acts that are not committed on university property if the acts arise from university activities that are being conducted off the university campus, or if the misconduct undermines the security of the university community or the integrity of the educational process or poses a serious threat to self or others.

1. Indiana University is committed to the promotion of a civil community both on campus and off campus.

2. Indiana University regards off-campus activity, including but not limited to university-sponsored events, as an integral part of a student’s academic, personal, and professional growth. Thus, the university recognizes the right of all students to expect that the university will subject individuals to the same responsibilities and disciplinary procedures when conduct:
   a. Adversely impacts the university’s mission, or the tenets of this Code, such as altering academic transcripts, harassment of any kind, trafficking in term papers, use of a computer or other electronic device to obtain unauthorized access to information;
   b. Presents a clear danger to the personal safety of any person or the protection of any person’s property, such as alcohol and drug offenses, arson, battery, fraud, hazing, participation in group violence, rape, sexual assault, stalking, or theft;
   c. Violates policies of an academic program and related facilities, including but not limited to an off-campus clinical, field, internship, or in-service experience, or an overseas study program.
Part III: Procedures for Implementation of the Code

This Code governs activities on all campuses of Indiana University. Specific procedures are to be developed by each campus and made available to students, faculty, and staff on the campus. These procedures will provide for:

**Student Grievances**—Students are to have clear procedures to follow when they believe that any of their rights, as defined in earlier sections of this Code, have been violated by a member of the university community. The local campus offices of the dean of students, affirmative action, and faculty affairs, as appropriate, will assist students in addressing their complaints.

**Academic and Personal Misconduct**—Clear procedures with specific information about the persons who are involved, timelines, and disciplinary sanctions are to be created and maintained at the campus level. These procedures are to be designed to provide students with procedural fairness and to ensure equal protection for all students and appropriate sanctions.

**Advisors**—A person charged, a victim or anyone providing testimony is entitled, at his or her expense, to be accompanied by an advisor or support person of his or her choice. An advisor or support person is limited to the role of advising. The advisor or support person may not participate in the proceeding, may not question witnesses, and may not make any statements during the proceeding. Campuses may, however, create procedures to allow a student to have an advisor or support person to speak on the student’s behalf at the final appeal hearing.

A student with a disability affecting communication or a student who cannot effectively communicate in the English language may seek a reasonable accommodation from the office of the dean of students to allow an advisor or interpreter to present or translate the proceedings.

**Notification of a Victim**—A person who is a victim of any specific misconduct for which disciplinary proceedings are conducted under this Code is entitled to participate in proceedings relating to evidence, but not the deliberative process in which the hearing officer or panel weigh the evidence presented and arrive at a decision. If the subject matter of the disciplinary proceeding involves crimes of violence or a sex offense and the accused is determined to have committed the act, the dean of students is required to notify the victim of the outcome of disciplinary proceedings in a timely manner.

Campus procedures are to be reviewed and approved periodically through the local campus faculty council. Any revision should also be reviewed by University Counsel. It is recommended that campus procedures remain fairly similar across all campuses in an effort to assist students transferring among IU campuses.
Part IV: General Provisions, Definitions, Adoption Provisions, and Appendices

A. Definitions

**Student.** For purposes of this Code, the term “student” includes the following:
1. A person who is admitted or enrolled in any credit-bearing course or program in any school or division of Indiana University.

2. A person who is admitted to Indiana University and is present on a campus for the purpose of being enrolled in any credit-bearing course or program in any school or division of Indiana University.

3. A person who has been admitted and enrolled in any credit-bearing course or program in any school or division of Indiana University and continues to be associated with Indiana University because of failure to complete the course or the program in which the person was enrolled.

4. A person who is not admitted to the university, but who is taking classes to transfer to another university, for personal enrichment, or in preparation to apply to a graduate program.

5. For the purposes of this Code, “student” includes all students enrolled on the campuses of Indiana University–Purdue University Indianapolis (IUPUI) or Columbus.

**Faculty or Faculty Member.** In this Code, the terms “faculty” or “faculty members” include all who teach and/or do research at the university, including (but not limited to) tenure-track faculty, librarians, holders of research or clinical ranks, lecturers, graduate students with teaching responsibilities, visiting and part-time faculty, and other instructional personnel including coaches, advisors, and counselors.

B. Persons Authorized to Exercise Specified Responsibilities

1. Under this Code, the authority that is given to a specified Indiana University official or employee may be exercised by any person who occupies the specified position or has a comparable position on a campus that does not have the specified position. This Code refers to the following specified positions but each position includes any equivalent position on a campus that does not use these specific titles:
   a. Dean of Students/Vice Chancellor for Student Affairs
   b. Dean of Faculties/Vice Chancellor for Academic Affairs
   c. Affirmative Action Officer
   d. Assistant Vice President for Human Resources
   e. Faculty Council President
   f. Chancellor

2. Under this Code, the authority that is given to a particular Indiana University official or employee may be exercised by that particular person or by that person’s designee.
C. Adoption Provisions

1. Resolution of Adoption.


   b. This code, as hereby adopted, supersedes the Statement of Student Rights and Responsibilities which was effective on August 15, 1975, the Code of Student Ethics previously adopted by the Board of Trustees and effective on August 15, 1990, the Code of Student Rights, Responsibilities and Conduct previously adopted by the Board of Trustees and effective on August 15, 1997, and the Code of Student Rights, Responsibilities and Conduct previously adopted by the Board of Trustees on June 11, 2004 and effective on August 15, 2004.

   c. This code, as hereby adopted, shall be effective on August 15, 2005.

2. Effect of Adoption.

   a. The adoption of this code shall not affect any rights or liabilities that were accrued, any sanctions that were incurred, or any proceedings that were begun before August 15, 2005. Any rights, liabilities, and sanctions that accrued or were incurred before August 15, 2005 shall continue to be enforced as if the new Code had not been adopted. Any proceedings that were begun before August 15, 2005 shall likewise continue as if the new Code had not been adopted.

   b. Acts of misconduct that were committed before August 15, 2005 shall governed by the rules and procedures in effect at the time of such acts.

   c. Acts of misconduct that are committed after August 15, 2005 shall be governed by the rules and procedures included in this new Code.

   d. The provisions of this code do not alter existing faculty grievance policies and procedures.

3. Amendments to the Code by Academic Units.

   a. The Code of Student Ethics was adopted by the University Faculty Council on April 16, 1990, by the following resolution:

      “The Code of Student Ethics shall apply to all students at Indiana University. Any unit of the university may adopt additional or alternative substantive or procedural standards to this code, provided the alternative or additional standards:

      (1) Are necessary to meet academic concerns or to comply with the professional or accreditation standards; and
      (2) Guarantee students in the unit a fair opportunity to be heard consistent with the standards of evidence and due process found in this code.”
b. In establishing additional or alternative processes, a unit must use the following procedure:

(1) Proposed revisions to the Code must be submitted to the Agenda Committee of the appropriate faculty council (Campus or University) for review, and to the full faculty council for approval, to ensure the revisions are comprehensive and consistent, and that they meet the criteria outlined above.

(2) Upon approval by a campus faculty council, the revisions must be reported to the campus Dean of Students and the University Faculty Council Agenda Committee. The University Faculty Council will review and consider final approval of the revisions.

(3) Upon final approval of an alternative process, the fact that this code does not apply to the unit, with regard to academic matters, must be publicized in a fashion calculated to inform all students taking courses in the unit, that they will be judged by the alternative process. The notice must also explain where copies of the alternate process are available.

(4) Upon a student being found responsible for violation of a provision set forth in an alternative process, the Dean of Students must be informed in writing of the student’s name and identification number, a description of the offense, the date and location of the offense, and a description of any sanction or action taken by the university official, or hearing commission, who considered the reported violation.
D. Appendices

The following referenced documents are available online through the Indiana University web site at http://www.indiana.edu.


Student Affirmative Action Policy Statement (adopted by the Board of Trustees, June 29, 1974)

Statement Concerning Disabled Veterans, Veterans of the Vietnam Era, and Handicapped Individuals (adopted by the Board of Trustees, March 3, 1979)

Equal Opportunity/Affirmative Action Policy of Indiana University (adopted by the Board of Trustees, December 4, 1992)

Policy against Sexual Harassment (adopted by Board of Trustees, June 15, 1998)

Accommodations for Religious Observances (adopted by the University Faculty Council, March 28, 2000)

Resolution concerning Nonregistration of Student Groups and the Use of University Facilities (adopted by the Board of Trustees, July 3, 1967)

Indiana University Policy on Student Records (adopted by the University Faculty Council, March 29, 1977; amended, October 2, 2001)

Guidelines for Dealing with Disruptive Students in Academic Settings (adopted by the University Faculty Council, April 12, 2005)
Statement Of Principles on the Conduct of Participants in Student Athletic Programs

1. Introduction

Student athletic programs are a longstanding and integral part of Indiana University. Participants in the University’s athletic programs--students, coaches, faculty, staff and volunteers (collectively "Participants")--are covered by the laws, regulations, policies, and procedures applicable to other members of the University community. In addition, these Participants and the University itself are subject to a wide variety of requirements promulgated by Indiana University, the National Collegiate Athletic Association or the National Association of Intercollegiate Athletics, the Big Ten Conference or other applicable conferences, professional coaches' and sports' organizations, and federal and state government authorities (collectively "requirements") designed to protect student-athletes, ensure the integrity of the University's athletic programs, and promote fair competition. Indiana University is committed to full compliance with all of these requirements, and engages in extensive oversight, education, and training to ensure that all Participants in student athletic programs understand and comply with them.

The University's approach, however, reflects a deeper commitment to the spirit of fair, honest, skillful, and civil competition that these requirements are designed to facilitate. This statement articulates the fundamental principles of conduct for all Participants in student athletic programs and for those members of the University community responsible for overseeing that conduct. This statement does not in any way replace the specific standards to which Participants in student athletic programs are held. Nor does it replace or modify the terms of Indiana University's Code of Student Rights, Responsibilities, & Conduct (herein the "Student Code"), which applies to the conduct of all Indiana University students.

Instead, it reaffirms the foundational values of those programs, and reminds members of the University community that conduct inconsistent with those values is inappropriate and cannot be tolerated.

This statement is divided into five sections. Following the initial introductory section is section two which articulates principles applicable to all Participants--including students, coaches, and other faculty and staff-in student athletic programs. Section three contains corollary principles specifically applicable to coaches and coaching staff (collectively "coaches"). Section four summarizes the obligations of University administrators and others who hold positions or serve on committees with responsibility for student athletic programs and the conduct of their Participants. The final section identifies principles applicable to enforcement of this statement and other requirements applicable to Participants in student athletic programs.

2. Principles Applicable to all Participants

2.1. Participants shall treat one another and all others with dignity and respect. They shall behave according to the rules of their sport(s) and of the University, and shall avoid conduct that demeans, harasses, or threatens any one person. Understandably the applicability of this principle is dependent upon the context of the behavior in question. For example, physical contact that is common on the playing field would likely be disrespectful in the
classroom or if directed toward an official, umpire, or fan. The intent of and force of this principle is to prevent any participant at any time from physically or verbally abusing another person; from using excessive profane language or vulgar gestures; from demeaning or belittling another person or making derogatory comments about his or her race, sex, religion, age, disability, national origin, or sexual orientation; and from engaging in conduct intended, or so reckless as to be likely, to cause harm to another.

2.2. Participants shall strive for honesty and integrity in their statements and actions. This requires Participants to tell the truth when asked, and also calls upon them to avoid: (a) knowingly obscuring the truth by their actions or statements (i.e. giving incomplete answers or failing to give answers when required), and/or (b) knowingly assisting any other person in a dishonest act or statement related to student athletic programs and determinations regarding compliance with this policy.

2.3. The conduct of Participants shall reflect the fact that student athletic programs are primarily an educational experience. Because of this, coaches and student-athletes shall strive to develop skill, experience, prowess, and character. Student-athletes shall not, and shall not be encouraged to, allow their participation in student athletic programs to interfere with their academic responsibilities, such as fulfilling class requirements.

2.3.1. Student-athletes are expected to attend classes, complete all assignments, take all exams, and act appropriately in class.

2.3.2. Student-athletes are responsible for informing their professors of upcoming excused class absences and arranging to make-up and exams or assignments missed.

2.3.3. Individual coaches may impose stricter standards for class attendance as well as any other policies listed in the Statement of Principle on the Conduct of Participants in Student Athletic Programs. Coaches are responsible for providing written documentation of their policies to their respective sport administrators.

2.4. Participants’ conduct shall reflect the fact that, by virtue of their participation in student athletic programs sponsored by Indiana University, they are public representatives of the University. Accordingly, they are expected to exhibit a higher standard of behavior and maturity than might be displayed by other students, staff, and faculty. They should always avoid conduct that could be perceived as improper or unfitting of a University representative.

2.5. Participants shall be advised of, understand, and comply fully with the rules, standards, and requirements to which they are subject. These include the principles in this Statement; applicable laws; the requirements of the NCAA or the NAIA, the Big Ten Conference and/or other applicable conferences; the policies of Indiana University, including the Student Code, of Indiana University Athletics, and any additional policies specified by their coach.

2.6. In cases of student-athlete misconduct, which is not minor in nature, all participants have an obligation to inform immediately the Associate Athletic Director for Academic Services and the Excellence Academy who in turn must inform immediately the University’s Office of Student Ethics of such actions. Additionally, any violation of the following must be immediately reported in writing to the administrator who oversees that sport:
1. Violation of principles in this section. (Section 2)
2. Violation of the Drug or Alcohol Policy as set forth in the Indiana University Department of Intercollegiate Athletics Alcohol and Drug Policies and Program.
3. Violation of the Gambling policy as set forth in NCAA Bylaw 10.3.
5. Violation of the NCAA Ethical Conduct Bylaw as set forth in the NCAA manual, Bylaw 10.
6. Violation of any NCAA or Big Ten legislation.
7. Any arrest on- or off-campus.

2.7. Big Ten Fair Play and Ethical Conduct - Student-athletes of Indiana University are expected to follow the Big Ten policies on fair play and ethical conduct, including but not limited to the Big Ten Sportsmanship Policy. It is to be the responsibility of each member university to ensure that all of its Participants conduct themselves in a sportsman-like manner when representing the university, especially at intercollegiate athletic contests.

2.8. It is recognized that not all instances of student-athlete misconduct are serious enough to be dealt with at a level higher than coach. In such minor cases, resolution should be immediate, will require no formal procedures, and will involve relatively minor sanctions (i.e. verbal correction). Such sanctions should be applied fairly and consistently.

3. **Corollary Principles Applicable to Coaches**

All of the above principles especially apply to coaches because of their influential roles as a) key mentors in the lives and careers of student-athletes, and b) public representatives of the University. Therefore, appropriately professional conduct in dealing with student-athletes, opposing teams, officials, sports organizations, and the public is expected.

3.1. Coaches shall treat all Participants with dignity and respect.

3.1.1. Conduct that is verbally or physically threatening, abusive, belligerent, or harassing is never appropriate and shall not occur at any time. Athletic programs by definition require coaches to interact physically and vigorously with student-athletes. As a result, broad latitude is given as to defining appropriate behavior in that context (i.e. athletic training and competition).

3.1.2. Coaches shall not take advantage of their relationship with, and influence over, student-athletes for personal advantage. This principle prohibits any financial and/or sexual relationships with student-athletes, and requires coaches to avoid attempts to unduly influence or control matters outside of the student-athlete's participation in athletic activities (i.e. social and extracurricular activities, and personal relationships).

3.1.3. Coaches shall actively promote the good health and well-being of student-athletes, deferring to the judgment of trainers and other medical advisors regarding a student-athlete's ability to participate in any athletic activity. Accordingly, coaches will uphold and enforce the recommendations of trainers and other medical advisors.
3.1.4. The obligation of coaches to treat others with dignity and respect shall apply to all Participants, including other coaches, faculty, staff, and administrators; the student-athletes and personnel of other teams, officials and referees; members of the news media; and the public.

3.1.5. In performing their duties, coaches shall not display prejudice or bias based upon race, sex, religion, age, disability, national origin, or sexual orientation, and they shall not permit members of their staff or those under their control to do so.

3.2. Coaches shall pursue honesty and integrity in their statements and actions.

3.2.1. Coaches shall actively promote honesty and forthrightness among student-athletes, shall exhibit the highest standard of such behavior themselves, and shall sanction (or report for enforcement) dishonest acts or statements.

3.3. The conduct of all Coaches shall reflect the fact that student athletic programs are first and foremost an educational experience.

3.3.1. Coaches shall promote and enforce policies and practices that support the academic success of all student-athletes and their progress toward graduation.

3.3.2. Coaches shall provide instruction in the rules, standards, policies and requirements applicable to Participants, including the principles in this Statement; the policies of Indiana University; the requirements of the NCAA or the NAIA, Big Ten Conference or other applicable conferences, and other sports and academic organizations; and applicable laws.

3.3.3. Coaches shall provide instruction on the safety, good health, and well-being of student-athletes.

3.4. Coaches' conduct shall reflect the fact that, as Participants in athletic programs sponsored by Indiana University, they are representing the University and its ideas.

3.4.1. Coaches serve in a uniquely public role and therefore shall set high standards in their professional conduct. They shall conduct themselves so as to avoid improper conduct relative to their coaching responsibilities, or to their role as a University representative. Coaches shall conduct themselves as role models of both compliance with the requirements to which they are subjected as Participants in student athletic programs, and the standards of behavior required by this Statement.

3.4.2. Because as well as athletic contests, and other public settings, this rule applies to interactions with the news media, coaches are presumed to be spokespersons for the University; they shall conduct themselves with respect and dignity and shall refrain from using excessive profane language or vulgar gestures, berating members of opposing teams or referees or other officials, or demeaning or belittling another person or making derogatory comments about his or her race, sex, religion, age, disability, national origin, or sexual orientation.

3.4.3. To the extent coaches wish to speak as private individuals, in the context of public statements and settings, they shall state their intention to do so. When
speaking as private individuals, coaches shall not use University logos or property without the permission of the University.

3.5. All Coaches shall be advised of, understand, and comply fully with the requirements to which they are subject.

3.5.1. Coaches shall comply fully and in good faith with this Statement and with other applicable requirements.

3.5.2. Coaches shall comply fully and in good faith with Athletics Department rules, policies, instructions, and procedures, requests of Athletics Department personnel.

3.5.3. Coaches shall instruct members of their staff and student-athletes in the requirements of this Statement and other applicable requirements, including University policies on student athletics, conflicts of interest, and use of University resources.

3.5.4. Coaches shall actively participate in enforcing and monitoring compliance with this Statement and other applicable requirements. They shall guarantee access by University and Athletics Department personnel responsible for monitoring compliance to practices, locker rooms, and training facilities; and sanction (or report for enforcement) acts that violate this Statement or other applicable requirements.

3.5.5. Coaches may establish additional team policies, provided they are: consistent with this Statement and with other applicable requirements, in writing (including any supplemental team policies), shared with the sport administrator, and provided annually to each team member by the first day of practice and upon a new member's joining the team. Student-athletes will acknowledge in writing their receipt of team rules, and copies of such receipts will be filed with the head coach and sport administrator.

3.5.6. Coaches shall conduct themselves fairly by enforcing student athletic rules consistently and by not showing preferential treatment in the enforcement of student athletic rules.

4. Additional Principles Applicable to Administrators

University administrators, faculty, and others who hold positions or serve on committees with responsibility for student athletic programs and the conduct of their Participants (herein "Administrators"), bear significant responsibility for ensuring the responsible, vigorous, timely, and fair enforcement of the principles contained in this Statement and other requirements. The following responsibilities are in addition to others they have concerning the operation of student athletic programs.

4.1. Administrators shall ensure the integrity of athletic programs, compliance with this Statement and other applicable requirements, and shall maintain public confidence in the integrity in those programs and in all Participants.

4.1.1. Administrators shall protect the rights of all Participants in student athletic programs.
4.1.2. Administrators shall inform and educate all Participants in student athletic programs of their rights and responsibilities; the requirements they must meet as Participants; the possible sanctions associated with noncompliance; procedures for monitoring, enforcing, and reporting noncompliance; and the resources available to them to facilitate their knowledge of their rights.

4.1.3. Administrators shall ensure that there is a clear chain of command of responsibility for monitoring compliance, reporting noncompliance, and enforcing this Statement and other applicable requirements.

4.2. While the ultimate responsibility for ensuring the adherence of these policies rests with the President and the Trustees of Indiana University, it is important that specific responsibility for day-to-day enforcement of these policies be clearly assigned. A clear chain of responsibility must exist, the people in that chain must carry out their duties fully, and all Participants in student athletic programs must know and follow that chain of responsibility. Without written instruction from the President to the contrary, primary responsibility for implementation of this Statement, including ensuring the successful completion of each of the tasks identified above, rests:

- In the case of student-athletes, with their coaches, the Director of Athletics, and the Associate Athletic Director for Student-Athlete Well-Being and Development;
- In the case of coaches, with the Director of Athletics and the Associate Athletic Director for Student-Athlete Well-Being and Development;
- In the case of staff and student employees, with their immediate supervisors and the Director of Athletics;
- In the case of the University Director of Athletics, with the President and the Faculty Athletics Representative, and in the case of other Athletics Directors, with the Chancellor of the campus on which they are located;
- In the case of faculty or others serving on committees with athletics oversight responsibilities, with the Chair of the committee, the person(s) or body(ies) that appointed them, and to the person(s) or body(ies) to whom the committee reports;
- In the case of administrators outside of the Athletics Department, with their immediate supervisors and the President of the University;
- In the case of the President, with the Trustees of Indiana University.

4.3. The University shall specify publicly the person(s) or body(ies) to which noncompliance should be reported. Unless specified to the contrary, suspected noncompliance shall be reported to the person(s) identified above as having primary responsibility for implementation of this Statement.

4.4. Exceptions regarding those responsible for implementing this Statement and for receiving allegations of noncompliance shall be in writing and publicly available.

4.5. The University Athletics Coordinating Council, campus athletics committees, faculty representatives, student athletics boards, the Student-Athlete Advisory Council, and the Athletics Department CORE committee all play an important role relative to student athletic programs and especially to protecting student welfare. These bodies provide valuable resources for Participants in student athletic programs, and may exercise significant responsibility in many areas covered by this Statement. This Statement is not intended in any way to expand or reduce those responsibilities, but rather to highlight the important continuing role of these bodies in guaranteeing the implementation of this Statement and compliance with the principles it contains.
5. Principles Concerning Enforcement

The principles in this Statement serve the interests of all Participants in student athletic programs and of the broader University community. Therefore, the University expects that all Participants will comply.

Of course, not all noncompliance acts are of equal severity or warrant similar sanctions. In addition, the process by which an alleged offense is investigated and adjudicated will also depend in large part on the nature of it and the severity of the potential sanction. Many acts of noncompliance with this Statement or other applicable requirements of Participants in student athletic programs will and should be resolved immediately and informally, and will result in comparatively minor sanctions, such as verbal correction. Such sanctions should be applied fairly and consistently.

At the other end of the spectrum, some noncompliant acts will be so serious, frequent, or deliberate, that existing University policies on faculty, staff, and student conduct and other applicable requirements provide for potentially severe sanctions and formal processes and standards of review. This Statement in no way alters the application of those policies or processes.

There are likely to be noncompliant acts that fall between these two extremes, involving offenses or behavior at least moderately serious in the nature that warrants more complete investigation than immediate judgment would allow, but still that may not necessarily fit within existing procedural guidelines. The following enforcement principles provide general guidance that may prove useful, but that are designed specifically to guide investigations, adjudications, and the imposition of sanctions in this broad intermediate part of the spectrum.

5.1. Enforcement shall be accessible, swift, fair, consistent, certain, appropriate, and accountable.

5.1.1. The University shall investigate credible reports of noncompliance with this Statement or other applicable requirements. The determination of a report's credibility necessarily involves many factors. However, except in unusual circumstances, a report shall be considered credible only if it is made by a person who has personally witnessed or experienced the allegedly noncomplying act, or by a coach or administrator with oversight responsibilities for Participants in student athletic programs.

5.1.2. Acts of noncompliance shall be reported as swiftly as possible after the person making the report becomes aware of them. Delays in reporting a violation may significantly impair the University's ability to investigate the complaint and interfere with the alleged perpetrators due process rights. Delays may also raise questions about the credibility of the complainant. Exceptional delay may, therefore, based upon the known circumstances, necessitate that the University decline to investigate a complaint.

5.1.3. Anonymous allegations will not be formally acted upon by the University, except to the extent required by law. Any person making an allegation concerning a participant shall be informed that his or her identity may be disclosed to that participant.
5.1.4. The participant shall be given the opportunity to receive and provide information regarding the alleged noncompliance.

5.1.5. Allegations shall be investigated and resolved as speedily, informally, and confidentially as is possible and consistent with University policies and procedures and other applicable requirements.

5.1.6. Allegations of noncompliance shall be received, investigated, and adjudicated. Sanctions, if determined to be appropriate, shall be imposed consistently. This does not require that all procedures or sanctions be identical, but that similarly situated Participants be treated consistently and that there be a general consistency among the treatment of all Participants.

5.1.7. The method of investigation and adjudication should be appropriate to the alleged offense. While all processes should be as swift as possible, the resources devoted to an investigation or adjudication, their extent, and the priority given to them should reflect the nature of the alleged offense.

5.1.8. Sanctions should also be appropriate to the alleged offense, taking into account the circumstances and context of the offense, the perpetrator's University status, whether a pattern of improper conduct exists, the magnitude of the violation, and the effect the conduct has had on others. A single offense, particularly where the act of noncompliance is found to be unintentional and resulted in little or no harm to another person, might result in a minor sanction such as:

- A warning
- Increased monitoring
- Probation
- University or community service

5.1.9. On the other hand, repeated or deliberate noncompliance, or noncompliance that threatens or results in physical harm to another person or other demonstrable injury, should be subject to significant sanction, such as:

- Suspension from one or more games or leave without pay
- Dismissal from a team
- Suspension or expulsion from the University
- Termination of employment
- Referral for criminal prosecution

5.1.9.1. As has been set forth elsewhere in this Statement, student-athletes "are covered by the laws, regulations, policies, and procedures applicable to other members of the University community," including the Student Code. In the event any student-athlete is arrested for a violation of any criminal statute, the fact of their arrest alone shall not be evidence that the student-athlete has violated the law, this Statement, the Student Code, team rules or other applicable standard of conduct based solely upon a student-athlete's arrest. However, if it is determined (in accordance with the procedures set forth below) that the student-athlete has violated this Statement and/or the Student Code, sanctions shall be imposed in a timely manner and shall not await a resolution or outcome in any related criminal case. This process shall be completely independent of any process within the criminal justice system.
In the event a student-athlete is arrested or is a person of interest in a criminal investigation by a law enforcement agency, the athletic department Enforcer (e.g. a coach regarding team rules) (herein "Enforcer") shall promptly take into account an arrest or investigation and the factual circumstances relating to the arrest or criminal investigation, in concert with all other available credible information, to determine if this Statement and/or the Student Code has likely been violated. If it is determined that a student-athlete violated this Statement and/or the Student Code, the athletic department Enforcer shall promptly impose a sanction consistent with this Statement and/or the Student Code. In the event the arrest or investigation is for a felonious crime, the athletic department Enforcer shall consult with the Athletic Director, and obtain his/her review and approval prior to making any final determination and imposing any sanction.

Nothing in this section may be interpreted to alter the responsibility of coaches and other department personnel to report student-athlete misconduct consistent with Section 2.6 and other relevant provisions of this Statement.

If it is later determined that the student-athlete's conduct was more egregious than original determined, or if additional information comes to light regarding the student-athlete's conduct, the Athletic Director, in consultation with the pertinent Head Coach and Sport Administrator, reserves the right to change and/or impose greater sanctions on the Student-Athlete. Status of the Student-Athlete's tender will be determined according to policy set forth under "Tender (Scholarship) Renewal, Reduction, or Revocation" described in the Indiana University Student-Athlete Handbook.

5.1.9.2. Notwithstanding any of the foregoing, a charge by any law enforcement entity or by the University's Office of Student Ethics or other credible allegation of sexual misconduct (as defined in the Indiana University Sexual Misconduct Policy) by a student-athlete will result in his or her immediate suspension from competition unless and until the student-athlete is determined to be not responsible or not guilty of the charge or allegation. If the student-athlete is ultimately determined to be responsible or guilty of a charge or allegation constituting sexual misconduct, he or she will be subjected to sanctions by the Athletics Department consistent with the Statement and other applicable University policies in addition to any criminal justice and/or student ethics sanctions imposed.

5.1.10. As noted above, sanctions are intended to facilitate compliance by all Participants. Therefore, when considering the imposition of sanctions, the University shall take into account the impact on Indiana University, other Participants, other members of the University community, other constituencies of the University, and the public, and the extent to which the conduct clearly constituted noncompliance and was known to constitute noncompliance, the fairness to the noncomplying party and to other Participants.

5.1.11. The University shall, to the extent permitted by law, make reports of enforcement activities publicly available. Names and other identifying information shall be withheld as required by law, University policy, or other applicable requirements, or as necessary to protect the privacy of the persons involved.
5.2. Appeals

5.2.1. Student-athletes have a right to appeal disciplinary decisions or express grievances in response to actions made by their coaches. The process follows: the student-athlete must make an appointment to see the Sport Administrator. At this time, the student-athlete will explain the basis of the appeal, including any mitigating factors that may not have been taken into consideration by the coach. The Sport Administrator, Associate Athletic Director for Student-Athlete Well-Being and Development, and/or the Athletic Director will then determine the appropriate action.

5.2.2. If a sanction that is imposed for an act of noncompliance would give rise to an opportunity for review under an applicable University policy or other applicable policies, then that review shall be governed by the policy giving rise to it. This Statement does not create any independent right of review or appeal.

5.2.3. In the event that a contract with a participant in student athletic programs contains terms concerning rights of review that are inconsistent with this Statement, the contract shall govern.

5.2.4. Nothing in this Statement shall limit the right of the University to take immediate action regarding a participant in student athletic programs to protect the interests of the University community.

About This Handbook

Because the Excellence Academy is the embodiment of The Spirit of Indiana: 24 Sports, One Team you will see this handbook organized in a manner that reflects the structure of the Excellence Academy. The Indiana University Student-Athlete Handbook is prepared for student-athletes and their parents to become better acquainted with procedures and general regulations that have been established by the university, the Big Ten Conference, and the NCAA. Student-athletes will be held responsible for abiding by all team and athletics department policies, whether provided by your coaching staff, specific athletics department offices (e.g., academics, compliance, sports medicine), or the department as a whole.

Indiana University Excellence Academy

The Excellence Academy is emerging as the nation’s most innovative and comprehensive student-athlete development program. It is unique in its integration of resources to assess, measure and ensure progress toward specific personal development goals as students and as athletes. The Academy’s comprehensive programming provides for the development of the “whole person” of each individual student-athlete so that he or she grows to embody The Spirit of Indiana. Through the Excellence Academy, Indiana University student-athletes will:

• Appreciate and embrace the Spirit of Indiana: 24 Sports, One Team;
• Gain a detailed sense of who they are and where they are, as students and athletes, early in their academic careers;
• Prepare for and overcome the unique challenges student-athletes face when transitioning in and out of the university setting;
• Train their bodies and minds to reach their optimal athletic performance levels;
• Learn to serve, lead and follow;
• Integrate with the broader University community; and
• Become confident young men and women prepared to face the world and join the workforce.

Excellence Academy Leadership Team

Excellence Academy Leadership Team

- Mattie White - Associate AD/ SWA
- Amy Freel - Nutrition
- Briana Fields - Compliance
- Dan Fitzsimmons - Technology
- Lisa Franz - Leadership and Life Skills
- Andy Hipskind - Sports Medicine
- Marni Mooney - Academics
- Tom Morris - Athletic Performance

The services of the Excellence Academy are integrated through the Excellence Academy/Connect24 portal; where student-athletes, coaches, administrators and support staff are able to access information pertinent to ensuring individual student-athletes progress toward academic, athletic performance and personal development goals. This website is housed through OnCourse, the University's online collaboration and learning environment. Placed within OnCourse is Connect24, technology developed by the athletic department to further facilitate the services provided to each individual student-athlete. Through the technology utilized and developed by the Excellence Academy/Connect24 portal, student-athletes are able to have 24/7, worldwide access to individual profiles and resources available to them.
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Sports Nutrition

Indiana University Athletics is fortunate to have two full-time sports dietitians working with our athletes. The sports dietitians work closely with all aspects of the Excellence Academy to make sure our athletes are fueling and recovering appropriately to be successful student-athletes.

Services Provided:

1. One-on-one nutrition counseling
2. Team specific nutrition meetings
3. Body Composition Assessment via the BodPod
4. Training Tables
5. Nutrition Centers (“Oasis”)
6. Grocery Shopping Tours
7. Cooking Demos

Training Tables are open to all of our student-athletes for lunch and dinner 5 days per week. Our Nutrition Centers will be open at various times throughout the day to assist our student-athletes in fueling and recovering.

If any student-athlete is interested in taking a nutritional supplement outside what is offered by IU Athletics, it needs to be approved by the IU Sports Nutrition Staff. Please note that supplements are always a risk for student-athletes as they are highly under-regulated by the FDA. The NCAA does not approve the use of ANY supplement for this reason. Choosing to take supplements is at the student-athletes own risk, regardless of what is listed on the label.
Strength & Conditioning

Indiana University has one of the finest strength training and conditioning programs in the country. The purpose of the strength training and conditioning program is three-fold:
1. Develop each student-athlete to his/her genetic potential with the most productive, effective, and efficient means of sport-specific training.
2. Decrease the chance for injury.
3. Return each student-athlete to competition in optimal physical condition.

Programs for each sport are designed with the following objectives:
1. Develop the best sports specific training programs for our student-athletes.
2. Provide expert coaching and supervision to all varsity sports.
3. Offer a demanding, intense environment in which student-athletes are eager to train.
4. Provide a safe, clean environment.
5. Provide a modern well-kept facility.
6. Embrace current advancements in technology as it relates to human sports performance.

There are many benefits to be derived from a properly developed and implemented strength and conditioning program. These include but are not limited to the following:
1. Promote increased muscular strength for improved performance with a subsequent increase in joint stability and integrity of all supportive structures, tendons, ligaments and bones.
2. Reduce the number of injuries as well as assist in the rehabilitation of the injured student-athletes.
3. Increase functional muscular mass, thereby enhancing the student-athlete’s power output.
4. Improved muscle endurance.
5. Improved cardio-vascular/cardio-pulmonary efficiency.
6. Improve student-athletes’ functional range of motion.
7. Improve student-athletes’ quickness and speed.
8. Educate student-athletes regarding maintenance of long-term health and fitness.
9. Allow for the development of testing protocols to identify strengths and weaknesses of the team and/or individual student-athletes. Test results will be recorded within individual profiles to monitor the progress of all student-athletes within a program.
10. Promote an environment that is safe and well supervised.
11. Prepare student-athletes to WIN!

There are two strength and conditioning facilities and over 27,000 square feet of weight room space. The facilities include a wide variety of free weight, cardiovascular and machine strength training equipment offering Hoosier student-athletes the newest technological advances in strength training. The strength training coaches are led by the assistant athletic director for strength/conditioning. Indiana University has ten full time certified strength training and conditioning coaches on staff, who ensure that each student-athlete will receive the proper supervision, coaching and motivation. This will guarantee that each student-athlete is making the proper progress in the safest, most efficient manner possible.
Health & Wellness

Sport Medicine Services and Policies

The sports medicine program at Indiana University falls under the direct supervision of the team physician. Certified athletic trainers evaluate injured student-athletes and provide student-athletes with the basic health care needs and direct them to the team physician, nurse practitioner, etc., as necessary.

The role of the athletic trainers is to implement prevention of injury programs, provide immediate care and treatment, and follow rehabilitation procedures for the injured student-athlete as directed by the team physician.

Facilities

The athletic department primary sports medicine facilities are in the following locations (all area codes are 812):

1. Assembly Hall (main level) – phone: 855-4509
2. Memorial Stadium – phone: 855-7155
4. SRSC – phone: 855-1326

Satellite sports medicine facilities include:

1. University School – phone: 855-3160
2. Assembly Hall (court level NW corner) – phone: 855-0659
3. Assembly Hall (court level SE corner) – phone: 855-2002
5. Andy Mohr Softball Stadium – 856-4003
6. Bart Kaufman Baseball Stadium – 856-4004

These facilities are provided with the professional staff and equipment necessary to provide our student-athletes with the opportunity to receive sports medicine services at the highest possible level.
Physical Examinations/Clearance for Practice Activities

In order to be medically cleared for to participate in practice, student-athletes must have the following on file in the sports medicine office:

1. A medical history questionnaire (includes past medical history, immunization records, etc.).

2. An approved physical examination to be done by Indiana University Sports Medicine (IU Sports Medicine will facilitate the completion of all Physical Examinations).

3. A completed health insurance form and a copy of the front/back of insurance card. (As permitted by NCAA regulations, Indiana University provides medical coverage for all injuries or illnesses sustained as results of intercollegiate athletics directed practices, competitions, conditioning/weight training sessions, and team travel. The Indiana University Office of Insurance, Loss Control, and Claims will utilize the parent’s or student athlete’s insurance as the primary insurance coverage with Indiana University paying for deductible and out of pocket excess expenses as a secondary provider.)

Approval for participation is based on a thorough review of the student athlete's Sports Medicine medical packet and their health status. The final decision on physical qualification or reason for rejection shall be the responsibility of the team physician. The team physician shall have final authority regarding a student athlete’s participation in practice and competition following an injury or illness.

Returning Student-Athletes

Each returning student-athlete must complete an annual health review/physical examination with the IU Sports Medicine staff, by the team physician. Each sport will schedule their returning student-athletes through their staff athletic trainer. In addition, each returning student-athlete must fill out the Insurance Update form each year, including a new front/back copy of their insurance card.

Medical Insurance

As permitted by NCAA regulations and institutional policy, IU provides medical coverage for all injuries or illnesses sustained as a result of IU intercollegiate athletics directed practices, competitions, conditioning/weight training sessions and team travel. Coordination of benefits will utilize the parent’s or student-athlete’s own health insurance as the primary insurance coverage. IU’s coverage is secondary and becomes primary when a student-athlete has no coverage or the student-athlete’s coverage is denied. The athletic department will not pay for treatment that has not been pre-authorized by the IU athletic medical staff.
Every student-athlete’s insurance information must be on file in the athletic training room prior to the student-athlete’s participation in any practice (including weight training and conditioning) or competition.

Student-athletes on scholarship are asked to submit proof of insurance (a photocopy of the front and back of the insurance card). While scholarship student-athletes are not required to have or to maintain medical insurance to be eligible for participation, it is strongly suggested that they have and maintain medical insurance. When student-athletes do not have medical insurance, they are encouraged to enroll in the voluntary health coverage plan that is offered by Indiana University. This plan would provide coverage of potential non-athletic problems.

Non-scholarship student-athletes must have medical insurance and maintain proof of this insurance coverage to be eligible for intercollegiate athletics participation at Indiana University. Proof of insurance (a photocopy of the front and back of the insurance card) must be submitted to the Office of Sports Medicine, for that sport prior to any practice (including weight training and conditioning activities) or competition. Any changes in coverage throughout the academic year must be reported to the Office of Sports Medicine immediately.

IU does not cover medical bills that are for conditions which are not a direct result of athletic competition participation or voluntary activities to prepare the student-athlete for practice or competition. The athletic department may provide coverage for some diagnostic procedures to determine the safety of participation but will not pay for treatment of non-athletically related injuries or illnesses.

Medical Care During the Playing Season (Traditional and Non-Traditional)

All student-athletes eligible for practice and/or competition at IU are eligible to receive medical care. All injuries, cuts, abrasions, etc. must be reported immediately after practice or competition during the student-athlete’s traditional as well as non-traditional seasons. The athletic trainer responsible for the sport will make an evaluation and take the appropriate action of treatment or referral. In the case of illness, student-athletes should inform their respective athletic trainer and let him/her evaluate the problem and refer to the appropriate physician, nurse practitioner, or medical services provider. The department employs the medical services of a full time team physician. Appointments should be made through the staff athletic trainers or certified graduate assistants that provide primary coverage for their respective sports.

Medical Care Outside of the Playing Season

The playing season includes both the traditional and non-traditional seasons. Athletic trainers are available for consultation and will provide treatment and rehabilitation for injuries occurring during these seasons. While student-athletes may consult with the team physician, nurse practitioner and/or athletic trainer outside of the playing season, the athletic department will provide expenses for medical treatment incurred by a student-athlete only as a result of an athletically related injury (coach supervised practice or competition) or while participating in voluntary physical activities designed to prepare the student-athlete for competition during the academic year.
Outside of the playing season, the Indiana University Health Center, Prompt Care, Premier Healthcare (westside only) Walk-in Clinic or Bloomington Hospital is the source of medical service. Any costs or fees incurred outside of the playing season are the responsibility of the student-athlete.

**Medical Care of Ineligible Student-Athletes**

Student-athletes who are on the team roster but are not practicing or competing due to academic ineligibility or medical noncounters and student-athletes who have exhausted their athletic eligibility but are still enrolled at IU may consult with IU sports medicine personnel through the end of that academic semester. Any medical costs, including but not limited to office visits, prescription medicines, diagnostic work, etc., are the responsibility of the student-athlete unless related to an injury/illness sustained from previous intercollegiate athletics directed sports participation at IU. Nonqualifiers can be seen and treated by the Sports Medicine staff and costs for medical treatments are covered as long as the athlete was injured while preparing for participation in IU athletics.

**Medical Care of Student-Athlete upon End of Athletics Participation at IU**

Student-athletes, who have ended their participation in intercollegiate athletics at IU, must schedule exit physical reviews from a sports medicine staff member to identify any existing medical injuries or problems. Student-athletes with continuing athletically related medical problem will receive care for up to one year after completion of athletic participation at IU (e.g., surgery, rehabilitation, etc.). Any such care must be coordinated through the IU team physician and athletic trainer of that sport. Otherwise, the athletic department will not be responsible for any charges incurred.

If an injured student-athlete transfers to another institution and participates in athletics or if the student-athlete begins a professional athletic career, IU will, at the time of such participation, be released from any financial responsibility for prior athletically related injuries or illnesses to that student-athlete.

**Transportation of Student-Athletes to Medical Appointments**

Student-athletes with out-of-town medical appointments will be transported to the appointment by staff athletic trainers or athletic training students. (Parents may provide this transportation if desired.) All athletic training staff, graduate assistants, and athletic training students must fill out an authorization form for a Motor Vehicle (MVR) Check to drive Department or personal vehicle on University business.

Student-athletes with local medical appointments are responsible for their own transportation unless there are circumstances in which the presence of a staff athletic trainer is necessary, in which case the staff athletic trainer may provide transportation for the student-athlete.
On-Campus Transportation for Injured Student-Athletes

When student-athletes are hindered in their ability to get to class, due to injury, they must assume responsibility to contact the Office of Disability Services for Students in the Herman B. Wells Library, room 302 (telephone: 855-7578). Injured student-athletes may purchase temporary on-campus parking permit from the Office of Parking Operations at Henderson Garage at 310 South Fess Avenue, when they present a note of authorization from the appropriate Sports Medicine staff member.

Sports Medicine Staff Coverage of Athletic Teams and Events

All practices will have a certified athletic trainer available and every scheduled home event will have a certified athletic trainer on site.

Referrals and Consultants

The athletic department uses a number of medical providers for the care of student-athlete injuries and illnesses. Student-athletes requiring consultation and/or care from a specialist will be referred by the team physician or staff athletic trainer to an appropriate medical provider. If a student-athlete chooses to go to a medical provider without a referral, the student-athlete assumes full responsibility for all medical costs incurred.

Emergency Room/Urgent Care for Student-Athletes

In cases of life threatening illness or injury, student-athletes should call 911 or proceed directly to a hospital or emergency care facility. If the athletic training staff cannot be reached, the student-athlete should proceed to the emergency facility and inform their staff athletic trainer as soon as possible. In cases of non-life threatening situations, student-athletes should contact the athletic training staff who may then refer the student-athlete to an appropriate medical care provider.

If the student-athlete’s condition is not related to athletic participation, all costs incurred are the full responsibility of the student-athlete and/or their own insurance carrier.

Provision of Prescription and Non-Prescription Drugs to Student-Athletes

Prescription medications may be provided to student-athletes by the team physician only. Over-the-counter (OTC) medications may be provided to student-athletes by any sports medicine staff or GA. Prescription as well as OTC medications are locked in cabinets for security reasons. All medications must be documented appropriately when used.

If medications provided to a student-athlete are related to athletic participation, the cost of the medication will be submitted to the student-athlete’s insurance company for payment and/or covered by the athletic department.
Supplements

NCAA legislation controls the type of nutritional supplements which may be provided to student-athletes. Nutritional supplements, which conform to NCAA regulations, are available to student-athletes for specific health or medical purposes. IU Athletics (coaches, strength/conditioning, athletic trainers, etc.) will provide no supplements to IU student-athletes unless the supplement label has been provided to sports medicine or nutrition specialist and has received approval. The following supplements are permissible according to the NCAA: 1) vitamins and minerals, 2) energy bars, 3) calorie replacement drinks (e.g., Boost, Ensure, and Gatorade Nutritional Shakes), and 4) electrolyte replacement drinks (Gatorade, PowerAde). No other supplements are provided by sports medicine staff to student-athletes. Although a product may be listed as a non-permissible supplement that an institution may not provide to a student-athlete, this does not mean the supplement/substance in question is also on the banned drug test. The supplement/substance in question must be approved by the medical staff and/or the compliance office first to make sure it is not on the NCAAs banned drug list.

A supplement that contains protein may be classified as a non-muscle building supplement provided it is included in one of the four permissible categories, does not contain more than 30 percent of its calories from protein, and does not contain additional ingredients that are designed to assist in the muscle building process. Nutritional supplements containing more than 30 percent of their calories from protein are classified as muscle building supplements and may not be provided to IU student-athletes.

Nutritional/dietary supplements are not strictly regulated by the FDA and may contain NCAA banned substances which may cause student-athletes to test positive for banned substances. Therefore, student-athletes should always consult with the sports medicine staff before taking any nutritional supplement. Information on nutritional substances may be found online at www.drugfreesports.com/rec, using the password ncaa1.

Student-Athlete Alcohol Use

The student-athlete who consumes alcohol will be accountable for any alcohol-related incident in which he/she is involved. In alcohol-related incidents, the student-athlete is subject to university, athletic department and/or team disciplinary action, as well as any applicable legal actions.

The following policy regarding the use of alcohol is in effect for all student-athletes:

1. The consumption or possession of an alcoholic beverage, in violation of applicable law, on university property, or in the course of a university activity, or student organization activity is prohibited.

2. Consumption of an alcoholic beverage within 48 hours prior to any intercollegiate athletic contest is prohibited.

3. Consumption or possession of an alcoholic beverage during an athletic road trip is prohibited.
4. Consumption or possession of an alcoholic beverage in the presence of a recruited prospective student-athlete during a campus visit is prohibited.

5. Consumption of an alcoholic beverage by a student-athlete is prohibited where the student-athlete serves as a representative of the university at an official function.

**Drug Testing of Student-Athletes**

The overall goal of the Indiana University student-athlete drug testing program is to promote a year-round drug-free environment in the university’s intercollegiate athletics programs. The first priority is the health, welfare and safety of the student-athlete. The athletic department is committed to maintaining a safe and healthy environment where student-athletes can develop academically, athletically and socially to their fullest potential. Part of maintaining that environment is assuring the physical well-being of the student-athletes who participate in the program.

The athletic department feels a responsibility to help achieve and maintain the optimum health of student-athletes in a drug-free environment. Maintenance of a drug-free environment is necessary because of the direct potential harm to the user as well as the potential harm to others caused by acts resulting from impaired judgment. In addition to preventing injury, the athletic department is committed to sound assessment, treatment and rehabilitation from substance abuse.

The student-athlete drug testing policy is located in **APPENDIX B**, but it is currently being reviewed by the IU Athletics Committee. Once approved and adopted, the revised policies and procedures for 2014-15 will be sent out to each student-athlete electronically.

The list of banned drugs can be found at this website: [http://www.ncaa.org/sites/default/files/DIII%202014-15%20Banned%20Drugs%20Educational.pdf](http://www.ncaa.org/sites/default/files/DIII%202014-15%20Banned%20Drugs%20Educational.pdf)

Per NCAA regulations, student-athletes sign an NCAA drug testing consent form, a Big 10 drug testing form, and an IU drug testing consent form as part of the eligibility clearance process. These forms are kept on file in the athletic compliance office.

In addition to the IU drug testing program, the NCAA and Big 10 may also request drug testing of student-athletes as part of their year-round drug testing programs (through the academic semesters and summer) and at championship events.

**ADD/ADHD Policy**

Indiana University Sports Medicine is committed to providing optimal and ethical care to our student athletes. Concerns in the medical field have surfaced about over diagnosis and misdiagnosis of Attention Deficit Disorder (ADD) and Attention Deficit Hyperactivity Disorder (ADHD). Some of the concerns are the lack of empirically validated criteria for diagnosis and the potential for acute and permanently debilitating side effects of stimulant medication
prescribed to treat the condition (the FDA requires the most serious type of warning label for these drugs and they are monitored by the DEA). Additionally, stimulant medications (i.e. Adderall, Ritalin, and Concerta) might actually worsen conditions that masquerade as ADD/ADHD such as depression, anxiety, behavioral problems and addiction.

Stimulant medications are BANNED SUBSTANCES by the NCAA and Big Ten for athletic competition without “appropriate documentation.” The NCAA is increasing its documentation requirements to include proof of formalized testing that confirms the diagnose ADD/ADHD for student-athletes to be allowed stimulant medication. Furthermore, non-approved use of stimulant medication can fall under both the illicit street drug AND performance enhancing substance categories depending on the testing organization. The NCAA and Big Ten test for stimulant medication in their respective Year Round Performance Enhancing Drug Testing Programs. Generally, penalties for performance enhancing drugs are more severe. Stimulant medications are strictly prohibited in Olympic and most International competitions.

Indiana University Athletics procedures for ADD/ADHD (including medication management) are as follows:

**Student-Athlete First-Time or New Evaluation:**

1. Referred to a psychologist for an appropriate screening process.

2. Based on the preliminary screening, the student-athlete may be referred to a local healthcare provider for appropriate medical management of ADD/ADHD.

3. Prescriptions for medication will be written by the local healthcare provider and the student-athlete will be responsible for the cost of the medication. The student-athlete will NOT obtain their prescriptions for stimulant medication from the IU Sports Medicine Department.

4. All documentation of testing and medication use should be provided to the Team Physician to keep in the student-athlete’s medical record.

**Incoming or Returning Student-Athlete with a Diagnosis of ADD/ADHD Already Taking Prescribed Stimulants:**

1. Must submit documentation of appropriate testing to the Team Physician to keep in the student-athlete’s medical record.

2. Will be referred to a local healthcare provider for stimulant medication prescriptions while the student-athlete is on campus OR the student-athlete may continue to get prescriptions from the original prescribing physician at home. In either case, the student-athlete will be responsible for the cost of the medication. The student-athlete will NOT obtain his or her prescriptions for stimulant medication from the IU Sports Medicine Department.
Sickle Cell Trait Policy

Sickle cell trait is not a disease. It is a condition whereby an individual has one inherited gene for normal hemoglobin and one inherited gene for sickle hemoglobin. Sickle cell trait is not a barrier to high-level athletic performance. However, during intense or extensive exertion, red blood cells can change shape and cause an “exertional sickling” episode which can pose a serious risk for some athletes. Anyone can have the trait, but people at high risk for having sickle cell trait are those either directly from or with ancestors from: Africa, South or Central America, Caribbean, Mediterranean countries, India, and Saudi Arabia. Knowledge of sickle cell trait status can be a gateway to education and simple precautions that may prevent exertional sickling episodes. Thus, according to NCAA guidelines the student-athlete has 3 options regarding Sickle Cell Screening: 1) the Sports Medicine Department will screen all initial entry student athletes to investigate sickle cell trait status in student athletes during pre-participation physical examinations, 2) the student-athlete may show documentation of a previous screen, 3) or a waiver may be signed not to be tested. The I.U. Sports Medicine Program has elected to screen all entry student-athletes for SCT as subsequent blood draw is already required to establish baseline CBC.

Psychological Services

Both Sport and Clinical Psychology services are made available to all of our student-athletes. These services are available within the athletics facilities. We utilize licensed clinical psychologists, mental health care providers, in addition to clinical and sport psychology PhD students. All meetings are confidential.
ACADEMIC SERVICES

D. Ames Shuel Academic Center
Phone: (812) 855-0876
Office Hours: 8:00 a.m. – 5:00 p.m.
Supervised Study/Computer Lab Hours:
Mon-Thurs: 8:00 a.m. – 10:00 p.m.; Fri: 8:00 a.m. – 5:00 p.m.; Sun: 3:00 – 9:00 p.m.

Philosophy
Academic Services takes a holistic approach to student-athlete development and has been serving Hoosier student-athletes since 1976. We realize that college is a transformative experience, with learning taking place both inside and outside the classroom. Academic advising and support as well as counseling and programming on learning initiatives are geared toward developing a passion for learning in all of our student-athletes. In addition to academic and learning initiatives, the office focuses on arming student-athletes with highly effective life skills which render them well-equipped for productive citizenship following graduation from IU. The athletics department takes pride in the role Academic Services plays in the growth and overall development of IU student-athletes and its ability to facilitate the delivery of the most exceptional student-athlete experience possible.

Academic Services
• Serve as primary academic advisor through University Division assisting with the major exploration process
• Coordinates priority registration process for student-athletes
• Communicate with university advisors regarding degree progress and registration plans
• Plan schedules each semester with the student-athlete to ensure compliance with the Big Ten/NCAA Progress Towards Degree Rules and IU Regulations
• Develop graduation plans in collaboration with university advisors
• Monitor the academic progress of student-athletes on a regular basis in collaboration with the Compliance staff
• Provide individualized excused absence letters to instructors when student-athletes miss class for competition
• Maintain a feedback system throughout the semester from professors to provide information regarding academic progress of student-athletes

Learning Services
• Student-athletes assessed through the NCAA Graduation Risk Overview (GRO) of the Facilitating Learning and Achieving Graduation (FLAG) program. Support services provided to match individual student-athlete need
• Support with learning skills and strategies necessary for success in the college classroom
  • Private consultation with the Learning Services and Retention staff
  • Reading and study skills assessments
• Objective-based study program and supervised study hall provided
• Specialized tutor staff
• Mentor program aimed at assisting all student-athletes, especially first-year student-athletes with transition from high school to university academics
• Serve as liaison to Disability Services for Students

Life Skills and Support Services

• Disseminate information and resources to student-athletes on all aspects of Indiana University
• Counsel individuals concerning problems of a personal or academic nature and give referral assistance when deemed necessary
• Serve as the liaison to important constituencies on campus such as the faculty, deans, academic support personnel, student affairs personnel
• Support in making a smooth transition to life as a student-athlete
  • o Making the transition from high school to college life
  • o Learning appropriate and effective advocacy skills
  • o Developing strategies for balanced growth and development

Facility Features

• 62 station computer lab (79 total computers with 25 laptops)
• 9 individual and group tutor rooms, 3classrooms
• Collaborative study area and a quiet reading room
• Auditorium – seats 55

Frequently Asked Questions

What is “Onestart” and How Can It Help Me?
Onestart (https://onestart.iu.edu/my2-prd/portal) can be accessed by clicking on the big red star on the desktop of any STC computer. It provides Indiana University with a gateway for all of the university’s online resources.

• Onestart provides students with complete access to all of their academic records, including access to current schedules, unofficial transcripts, and a web-based audit that will allow you to view the courses you still need in order to graduate.
• Onestart provides students with financial flexibility as it allows students to manage their bursar account, apply for student financial aid, and check IU Credit Union balances.
• Onestart serves as a daily planning calendar, while keeping students abreast of ongoing campus events.

What Do I Do If I Need to Drop or Add a Class?
In order to drop or add a class, a student-athlete must meet with an advisor from Academic Services to discuss eligibility, degree progress and impact on graduation. After meeting with the academic advisor the student-athlete must:
1. If eligible, utilize the online edrop/add process that can be accessed through Onestart
2. If not eligible for online process, obtain a drop/add form
   - Obtain the proper signatures
   - Process the complete form at the Registrar’s Office
   - Receive a copy of new schedule as confirmation of the change

**How Do I Plan My Schedule for Future Semesters?**
Each semester, Academic Services has a designated time period to plan schedules for the future semester. After creating a program plan, it is imperative for student-athletes to register during the priority registration period to ensure that they receive classes that are degree applicable and work with each respective sport’s practice schedule. All University Division student-athletes will meet with their advisor in Academic Services. If you are in your major, please schedule and attend a program planning meeting with your campus advisor prior to meeting with your academic advisor in Academic Services.

**What Else Can Academic Services Assist Me With?**
- Changing/selecting a major
- Requesting a tutor
- Career planning advice
- Resume assistance, potential internships and job opportunities
- Professional/graduate school advice
- Advice (time management, stress, classes, professors, coaches)
- Referral to campus resources
- Navigating campus rules and regulations

**What If I Have Questions Regarding My Financial Aid?**
Any questions about financial aid should be directed to Assistant Compliance and Financial Aid Officer (Kathy Arnold, karnold@indiana.edu, 855-9970, D. Ames Shuel Center).

**If I am on Book Scholarship, How and Where Do I Get My Textbooks?**
Student-athletes on book scholarships should pick up their books the week prior to the start of the term at the IU Bookstore located in the IMU. Athletics will be providing the bookstore with a list of eligible student athletes. Please take a photo ID and a copy of your current schedule with you when you go to pick up your books. At the end of the term you must return all books before you will be able to receive books for the next term. If you choose to keep a book or have lost a book you are able to complete a form with the bookstore acknowledging that you will be charged for the book and then you are free to obtain the next term’s books.

**How Do I Return Books After Schedule Adjustment (Drop/Add)?**
Records of students who make changes in their class schedule during the schedule adjustment period will NOT be reflected on the IU Bookstore computers. Take a copy of your new schedule and return the book(s) to the IU Bookstore on the mezzanine level for the courses that were dropped and pick up the necessary book(s) for added courses. This needs to occur as soon as you make changes to your class schedule. You may get a receipt confirming the transaction.
Where Do I Obtain Books that are Not in Stock at the IU Bookstore?
If a student cannot get all of the needed books at the IU Bookstore, the student-athlete must buy the book and bring the original receipt to the Assistant Compliance and Financial Aid Officer for reimbursement. Books are on loan to you. If you sell back your books, you will be required to pay the full amount of the books to the athletics department.

What is Supervised Study?
Supervised Study, or study tables, is organized by Academic Services and takes place at the D. Ames Shuel Center in Memorial Stadium. Supervised Study provides a place for student-athletes to study and meet with tutors. Advisors are available during regular office hours and occasionally in the evenings. Your coach and academic advisor will determine your required number of supervised study hours each week.

How Do I Get a Tutor?
Tutors are provided to all student-athletes and are coordinated through Academic Services. Requests are made online through the GradesFirst website - https://production.gradesfirst.com/login?prevent_redirect=true. The Tutor Coordinator will schedule the session and notify you, the tutor and your academic advisor of the tutor appointment. Tutoring is free for all student-athletes. However, if you fail to attend a scheduled tutoring session, you will be charged for the session.
### Academic Eligibility

Below is a quick summary of the NCAA requirements for maintaining your eligibility. Student-athletes should always speak with an athletic academic advisor regarding any academic question.

<table>
<thead>
<tr>
<th>S-A’s Year</th>
<th>To be eligible for the FALL SEMESTER, each S-A must:</th>
<th>To be eligible for the SPRING SEMESTER, each S-A must:</th>
<th>COMMENTS</th>
</tr>
</thead>
</table>
| **Freshman** | Meet Initial Eligibility Requirements set by the NCAA Eligibility Center.*  
- Achieve Final Qualifier Status, **AND**  
- Final Certified Amateurism Certification | Pass 6 credits from their freshman fall semester  
(FB – Must pass 9 credits) | During the S-A’s freshman and sophomore years, credits toward any degree can be applied to the 18 and 6 credit hour requirements. |
| **Sophomore** | • Pass 24 credits prior to the start of their sophomore fall semester (may include Bridge, Fall, Spring, and summer); **AND**  
• Pass 18 credits during their freshman fall and spring semesters combined;  
- **AND**- Pass 6 credits from freshman spring semester  
- **AND**- Have at least a 1.8 GPA | Pass 6 credits from their sophomore fall semester  
(FB – Must pass 9 credits)  
- **AND**-  Have at least a 1.8 GPA |  |
| **Junior** | • Pass 18 credits during their sophomore fall and spring semesters combined; **AND**  
• Pass 6 credits from sophomore spring semester  
- **AND**- Have at least a 1.9 GPA  
- **AND**- Declare a major PRIOR to the start of the fall semester  
- **AND**- 40% of that declared major must be completed | Pass 6 credits from their junior fall semester  
(FB – Must pass 9 credits)  
- **AND**-  Have at least a 1.9 GPA | By the beginning of the S-A’s junior year, all credits must go towards the S-A’s declared degree.  
- **ALSO**- 5-Year programs must be identified by IU and then adhere to 33/50/67% |
| **Senior** | • Pass 18 credits during their junior fall and spring semesters combined; **AND**  
• Pass 6 credits from junior spring semester  
• **AND**- Have at least a 2.0 GPA  
• **AND**- 60% of declared major must be completed | Pass 6 credits from their senior fall semester  
(FB – Must pass 9 credits)  
- **AND**-  Have at least a 2.0 GPA |  |
| **5th Year** | • Pass 18 credits during their senior fall and spring semesters combined, **AND**  
• Pass 6 credits from senior spring semester  
- **AND**- Have at least a 2.0 GPA  
- **AND**- 80% of declared major must be completed | Pass 6 credits from their 5th year fall semester  
- **AND**-  Have at least a 2.0 GPA  
- **AND**- GRADUATE! |  |
Indiana University Policies

University Division Probation and Dismissal Standards
Upon admission to IU, all students, unless directly admitted into a program of their choice, are in University Division. Academic records are reviewed at the end of fall semester, spring semester, and the second summer session. Determination of academic status is based upon all credit hours attempted (both transfer hours and IU graded hours) and IU CGPA (Cumulative Grade Point Average). “Tested” hours and P/F hours are not included in the graded hours unless a grade of “F” is given for the P/F. AP credit is recorded as transfer hours.

<table>
<thead>
<tr>
<th>Credit Hours</th>
<th>*Critical Probation or Dismissed if IU CGPA is</th>
<th>Probation if IU CGPA is between</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-18</td>
<td>Less than 1.33</td>
<td>1.33 to 2.00</td>
</tr>
<tr>
<td>19-36</td>
<td>Less than 1.63</td>
<td>1.63 to 2.00</td>
</tr>
<tr>
<td>37-45</td>
<td>Less than 1.83</td>
<td>1.83 to 2.00</td>
</tr>
<tr>
<td>46 or more</td>
<td>Less than 2.00</td>
<td></td>
</tr>
</tbody>
</table>

*The first time a student’s CGPA falls below the benchmark in this column, he/she is placed on “critical probation.” If the student’s CGPA falls below the benchmark again, the student is dismissed and may not enroll at IUB for at least one fall or spring semester. The student may then petition to be considered for reinstatement. (Exception: Students who have a semester GPA of 2.5 or higher are not dismissed regardless of their cumulative grade point average.)

Students whose records are accepted by upper division schools at IU Bloomington must maintain the academic standards of their respective schools. Contact the specific school or look in the front section of the school bulletin to determine specific academic requirements.

“EXTENDED-X” Policy
Any undergraduate student may retake a course for which he/she received a grade below an “A.” A student may exercise this option for no more than three courses and totaling no more than 10 credits. A student may use this option only once for a given course. To exercise the Extended-X Policy, students who re-enroll in a course must indicate to the school of their major or to University Division, as appropriate, their intent to apply the Extended-X Policy to a specific course prior to their date of graduation.

The student’s transcript shall record both grades. For the course retaken, only the second grade shall be counted in determining the student’s IU grade-point average (GPA). Any GPA calculated in accordance with this policy shall be marked with an asterisk denoting that a lower grade has been replaced by a second grade in the course. (The first occurrence of the course grade will be marked with an “X” to signify that grade is not calculating into the IU GPA.)

Not all schools on campus recognize this policy, so check with your school to determine its policy for accepting “EX” grades.

(If your school doesn’t accept EX grades, then they cannot be used to calculate the athletic eligibility GPA.)
Please contact your team’s academic advisor if you have any questions regarding this policy.

Incomplete policy
According to University policy, an incomplete “I” must be removed within twelve (12) months before it automatically becomes an “F”. However, the Big Ten/NCAA immediately computes an incomplete as an “F” to determine GPA for eligibility until the replacement grade is recorded.

Pass/Fail option
Students who are interested in taking a class pass/fail should see an academic advisor in Academic Services. Students who want to take a course pass/fail should note the following:
• A limited number of courses per year may be taken pass/fail.
• The courses must be elective courses.
• There is a deadline for filing for the pass/fail option.

Complete Withdrawal from All Classes
To process a total withdrawal from classes for a semester or a complete withdrawal from IU, do ALL of the following:
1. Talk to your parent or guardian AND discuss the decision with your head coach;
2. Review procedure - [http://enrollmentbulletin.indiana.edu/pages/uniwd.php](http://enrollmentbulletin.indiana.edu/pages/uniwd.php);
3. Check with Academic Services for the proper procedure for withdrawal from IU;
4. Follow through with the proper withdrawal procedure for the school in which you are enrolled.
Failure to follow these procedures will result in failing grades in all courses and may result in financial ramifications.

Other Academic Information

Minimum Class Load
Most IU programs of study require 120 credits for graduation, however there are a few exceptions. In order to graduate within four years, a student needs to carry at least 15-16 hours per semester. IU student-athletes carry between 12-17 credit hours per semester, depending on each student-athlete’s capabilities and chosen field of study. It is highly recommended that student-athletes enroll in at least 15 hours of course work each semester.

Class Attendance

Student-athletes may not miss class for practice or any athletically related activities other than competition and competition-related activities.

Missed Class Time Policy

The Faculty Athletics Committee requires that no student-athlete(s) miss more than eight (8) days per semester (including exam week) due to participation in scheduled athletic events. The compliance office and the coaches will see to it that the schedules of athletic events will be made
so that this maximum missed class time of eight (8) days per semester is strictly adhered to. In addition, no athletic events that are under the control of Indiana University will be scheduled during final examination periods or on Spring Commencement Day. Calculation of class time missed shall be done as follows:

**Reporting time** (not starting time) for a **home contest** or departure times for an away contest when classes are in session:

<table>
<thead>
<tr>
<th>Reporting or Departure Time</th>
<th>Days Missed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before 12:00 noon</td>
<td>1</td>
</tr>
<tr>
<td>After 12:00 noon, before 3:00 p.m.</td>
<td>1/4</td>
</tr>
<tr>
<td>After 3:00 p.m.</td>
<td>0</td>
</tr>
</tbody>
</table>

**Return times** from multi-day trips when the day of return is a day when classes are in session:

<table>
<thead>
<tr>
<th>Return Time</th>
<th>Days Missed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before 8:00 a.m.</td>
<td>0</td>
</tr>
<tr>
<td>8:00 a.m. to 12:00 noon</td>
<td>3/4</td>
</tr>
<tr>
<td>After 12:00 noon</td>
<td>1</td>
</tr>
</tbody>
</table>

A completed written request shall be used to request approval of each schedule and any changes thereafter. All planned contests and conference championship events shall be reported. Dates of post season championship contest should be included as well (e.g., NCAA Championship). In special cases where a coach and the Athletic Director ask for permission to schedule an event or events that will cause a student-athlete(s) to miss more than eight (8) days, a waiver committee or the Faculty Athletics Committee will make the final decision. This does not include time missed for NCAA Championships and post season events. It is strongly recommended that any requests for waivers be made as early as possible.

**Absence Due to Athletic Competition Activities**

Academic Services provides student-athletes with personalized travel letters for each class. The letter includes departure and return times, opponent, date of competition and location for all Indiana University sponsored trips. During the first week of classes, student-athletes should inform their instructors in writing regarding possible conflicts due to team travel. **Faculty members are not required to excuse a student-athlete for competition and travel does not excuse a student-athlete from completing required coursework on time.** Therefore, it is particularly important to contact instructors early in the semester to discuss alternative arrangements for making up missed coursework. Most instructors are willing to cooperate if given advance notice of expected absences.

As soon as the possibility of post-season competition arises, the student-athlete should notify all instructors to arrange for papers, examinations and other work to be made up. Any difficulty encountered by the student-athlete in arranging for absences due to team travel should be brought to the attention of the staff in Academic Services.
Emergency Absences
Notify Academic Services in case of injury, hospitalization or family emergency. Notices will be sent to instructors reporting the reason for the unexpected absences from classes. Upon returning to class, it is the student-athlete’s responsibility to meet with instructors to make up any work missed. Notices will be sent in case of illness only when verified by the training room, IU Health Center, or hospital.

Summer Credit Transfer Policy
The following procedure should be completed to allow transfer hours taken at an institution other than Indiana University-Bloomington to count for your degree and athletic eligibility:

The IU Admissions Office has a web-based Credit Transfer Service tool for determining whether to take courses at another campus: http://cts.admissions.indiana.edu/. Obtain a copy of the credit transfer agreement form that results from the inquiry to be filed with your academic records in Academic Services. For schools which may not appear on the web site, consult with your team’s athletics academic advisor to obtain the proper documentation. Courses taken at an IU Regional Campus must be treated as transfer courses for eligibility purposes; contact Academic Services to obtain documentation for preapproval of those courses.

Campus Resources

STC Computer Labs
There are around 60 student technology centers (“STC”) located across campus. These centers serve as classrooms and areas for independent study. STCs are generally open from 7 a.m. to 10 p.m. (M-F). Weekend access to the STCs depends on building practices. Check https://stcweb.stc.indiana.edu/Public/index.cfm for more information.

STC also maintains one academic Student Technology Center locations available 24 hours, seven days a week: The Information Commons, located on the first floor for the Herman B Wells Library. Consultants are available at all times except major holidays when the university is also closed.

Network ID
Your network ID is your electronic identity here at Indiana University and consists of two things: your username and your network passphrase. If you already have an IU Bloomington computing account, then you were given a network ID when you got your account. Do NOT share your passphrase! You need a network ID to access any Student Technology Center including the D. Ames Shuel Center in Memorial Stadium. Creating a network ID also will establish a campus email account, which most faculty members, the Academic Services staff, and some coaches may use to communicate with student-athletes on a daily basis. IU uses email as its official form of communication, so it is imperative that all students activate and use their campus email regularly.

Academic Support Centers
Each Academic Support Center (ASC) provides free tutoring, advising, and general academic support. Located in the center buildings of Briscoe, Teter, and Forest and open to all students, the centers include a classroom, study and tutoring areas, and at least one University Division advising
office. Each ASC facility also has computers available for students using the center as well as large clusters close by for general use. From 7:00 p.m. to 11:00 p.m. Sunday through Thursday, all three ASC locations offer tutoring and academic assistance from the Mathematics Help Service, Writing Tutorial Services, and the Student Academic Center.

Visit the web page for more information:
http://www.indiana.edu/~acadsupp/ASChome.shtml

Writing Tutorial Services

For free help in any phase of the writing process – from brainstorming to polishing the final draft – call Writing Tutorial Services (WTS, pronounced “wits”) at 855-6738 for an appointment. To be assured of an appointment with the tutor who will know most about your class, please call a few days in advance.

Writing Tutorial Services, located in the northwest corner of the first floor of the Information Commons in the Wells Library (West Tower), is open from 10:00 a.m. to 8:00 p.m., Monday through Thursday and from 10:00 a.m. - 5:00 p.m. on Friday. WTS still offers sessions in the Academic Support Centers in Briscoe, Forest and Teter. These are offered on a walk-in basis 7 p.m. to 11 p.m., Sunday through Thursday.

For more information about WTS and the services it offers, visit the WTS Web site:
http://www.indiana.edu/~wts/

Student Advocates Office
The Student Advocates Office is a branch of the Dean of Students Division. The Student Advocates Office assists students with all kinds of personal, academic and social problems (i.e., reinstatement, sexual harassment, dissatisfaction with the quality of instruction, appeals of fines and disciplinary action). Staff members, including retired faculty and administrators with many years of experience in counseling and advising students in the University system, are available to help students who have not been able to solve problems through other channels. Additional information can be found at:

Office of Disability Services for Students
• Inform student-athletes of services provided through the Office of Disability Services for Students (http://studentaffairs.indiana.edu/disability-services-students/index.shtml) and the Adaptive Technology Center (http://www.indiana.edu/~iuadapts/index.html).
  o Encourage students to secure accommodations
  o Inform students of resources available through the Adaptive Technology Center (ATC)
• Implementation of an Academic Success Plan
  o Support students in effectively making use of academic support services
  o Encourage the creation and maintenance of a team of service providers
  o Assist students in taking on an appropriate self-advocacy role
  o Provide information and tools for students to set goals and monitor progress
Leadership and Lifeskills

The Leadership and Life Skills program was created to serve all student-athletes by assisting them achieve their personal, educational and athletic goals. This goal is accomplished by providing intentional programming, co-curricular opportunities and experiential experiences designed to help student-athletes develop transferrable skills in preparation for life after college. The leadership and life skills program is also a tool to bring together administrative units across campus, build community within the student-athlete population and create a meaningful educational experience for student-athletes during their time at Indiana University.

Student-Athlete Advisory Committee

The Student-Athlete Advisory Committee (SAAC) was established in the fall of 1994 for the purpose of giving student-athletes a voice within the Athletics Department. SAAC members review NCAA legislation and make suggestions to the Big Ten Student-Athlete Advisory Committee for future legislation. SAAC strives to promote communication between student-athletes and the athletics administration. They recognize and discuss issues within the department, and work to build a sense of community among all athletic teams through social and community service activities. As outlined in the Indiana University Student-Athlete Bill of Rights, through SAAC student-athletes are:

- Annually provided a report by the Athletic Director on the state of the athletic department similar to that provided to the IU Board of Trustees and the Bloomington Faculty Council;
- Provided the opportunity to meet with the Athletic Director every semester to ask questions and share concerns;
- Permanently represented on the Bloomington Faculty Council Athletics Committee;
- Permanently represented on the Indiana University Excellence Academy Leadership Council;
- Represented on any search or advisory committees for hiring a new head coach or athletic director; and
- Financially supported to participate in Big Ten Conference and national SAAC governance.

Indiana University Excellence Academy Internship Program

The Indiana University Excellence Academy Internship Program was developed to provide IU student-athletes with an experiential learning experience that will aid in their career and professional development. Each summer, six student-athletes will be selected through an application process to participate in a paid internship experience within the Department of Athletics.
Career Development Center

The Career Development Center, located at 800 N. Jordan Avenue, houses a talented staff, four specialized units, and one of the most comprehensive career libraries on campus. The Center offers a wide array of services to help IU students of any major reach their academic and career goals. Here are some of the services at the Career Development Center that may be of use to student-athletes:

• **Arts & Sciences Placement Office**
  
The Arts and Sciences Placement Office (ASPO) provides services and resources for internships, job placement, and other post-graduate options for all IU students, with an emphasis on A&S.

• **Student Employment Office**
  
The Student Employment Office (SEO) assists students in locating part-time and temporary jobs by making information about current job vacancies available on a year-round basis.

• **Career Resource Library**
  
The Career Resource Library (CRL) is the most comprehensive career library available to IU students. Professional staff members and student Peer Advisors are available at all times to help you locate and use materials for every step of your career planning process, including information on college majors, career fields, internships, jobs, and graduate programs, as well as current internship and job listings.

Hoosier Heroes Peer Mentoring Program

The Hoosier HEROES Student-Athlete Peer Mentoring Program, sponsored by the Department of Athletics, is offered to first-year student-athletes at Indiana University. The purpose of the program is to both be a resource for incoming freshmen student-athletes in not only preparing for and handling the demands of being a student-athlete, but in ways to succeed in all areas of their life here – as well as being a leadership program for student-athletes who are upperclassmen and go through an application, interview and selection process, which is then followed by ongoing training sessions that include the areas of sport psychology, bystander intervention training, counseling and psychological services, in addition to many others. In addition, it gives all student-athletes taking part in the program the opportunity to meet and spend time with peers from all 24 teams.
Compliance

Knowing the Rules

Gambling
Student-athletes are not permitted to gamble on any college or professional athletics competition. This applies to all sports (if you are a volleyball player you are not allowed to gamble on football, etc.). If you gamble on any college or professional athletics competition, you make yourself ineligible for participation in intercollegiate athletics. You are not permitted to: provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition; bet or solicit a bet on any intercollegiate team in any sport; accept a bet on any intercollegiate team in any sport; participate in any gambling activity that involves intercollegiate athletics through a bookmaker, a parlay card or any other method employed by organized gambling. This includes Fantasy Football and other such gambling activities.

Amateurism
A student-athlete loses amateur status and will not be eligible for intercollegiate competition in a particular sport if he/she:

1. Uses his or her athletics skill (directly or indirectly) for pay in any form in that sport;
2. Accepts a promise of pay even if such pay is to be received following completion of intercollegiate athletics participation;
3. Signs a contract to play professional athletics after enrolling in a collegiate institution, regardless of its legal enforceability or any consideration received;
4. Receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based upon athletics skill or participation, except as permitted by NCAA rules and regulations;
5. Competes on any professional athletics team (per Bylaw 12.02.4) after collegiate enrollment;
6. Subsequent to initial full-time collegiate enrollment, enters into a professional draft (some exceptions exist); or
7. Enters into an agreement with an agent (verbal or written); or
8. Allows his or her picture, name or likeness to be used to advertise, recommend, or promote the sale or use of any commercial product or service.

Please see your coach or the Compliance Office if you have any questions about your amateur status.

Complimentary Admissions
The NCAA has very strict rules regarding complimentary admissions for guests of student-athletes. An institution may provide four complimentary admissions per home or away contest in the student-athlete’s own sport. These admissions must be provided through a pass list (no “hard tickets” may be issued). The student-athlete must designate those individuals who will receive these admissions. It is not permissible to sell or exchange a complimentary admission for money or any item of value. To do so could result in your ineligibility.
Employment
NCAA regulations permit a student-athlete to earn legitimate on- and off-campus income (including employment within the Athletics Department) at any time provided:

a. You have not been hired based upon your athletic ability or the value that you may have for the employer because of the athletic reputation or fame you have achieved;

b. You will be compensated only for work actually performed; and

c. You will be compensated at a rate commensurate with the going rate in this locality for similar services.

Private Lessons
A student-athlete may receive compensation for teaching or coaching sport skills or techniques in his or her sport on a fee-for-lesson basis, provided:

a. Institutional facilities are not used;

b. Playing lessons shall not be permitted;

c. The institution obtains and keeps on file documentation of the recipient of the lesson(s) and the fee for the lesson(s) provided during any time of the year; and

d. The compensation is paid by the lesson recipient (or the recipient’s family) and not another individual or entity.

e. Instruction to each individual is comparable to the instruction that would be provided during a private lesson when the instruction involves more than one individual at a time.

f. The student-athlete does not use his/her name, picture or appearance to promote or advertise the availability of fee-for-lesson sessions. **Student-athletes in golf and tennis may NOT give private individual lessons in this manner, per their national governing bodies (USGA, USTA).**

Before obtaining employment at any time, student-athletes must check with the Compliance office. At this time, you will be given the appropriate forms to sign and have your employer sign. Do not work until you have completed this process and received permission to work.

Extra Benefits to Student-Athletes
Receipt of an extra benefit by a student-athlete may make you ineligible for athletic competition. Generally, an “extra benefit” is any special arrangement by an institutional employee or representative of our athletics interests (commonly referred to as a “booster”) to provide a student-athlete or the student-athlete’s relative or friend a benefit that is not generally available to other students at the institution.

Examples of these extra prohibited benefits or special arrangements include, but are not limited to:

1. Room, board or transportation costs (including a stay in someone’s home or transportation to or from a job);

2. A loan of money in any amount (or for any period of time) or signing or co-signing a note with an outside agency to arrange a loan;

3. Cash or gifts;

4. Typing or other costs associated with school projects or reports;

5. Professional services for which a fee would normally be charged (e.g., free dental or medical services, haircuts, tattoos, automotive services, laundry or dry cleaning, etc.);

6. Entertainment or the purchase of meals or services at commercial establishments (this includes a soft drink or popcorn at an athletic event);

7. The use of a telephone (including cell phones) or telephone credit card for free calls;
8. Unapproved awards for athletic performance;
9. An honorarium or fee for a speaking engagement or other appearance;
10. A special discount payment arrangement or credit on a purchase (e.g., airline ticket, clothing);
11. A guarantee of bond (i.e., bail money);
12. A benefit connected with off-campus housing (e.g., television sets, electronic equipment, room furnishings, specialized recreational facilities, etc.);
13. Tickets to an athletic, institution or community event (e.g., state high school tournament tickets, professional basketball or football game tickets);
14. The use of personal properties (e.g., boats, cars, summer homes, automobiles, etc.).

If a benefit, gift or service is offered to you, please check with your coach or the Compliance office before accepting it. Any violation of this rule could result in a loss of your eligibility.

Outside Competition

**Sports Other Than Basketball:** A student-athlete may not participate during the academic year as a member of any outside team (there is an exception for official vacation periods outside of your playing/practice season) unless it is an official national level team. You must obtain prior written permission from the Compliance Office to participate on any national team or as an individual. Student-athletes may participate on an outside amateur team during the summer, but there are limitations in some sports on the number of student-athletes who may participate on the same team. Check with the Compliance Office if you participate on a team sport.

**Basketball:** A student-athlete in basketball may not participate in any organized outside basketball competition during the academic year. Summer participation is permissible only in those summer events (e.g., leagues, tournaments, state games) that are approved by the NCAA and are located within 100 miles of campus and/or your official residence. **You must obtain prior written permission from Indiana University to participate.**

Always check with your coach or the Director of Compliance prior to participating in any outside competition at any time.

**Time Limits on Countable Athletically Related Activities**

NCAA rules limit the amount of time student-athletes are permitted to spend on countable athletically related activities (CARA) during the academic year (not including before classes start or vacation periods). Countable athletically related activities include any **required** activity with an athletics purpose involving student-athletes and at the direction of, or supervised by one or more of an institution’s coaching staff (including strength and conditioning coaches) and must be counted within the weekly and daily limitations. Administrative activities (e.g. academic meetings, compliance meetings) shall not be considered as CARA. Examples of CARA are listed below:

1. Required practice activities
2. Competition (competition and competition-related activities on the day of competition count as three hours)
3. Required weight training and conditioning
4. Required viewing of films and videos
5. Required participation in camps/clinics/workshops
6. Required meetings about your sport or athletics performance (academic meetings do not count)
7. Practice activity called and mandated by team members (e.g., “captain’s practices”)
8. Any other activity required by coaches (other than academic or training room related).

The maximum amount of time during the academic year when your sport is in-season, that student-athletes are permitted to spend on the above activities is **4 hours per day and 20 hours per week**. During the academic year, student-athletes must be given one day off per week. The CARA logs are used to monitor compliance with these regulations.

If a team is not in playing or practice season, participation in the above activities by a student-athlete is limited to eight hours per week, of which, not more than two hours per week may be spent in individual skills workout (all sports except football, who may watch film with a coach for those 2 hours). During the out-of-season portion of the playing and practice year, student-athletes must be given at least 2 days off per week.

**Reporting Knowledge of NCAA Rules Violations**

A student-athlete is responsible and accountable for any violation of NCAA regulations in which he or she may be involved and is responsible for reporting any such action(s) to IU’s Director of Athletics, the Faculty Athletics Representative, or the Associate Athletics Director for Compliance. A student-athlete is required to furnish complete and accurate information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or IU.

Please contact your coach or compliance if you have any questions about NCAA rules.

REMEMBER . . . YOUR ELIGIBILITY IS YOUR RESPONSIBILITY.
Compliance Procedures

Requesting Permission to Contact/Transfer

1. Student-athlete informs the Compliance office of desire to transfer to another institution. If the student-athlete informs his/her coach, the coach may notify the Compliance office.

2. The Compliance office informs the student-athlete of applicable NCAA and Big Ten rules, including permission to contact, right to a hearing opportunity if request is denied, eligibility remaining, and exceptions/waivers to the residency requirement (e.g., one-time transfer exception). The student-athlete may speak directly with his/her coach regarding the request to contact/transfer to other schools, or the Compliance office can ask permission from the coach on the student-athlete’s behalf.

3. If the student-athlete has already received permission from his/her coach, the Compliance office confirms the decision with the coach. Otherwise, the Compliance office requests permission from the coach.

4. If the student-athlete submits a written request to contact another institution, the NCAA requires that the Athletics Department grant or deny that request within seven business days. If there is no response in the requisite seven business days, the student-athlete is granted permission to contact by default. Further, if the student-athlete requests his/her full release (including a one-time transfer exception if appropriate) the Athletics Department has seven business days to grant or deny that request. If there is no response within the requisite seven days the student-athlete is granted a full release by default. Student-athletes seeking to use the one-time transfer exception may receive a conditional release pending academic certification at the end of the semester.

5. If the permission to contact/transfer request is granted, the Compliance office sends written notification of permission to contact to the institution(s) that the student-athlete is interested in transferring to and processes subsequent requests from other institutions, including the one-time transfer exception, if applicable. The head coach and sport administrator are also notified, and the sport administrator conducts an exit interview with the student-athlete.

6. If the permission to contact/transfer request is denied by the coach, the coach must provide a written explanation for the denial to the Compliance office within 72 hours of the denial. All written explanations—or lack thereof—will be reviewed by the athletics director, or his/her designee, who has the final departmental authority to grant or withhold a transfer release. If the denial of the request is upheld by the athletics director, the student-athlete is notified in writing by IU-B’s Director of Financial Aid Compliance of the department’s decision and right to a hearing opportunity.

7. If the student-athlete requests a hearing in writing, the Athletics Department has 15 business days to provide a hearing and provide the results of that hearing in writing to the student-athlete. The Director of Financial Aid Compliance is responsible for promptly assembling a committee comprised of individuals outside of the athletics department to review the student-athlete’s request.

8. Subsequent to the hearing, the student-athlete, coach, sport administrator, and Compliance office are notified in writing of the committee’s binding decision by the Director of Financial Aid Compliance.

9. If the permission to contact/transfer request is granted by the committee, the Compliance office
sends written notification of permission to contact to the institution(s) that the student-athlete is interested in transferring to and processes subsequent requests from other institutions, including the one-time transfer exception, if applicable. The sport administrator conducts an exit interview with the student-athlete.

10. If the permission to contact/transfer request is denied by the committee, other institutions are not permitted to encourage the transfer, the student-athlete may not receive athletically-related financial assistance at the certifying institution until he/she has been in attendance for one academic year, and the student-athlete will not be eligible for competition until he/she has fulfilled the residency requirement (two full semesters/three full quarters) at the certifying institution.

Where applicable, and in sports other than baseball, basketball and football, permission to contact and the one-time transfer exception are usually granted at the same time. However, it is possible to grant permission to contact, and deny the one-time transfer exception. In cases where the one-time transfer exception is denied by the athletic department, steps six through ten are followed as outlined above.

Indiana University Athletics Financial Aid Nonrenewal and Reduction Policy

It is the policy of Indiana University Department of Intercollegiate Athletics that all renewals, reductions, and cancellations of athletics grant-in-aids are awarded in compliance with applicable NCAA and Big Ten rules and regulations. Specifically, this requires the following:

1. Student-athletes receiving athletics grant-in-aids shall be notified in writing of the renewal, reductions, or cancellation of their athletics grant-in-aid on or before July 1 prior to the academic year in which the renewal, reductions, or cancellation will go into effect.

2. Indiana university automatically requests renewal of athletics grant-in-aid annually or according to a multiyear tender for a total of four years for student-athletes who meet NCAA, Big Ten and IU eligibility requirements along with team and departmental rules beginning with the start of each student-athlete’s five-year clock. Student-athletes who do not graduate in four years, yet are eligible to compete their fifth year, may be authorized for an additional year of aid at the discretion of the sport’s head coach and sport administrator in consultation with the Assistant Director of Athletics for Academics Services. In addition, student-athletes who exhaust their eligibility in four years but need the fifth year to complete an undergraduate degree program may be authorized for an additional year of athletics aid at the discretion of the athletic department and per departmental policy.

3. Student-athletes are notified in writing and sign off on the receipt of team and departmental rules and regulations at the start of each academic year. Cancelation or reduction can occur at any time during the academic year (or period of the award) if the student-athlete is found to be in violation of these team and/or departmental rules and regulations. Athletic ability or injuries are not considered justification for not renewing or reducing a student-athlete’s athletics grant-in-aid. Non-renewal letters will be issued with a valid request from the coach and approval by the sport administrator.
4. Student-athletes receiving notification of a request for reduction or cancellation of their athletics grant-in-aid shall be notified by both assistant compliance and financial aid officer and the university’s director of financial aid compliance of their right to a hearing to appeal the reduction or cancellation of aid.

5. Head coaches recommending that the athletics grant-in-aid of a student-athlete be reduced or canceled must submit written justification to their sport administrator via the *Athletically Related Financial Aid Reduction/Nonrenewal Form*. Moreover, all coaches are required to submit this form to their sport administrator prior to discussing the issue with their student-athlete.

In cases of voluntary reductions or cancellations of financial aid by the student-athlete, the sport administrator will meet with the student-athletes to discuss the voluntary reduction or cancellation of their athletics grant-in-aid. The sport administrator will also call or talk with the parents of these students. All student-athletes who are voluntarily reducing or canceling their grant-in-aid must meet or talk with the assistant compliance and financial aid officer to affirm their decision, as well as provide written verification of their reduction or cancellation of aid and relinquishment of their right to a hearing. Head coaches should not be a part of these discussions to avoid any perceived conflict of interest. If the sport administrator supports the request, it is forwarded to the assistant compliance and financial aid officer to review for consistency with NCAA, Big Ten and university policy. The assistant compliance and financial aid officer will then process the change, if applicable, and notify the sport administrator, coach and student-athlete of the award change.

**Athletic tenders can be reduced or canceled during the period of the award for ANY of the following reasons:**

1. Fraudulent information on letters of intent, admissions applications or financial aid agreements.
2. Failure to meet eligibility requirements.
3. Serious misconduct.
4. Voluntary withdrawal from the sport.
5. Failing to comply with team and/or departmental rules.

**Indiana University Athletic Aid Hearing Committee Appeal Procedures**

The following financial aid procedures have been established at Indiana University to insure equitable treatment for all students qualified to receive athletics grant-in-aid assistance.

The following steps outline the procedures for informing student athletes of their right to appeal the non-renewal or reduction of their athletics aid as well as the general procedures involved in the appeal process. These procedures are also relevant to the issue of a transfer release from the university.

**Step One:**

The initial request for non-renewal or reduction of athletically related aid is made by the coach to the Athletics Financial Aid Officer. The Athletics Financial Aid Officer sends preliminary
notification of the coach’s request to cancel or reduce the student-athlete’s athletics aid during the academic year or to not renew the aid for the ensuing academic year to the student-athlete, and copies are sent to the coach, the Director of Compliance for the Office of University Student Services and Systems (USSS), the sport administrator, and the faculty athletics representative.

**Step Two:**
The Director of Compliance for USSS then sends a formal notification of Indiana University’s decision to reduce or cancel athletics aid during the period of the award or to not renew athletics aid for the ensuing academic year. This letter also informs the student-athlete of the right to a hearing if the student-athlete feels the award is being reduced for questionable reasons.

**Step Three:**
The student-athlete is expected within 14 calendar days from the date of notification to notify the Director of Compliance for USSS in writing (including email) of his/her intent to appeal the decision.

**Step Four:**
If a hearing is requested the Director of Compliance for USSS will schedule a hearing at the earliest date convenient to the student athlete, the coach, and the members of the Hearing Committee. The Hearing Committee is composed of (1) the USSS Director of Compliance who serves as the chair of the committee, (2) a staff representative from and designated by the Dean of Students Office, (3) a faculty member from the University Athletics Committee selected by the chair of that committee, (4) a faculty member designated by the Provost’s Office, and (5) a student designated by the Student Body President. Only these members of the Hearing Committee shall be involved in the final discussion and vote.

**Step Five:**
The student is notified of the date and time of the hearing by letter.

**Step Six:**
Guidelines during the appeals hearing are as follows:
- Coach’s position, including rationale, documentary evidence, and witnesses, if any
- Student athlete’s position, including rationale, documentary evidence, and witnesses, if any
- Brief response by the coach to the student athlete’s comments
- Brief response by the student athlete to the coach’s comments
- Closing statement by the coach
- Closing statement by the student athlete
- Closing remarks by the chair of the committee

**Note:** There will be no cross examination by the parties of each other. Any questions that one party wishes to ask the other party will be addressed to the Chair of the Hearing Committee, who
will determine the relevance. Neither the student athlete nor the Athletic Department shall be represented by an attorney. Each party may confer privately with any advisor or representative during the process. Each side should be brief and to the point.

At the conclusion of the hearing, the Hearing Committee shall confer. Once testimony has been given, the committee will consider its decision in private. Only members of the Hearing Committee shall vote on the decision. Notification of the decision will be sent to the student, coach, and Director of Compliance for the Athletic Department and FAO.

This is the final stage of the academic appeals process at Indiana University. The decision of the Hearing Committee is final and is binding on all parties. There is no further internal appeal avenue provided by the NCAA, Big Ten, or university rules, regulations, or policies.

**Housing**

It is university policy for all first year students to live on campus during their first academic year in residency. Transfers and local students can request (online) an exemption to this policy. Student-athletes living at home, in a fraternity/sorority, off-campus and married students will be responsible for all charges over the cost of the average of the room cost for all students living on campus. Money allotted for meals for student-athletes living off-campus is equivalent to the individual cost for a student living in university housing using a meal plan of 3 meals a day for 7 days.

Room and board scholarships are disbursed four times each semester and are issued through the university Bursar’s office as a refund. Note any outstanding Indiana University charges will be taken out of your refund before any of the room and board funds are disbursed to you. The four refunds will be issued for the following months, with the refund issued either prior to or as close to the first of the month as possible:

- **Fall Semester** – September, October, November, December
- **Spring Semester** – January, February, March, April

These refunds will be issued through the office of the Bursar. You must sign up for direct deposit through OneStart to receive your refund.

**Book Scholarships**

Student-athletes on book scholarships should pick up their books just prior to the start of the term at the Barnes and Noble bookstore located in the IMU. Athletics will provide the bookstore with a list of eligible student-athletes. Please take a photo ID and a copy of your current schedule with you when you go to pick up your books. At the end of the term you must return all books. If you choose to keep a book or have lost a book, you must complete a form with the bookstore acknowledging that you will be charged for the book and then you will be free to obtain the books for the next term.

**Summer School Financial Aid**

- Athletic financial aid in summer school is **not** automatic.
- Student-athletes must have received athletic aid in the preceding academic year or will be receiving it in the next academic year to qualify for summer school aid.
- Assistance may not be provided if the student-athlete, during the preceding academic year, failed to enroll for the minimum number of hours constituting a full class load (12 hours per semester) for the fall or spring semester, or if during either or both semesters, the student-athlete failed to carry the minimum class load for the entire semester.
• Student-athletes must take a full load of course work in approved courses – a minimum of six hours – in one of the two summer sessions to receive financial aid. Exceptions to this policy can be approved by the sport administrator.

• All student-athletes must apply for summer aid in the Academic & Student Development Services Office, and the awarding of aid will be based on several factors including, but not limited to, the following:
  1. Eligibility
  2. G.P.A.
  3. Reasonable progress
  4. Class attendance in prior semesters
  5. Working with tutors in prior semesters
  6. Recommendation from your coach.

If you are granted summer school aid, Athletics will make a decision on whether you will be allowed to work. Some factors that will influence this decision will be ineligibility, class attendance in the previous semester, and use of support services. Athletics reserves the right to grant summer school aid for only a portion of a scholarship (i.e., tuition only).

Fifth Year Athletic Financial Aid for Student-Athletes with Eligibility Remaining

Athletic financial aid is intended to be awarded to student-athletes for the period of time it takes to earn a minimum of one major in a baccalaureate degree and will be awarded for the shortest period of time necessary to achieve the baccalaureate degree.

Student-athletes are expected to follow the four year graduation plan established for them by their academic services advisor. However, should aid beyond the fourth year become necessary due to eligibility remaining, the coach will notify the assistant compliance and financial aid officer, the student-athlete’s academic advisor, and the sport administrator for that sport.

Fifth Year Athletic Financial Aid for Student-Athletes with Exhausted Eligibility, Medical Non-Counters and Non-Participants

The athletic department is committed to assisting student-athletes in achieving their academic goals, culminating in an undergraduate degree. This includes student-athletes with exhausted eligibility that have not completed all their baccalaureate degree requirements, student-athletes who are designated medical non-counters and student-athletes who are no longer participating in their sport and who have been granted a petition to continue to receive athletic financial aid and have not yet fulfilled the requirements for graduation. The following conditions apply to these student-athletes:

• Students must abide by all rules, policies, and expectations which are applicable to all Indiana University student-athletes including but not limited to those set forth in the Statement of Principles on the Conduct of Participants in Student Athletic Programs. Further, students must abide by all additional rules, policies and expectations applicable to student-athletes in the student’s sport, unless exempted by the athletic department.
• Athletics financial aid will be limited to the maximum amount received in the preceding academic year.

• Athletic financial aid will be limited to the shortest amount of time necessary to achieve a baccalaureate degree.

• Student-athletes will be required to assist in the athletic department 10–20 hours per week, (dependent upon the amount of financial aid), in an area coordinated by the assistant compliance and financial aid officer. Weekly time requirements for student-athletes receiving the percentage amount of financial aid is listed below:
  
   ➢ Less than one-fourth of a full scholarship: 10 hours per week
   
   ➢ One-fourth to ½ of a full scholarship: 13 hours per week
   
   ➢ One-half to ¾ of a full scholarship: 16 hours per week
   
   ➢ Three-fourths of to a full scholarship: 20 hours per week
Indiana University Intercollegiate Athletics

Student Athletic Board
The Student Athletic Board (SAB) at Indiana University is recognized as one of the nation’s best student athletic support organizations. SAB helps with promotions, merchandise sales, fund-raising, providing workers to staff events as needed, recruiting, serving as student hosts at campus events and generally raising enthusiasm at all IU athletic events.

Varsity Club
The total athletic scholarship cost (tuition, room and board, books, training table and tutoring) for student-athletes at Indiana University is paid through contributions to the IU Varsity Club. Over 10,000 alumni and friends of Indiana University from all across the country make donations to the Varsity Club. Their generosity helps guarantee that the opportunity to excel both academically and athletically will always exist for Indiana University’s student-athletes.

Honors and Awards

The Spirit of Indiana Director’s Award
Recipients of The Spirit of Indiana Director's Award will be selected by the Director of Athletics based upon nominations by the head coaches of Indiana's 24 varsity programs. The Spirit of Indiana Director's Award will be the most prestigious award presented by the department and will be given to the senior male and female student-athlete who best personifies The Spirit of Indiana: 24 Sports, One Team.

Varsity Awards
The Varsity “I” will be presented to the recipients at the end of the season for each sport. The athletic director, along with the Athletics Committee, must approve all award nominations from the head coaches. The award is as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>Wool Jacket with “I”</td>
</tr>
<tr>
<td>2nd</td>
<td>Travel Bag</td>
</tr>
<tr>
<td>3rd</td>
<td>“I” Blanket</td>
</tr>
<tr>
<td>4th</td>
<td>Senior Award Ring</td>
</tr>
</tbody>
</table>

Since it is possible to letter in more than one sport in any year, the Department will award only one varsity award per year to the individual. A student-athlete who letters in a second sport will receive a certificate his/her senior year listing the years the student-athlete lettered in that sport.

Should a student-athlete receive his/her first award in the sophomore year, he/she has the choice of the first or second year award. If his/her first award is received in the junior year, he/she has the choice of the first, second, or third year award. To receive a senior ring, the student-athlete must be a senior, or fifth-year senior, who has exhausted or completed his/her eligibility or who will no longer be engaged in competition for Indiana University and who is on target to graduate.
Varsity “I” Award Criteria
Student-athlete receiving the Varsity “I” and subsequent varsity athletic awards must:
1. Be members in good standing of the team.
2. Practice regularly.
3. For most teams, complete the season as an eligible member of the team.
4. Student-athletes unable to compete due to injury or illness must be recommended by the coach.

Alpha Beta Honorary
The Alpha Beta Honorary recognizes those student-athletes who have earned a minimum 3.0 grade point average in their most recent academic semester. Student-athletes earning a 3.5 semester GPA will receive Alpha Beta Honors.

Scholastic Achievement Award
This award recognizes the student-athlete in each sport who has attained the highest cumulative grade point average. Recipients must have completed four semesters of college coursework (of which two semesters must be completed at IU) and have competed in at least one intercollegiate athletic contest at IU.

Jack D. Tichenor Award
This award is presented annually to the IU male and female athletes with the highest cumulative grade point average. These students exemplify Jack D. Tichenor’s ideals of scholastic achievement and athletic ability.

Procedure for Athletic Department Awards
Coaches nominate student-athletes from their respective sports for consideration for Athlete of the Year, Big Ten Medal of Honor, Jake Gimbel, Aline Robinson, and Anita Aldrich Awards. A committee comprised of IU Athletic Department administrators selects the award winners.

Athlete of the Year
This award is given annually to honor the exceptional achievements of a male and female student-athlete who have excelled in their respective sport.

Aline Robinson Mental Attitude Award
Given annually to a female student-athlete in each sport (no class distinction) who has distinguished herself in athletics and scholarship and who has displayed an outstanding mental attitude.

Anita Aldrich Leadership Award
Given annually to honor and acknowledge one senior female student athlete who best exemplifies Anita Aldrich’s ideals of leadership, scholastic achievement and athletic ability.

Hoosier Award
Given to a male and female student-athlete in each sport (no class distinction) annually who brings honor and distinction to Indiana University in his/her respective sport during the academic year.

Jake Gimbel Award
Given to one senior male student-athlete who has distinguished himself in athletics and scholarship and who has displayed an outstanding mental attitude.
Big Ten Conference Athlete of the Year Award
This award is given to one male and one female student-athlete annually who have distinguished themselves in their respective sports.

Big Ten Conference Sportsmanship Award
Given to a student-athlete in each sport, annually, who has demonstrated outstanding sportsmanship throughout the year. At each Big Ten championship event throughout the year, coaches select the recipient from their team.

Big Ten Conference Medal of Honor
Given to two seniors (one male & one female) who have maintained an outstanding scholastic rating and who have distinguished themselves in athletic endeavors.
The welfare of Indiana University students is a fundamental concern of the university, and we properly devote very considerable university and campus resources to student health and safety. In recent years, the incidence of sexual assault on American college campuses has led IU to increase and intensify programs aimed at this particularly troubling type of crime. It is our aspiration and determination to be a leader in the fight against sexual violence.

In February of this year, as it has in past years, the IU Board of Trustees received a comprehensive report on activities and initiatives at IU Bloomington and IUPUI to prevent, respond to, and support the victims of sexual assault. At its April meeting, the Trustees adopted a statement, Indiana University’s Commitment to Student Welfare, that specifically speaks to this issue:

To address the unacceptable incidence of sexual assault and similar crimes on U.S. college campuses, Indiana University is committed –

- To take vigorous steps to prevent sexual assault and similar crimes through education and training, including education on the effects of alcohol on the issue of consent;
- To help build in our community a robust culture that rejects such conduct and associated behaviors;
- To encourage bystanders to intervene to avoid a sexual assault from occurring or to report such crimes to university officials or local authorities, and to fully account for such reports under federal law;
- To support victims with full information about available resources, to assist victims in accessing resources, and at all times to exhibit personal care and concern to victims;
- To investigate thoroughly and objectively all reports of sexual assault and other crimes, and to cooperate fully with local law enforcement and prosecutors;
- To conduct university proceedings arising from sexual assault and other crimes with the highest degree of professionalism, assuring fairness and dignity to all participants.

This powerful and forward-looking statement by the Trustees is a call to action, and a university-wide Student Welfare Initiative will assure that IU meets these commitments, will highlight the importance that IU attaches to them, and will support the more recent “Not Alone” federal initiative concerning sexual assault on college campuses (https://www.notalone.gov/).

The objectives of the Student Welfare Initiative are (1) to take vigorous action to reduce the incidence of sexual assault on IU campuses, (2) to foster a safe and responsive environment for all students and especially those who have been the victims of sexual assault, (3) to assure full and consistent compliance with legal and regulatory mandates, (4) to communicate to internal and external audiences IU’s position and actions to address sexual assault, and (5) to employ IU’s best minds in addressing the challenge of reducing the incidence and effects of sexual violence.
In order to accomplish this, IU will create a new organizational structure – using current personnel and including students – to coordinate efforts across the university relating to sexual assault and student welfare, to assure compliance with federal and state requirements, and to identify and propagate best practices in prevention, response, and support throughout the university. We will establish or restructure three new groups and one new role – an executive council, a compliance coordinator, a comprehensive committee to support the coordinator’s work, and a faculty research group, respectively – and reinvigorate the existing council of deans of students. Together, these steps are intended to achieve coordination of efforts, clear communication, active and effective responses, regulatory compliance, and incorporation of the best research on the causes and remedies of this very serious social problem. The Executive Council will revisit this structure in one year to evaluate its effectiveness and recommend changes as needed.

The **Student Welfare Executive Council** will bring together senior IU officers with relevant responsibilities to ensure that the many aspects of student welfare are addressed and coordinated, that important issues receive priority attention at the highest levels of university and campus administrations, and that IU communicates with a consistent and authoritative voice in these matters. The council will meet regularly at the call of the chair. The compliance coordinator described below will sit on the coordinating committee and report regularly on the work of the council.

The **Student Welfare Compliance Coordinator** will serve as the focal point for compliance obligations and activities university-wide. With the assistance of the members of the committee described below, he she will coordinate activities relating to –

- Assuring that all IU prevention, compliance, and communication activities relating to sexual assault are accounted for and coordinated;
- Assuring, in conjunction with relevant offices, compliance with applicable laws and regulations, as well as identifying gaps in compliance and bringing them to the attention of responsible IU officers;
- Communicating compliance requirements, best practices, and relevant research to appropriate individuals and offices at IU;
- Assuring consistency in policy, internal response actions, and external responses and communications relating to sexual assault.

In the course of this work, the coordinator and the committee may address any aspect of the issue, including policy, necessary personnel, required information and notifications, 3 reporting obligations, responses to occurrences (including police, medical and psychological services, interim and remedial measures, and the campus judicial system), and orientation and training for students, faculty, and staff. *Each campus will promptly identify to the coordinator a single point of contact to facilitate the exchange of information.*

The **Student Welfare Compliance Committee** will work with the student welfare compliance coordinator on all aspects of the above responsibilities, with emphasis on implementation, information gathering, and communication. The committee will be composed of administrative officers, faculty, and students who take a leading role in fulfilling IU’s Student Welfare Commitment and related legal obligations, including compliance, public safety, student affairs, legal, policy, affirmative action, Title IX compliance, public affairs and communications,
government relations, and others as necessary to fulfill its responsibilities. The coordinator will chair the committee. The chair may also create a compliance subcommittee of the council to focus on legal and regulatory obligations and communication with the responsible units of government. The committee will meet as frequently as the chair determines is necessary to fulfill its charge.

_All Indiana University employees are directed to cooperate fully with the coordinator and compliance committee in fulfilling the responsibilities described above._

The **Senior Student Affairs Officers Council** is composed of the deans of student affairs on all IU-managed campuses. The purpose of the council is to share information and experience concerning any issue relevant to student affairs and student welfare, including campus culture, safety programs, alcohol awareness, campus judicial systems, student organizations, campus surveys, and orientation and training. It is also a forum for addressing compliance issues and communicating legal or regulatory requirements that affect student affairs or students. The council will meet at least five times each academic year, in person or electronically. The convener of the council will be the dean senior in service between the Bloomington and IUPUI campuses. He or she is responsible for organizing council meetings and setting the agenda for each meeting in consultation with other council members.

The **Student Welfare Research Roundtable** will bring together highly accomplished IU faculty members from any campus, who are actively engaged in research concerning sexual assault, prevention, victim support, and other relevant areas. On an ongoing basis, the Roundtable will identify research (whether theoretical, clinical, or applied) by IU faculty and by others, which has the potential to improve practices and procedures at IU, together with recommendations for putting the research into practice. The roundtable will make its recommendations to both the executive council and the coordinating committee.

The members of Roundtable and its chair will be appointed by the President, based on recommendations of the Provost and Chancellors. The initial membership of the Roundtable will be fifteen, but the President may expand it as needed.

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While this initiative will enable us to make real progress in addressing the serious problem of sexual violence, organization alone will not be sufficient. All members of the IU community must embrace a change in culture, here at IU and on campuses across the country. Our goal must be to make Indiana University’s Commitment to Student Welfare a reality, so that all students can pursue their education and extra-curricular lives at IU with confidence in their personal safety and well-being.

Michael A. McRobbie
President
## IU Campus Student Services Directory

<table>
<thead>
<tr>
<th>Department</th>
<th>Location</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>IU Contact Center (operator/info)</td>
<td></td>
<td>855-GOIU(4848)</td>
</tr>
<tr>
<td>Advising Offices</td>
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<tr>
<td>Arts and Sciences</td>
<td>Contact Specific Department</td>
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</tr>
<tr>
<td>Business</td>
<td>Business 254</td>
<td>855-2614</td>
</tr>
<tr>
<td>Continuing Studies</td>
<td>Owen Hall 202</td>
<td>855-4993</td>
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<tr>
<td>Education</td>
<td>Education 1000</td>
<td>856-8500</td>
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<tr>
<td>HPER</td>
<td>HPER 116</td>
<td>855-3627</td>
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<tr>
<td>SPEA</td>
<td>SPEA 240</td>
<td>855-0635</td>
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<tr>
<td>University Division</td>
<td>Maxwell 101</td>
<td>855-6768</td>
</tr>
<tr>
<td>Affirmative Action and Equal Opportunity</td>
<td>Poplars 825</td>
<td>855-7559</td>
</tr>
<tr>
<td>Briscoe Academic Center</td>
<td>Briscoe C148</td>
<td>855-6931</td>
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<tr>
<td>Bursar’s Office (Fee Payment)</td>
<td>Poplars W100</td>
<td>855-2636</td>
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<tr>
<td>Bookstore (IMU)</td>
<td>Indiana Memorial Union</td>
<td>855-4352</td>
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<tr>
<td>Dean of Students Office/Div of Student Affairs</td>
<td>Indiana Memorial Union M088</td>
<td>855-8187</td>
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<tr>
<td>Disability Services for Students</td>
<td>Wells Library W302</td>
<td>855-7578</td>
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<tr>
<td>Financial Aid</td>
<td>408 N. Union Street</td>
<td>855-0321</td>
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<tr>
<td>Gay, Lesbian, Bisexual &amp; Transgender</td>
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<tr>
<td>Student Support Services</td>
<td>705 E. 7th Street</td>
<td>855-4252</td>
</tr>
<tr>
<td>I.D. Cards – Campus Card Services</td>
<td>1910 E. 10th St (Eigenmann) or IMU</td>
<td>855-8711</td>
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<tr>
<td>International Services</td>
<td>Poplars 221</td>
<td>855-9086</td>
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<tr>
<td>Health Center</td>
<td>10th and Jordan</td>
<td>855-4011</td>
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<tr>
<td>Optometry Clinic</td>
<td>800 E. Atwater (Optometry)</td>
<td>855-8436</td>
</tr>
<tr>
<td>Parking Operations</td>
<td>Henderson Parking Garage, 310 S. Fess</td>
<td>855-9848</td>
</tr>
<tr>
<td>Police</td>
<td>1469 E. 17th Street</td>
<td>855-4111</td>
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<tr>
<td>Registrar Services</td>
<td></td>
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<tr>
<td>Change of Course/Section (Drop/Add)</td>
<td>408 N. Union</td>
<td>855-0121</td>
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<tr>
<td>Certification of Enrollment</td>
<td>408 N. Union</td>
<td>855-0121</td>
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<td>Grade Reports, Records or Checklist</td>
<td>408 N. Union</td>
<td>855-0121</td>
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<tr>
<td>Residence Life</td>
<td>801 N. Jordan</td>
<td>855-1764</td>
</tr>
<tr>
<td>Residence Hall Problems or Changes</td>
<td>(See Residence Hall Director)</td>
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<tr>
<td>Student Academic Center</td>
<td>408 N. Union</td>
<td>855-7313</td>
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<tr>
<td>Student Life and Learning Office</td>
<td>IMU</td>
<td>855-4311</td>
</tr>
<tr>
<td>Student Advocates Office</td>
<td>Eigenmann 229</td>
<td>855-0761</td>
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<tr>
<td>Student Ethics &amp; Anti-Harassment Programs</td>
<td>801 N. Jordan</td>
<td>855-5419</td>
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<tr>
<td>Student Legal Services</td>
<td>703 E. 7th</td>
<td>855-7867</td>
</tr>
<tr>
<td>Student Rights &amp; Responsibilities</td>
<td>801 N. Jordan</td>
<td>855-5419</td>
</tr>
<tr>
<td>Teter Academic Support</td>
<td>Teter Center</td>
<td>856-4457</td>
</tr>
<tr>
<td>Transcripts</td>
<td>408 N. Union</td>
<td>855-7505</td>
</tr>
<tr>
<td>Transfer Credits (Evaluation)</td>
<td>Admissions Office, 300 N. Jordan Ave</td>
<td>855-0661</td>
</tr>
<tr>
<td>Withdrawal from University</td>
<td>Academic Services Office</td>
<td>855-0876</td>
</tr>
<tr>
<td>Women’s Affairs</td>
<td>Indiana Memorial Union M088</td>
<td>855-3849</td>
</tr>
<tr>
<td>Writing Tutorial Services</td>
<td>Wells Library – First Floor West Tower</td>
<td>855-6738</td>
</tr>
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APPENDIX A

Indiana University Statement of Principles on the
Conduct of Participants in Student Athletic Programs

1. Introduction

Student athletic programs are a longstanding and integral part of Indiana University. Participants in the University's athletic programs--students, coaches, faculty, staff and volunteers (collectively "Participants")--are covered by the laws, regulations, policies, and procedures applicable to other members of the University community. In addition, these Participants and the University itself are subject to a wide variety of requirements promulgated by Indiana University, the National Collegiate Athletic Association or the National Association of Intercollegiate Athletics, the Big Ten Conference or other applicable conferences, professional coaches' and sports' organizations, and federal and state government authorities (collectively "requirements") designed to protect student-athletes, ensure the integrity of the University's athletic programs, and promote fair competition. Indiana University is committed to full compliance with all of these requirements, and engages in extensive oversight, education, and training to ensure that all Participants in student athletic programs understand and comply with them.

The University's approach, however, reflects a deeper commitment to the spirit of fair, honest, skillful, and civil competition that these requirements are designed to facilitate. This statement articulates the fundamental principles of conduct for all Participants in student athletic programs and for those members of the University community responsible for overseeing that conduct. This statement does not in any way replace the specific standards to which Participants in student athletic programs are held. Nor does it replace or modify the terms of Indiana University’s Code of Student Rights, Responsibilities, & Conduct (herein the “Student Code”), which applies to the conduct of all Indiana University students.

Instead, it reaffirms the foundational values of those programs, and reminds members of the University community that conduct inconsistent with those values is inappropriate and cannot be tolerated.

This statement is divided into five sections. Following the initial introductory section is section two which articulates principles applicable to all Participants--including students, coaches, and other faculty and staff--in student athletic programs. Section three contains corollary principles specifically applicable to coaches and coaching staff (collectively "coaches"). Section four summarizes the obligations of University administrators and others who hold positions or serve on committees with responsibility for student athletic programs and the conduct of their Participants. The final section identifies principles applicable to enforcement of this statement and other requirements applicable to Participants in student athletic programs.
2. **Principles Applicable to all Participants**

2.1. Participants shall treat one another and all others with dignity and respect. They shall behave according to the rules of their sport(s) and of the University, and shall avoid conduct that demeans, harasses, or threatens any one person. Understandably the applicability of this principle is dependent upon the context of the behavior in question. For example, physical contact that is common on the playing field would likely be disrespectful in the classroom or if directed toward an official, umpire, or fan. The intent of and force of this principle is to prevent any participant at any time from physically or verbally abusing another person; from using excessive profane language or vulgar gestures; from demeaning or belittling another person or making derogatory comments about his or her race, sex, religion, age, disability, national origin, or sexual orientation; and from engaging in conduct intended, or so reckless as to be likely, to cause harm to another.

2.2. Participants shall strive for honesty and integrity in their statements and actions. This requires Participants to tell the truth when asked, and also calls upon them to avoid: (a) knowingly obscuring the truth by their actions or statements (i.e. giving incomplete answers or failing to give answers when required), and/or (b) knowingly assisting any other person in a dishonest act or statement related to student athletic programs and determinations regarding compliance with this policy.

2.3. The conduct of Participants shall reflect the fact that student athletic programs are primarily an educational experience. Because of this, coaches and student-athletes shall strive to develop skill, experience, prowess, and character. Student-athletes shall not, and shall not be encouraged to, allow their participation in student athletic programs to interfere with their academic responsibilities, such as fulfilling class requirements.

2.3.1. Student-athletes are expected to attend classes, complete all assignments, take all exams, and act appropriately in class.

2.3.2. Student-athletes are responsible for informing their professors of upcoming excused class absences and arranging to make-up and exams or assignments missed.

2.3.3. Individual coaches may impose stricter standards for class attendance as well as any other policies listed in the Statement of Principle on the Conduct of Participants in Student Athletic Programs. Coaches are responsible for providing written documentation of their policies to their respective sport administrators.

2.4. Participants' conduct shall reflect the fact that, by virtue of their participation in student athletic programs sponsored by Indiana University, they are public representatives of the University. Accordingly, they are expected to exhibit a higher standard of behavior and maturity than might be displayed by other students, staff, and faculty. They should always avoid conduct that could be perceived as improper or unfitting of a University representative.

2.5. Participants shall be advised of, understand, and comply fully with the rules, standards, and requirements to which they are subject. These include the principles in this Statement; applicable
laws; the requirements of the NCAA or the NAIA, the Big Ten Conference and/or other applicable conferences; the policies of Indiana University, including the Student Code, of Indiana University Athletics, and any additional policies specified by their coach.

2.6. In cases of student-athlete misconduct, which is not minor in nature, coaches have an obligation to inform the Associate Athletic Director for Student-Athlete Well Being and Development of such actions. Additionally, any violation of the following must be immediately reported in writing to the administrator who oversees that sport:

1. Violation of principles in this section. (Section 2)
2. Violation of the Drug or Alcohol Policy as set forth in the Indiana University Department of Intercollegiate Athletics Alcohol and Drug Policies and Program.
3. Violation of the Gambling policy as set forth in NCAA Bylaw 10.3.
5. Violation of the NCAA Ethical Conduct Bylaw as set forth in the NCAA manual, Bylaw 10.
6. Violation of any NCAA or Big Ten legislation.
7. Any arrest on- or off-campus.

2.7. Big Ten Fair Play and Ethical Conduct - Student-athletes of Indiana University are expected to follow the Big Ten policies on fair play and ethical conduct, including but not limited to the Big Ten Sportsmanship Policy. It is to be the responsibility of each member university to ensure that all of its Participants conduct themselves in a sportsman-like manner when representing the university, especially at intercollegiate athletic contests.

2.8. It is recognized that not all instances of student-athlete misconduct are serious enough to be dealt with at a level higher than coach. In such minor cases, resolution should be immediate, will require no formal procedures, and will involve relatively minor sanctions (i.e. verbal correction). Such sanctions should be applied fairly and consistently.

3. Corollary Principles Applicable to Coaches

All of the above principles especially apply to coaches because of their influential roles as a) key mentors in the lives and careers of student-athletes, and b) public representatives of the University. Therefore, appropriately professional conduct in dealing with student-athletes, opposing teams, officials, sports organizations, and the public is expected.

3.1. Coaches shall treat all Participants with dignity and respect.

3.1.1. Conduct that is verbally or physically threatening, abusive, belligerent, or harassing is never appropriate and shall not occur at any time. Athletic programs by definition require coaches to interact physically and vigorously with student-athletes. As a result, broad latitude is given as to defining appropriate behavior in that context (i.e. athletic training and competition).
3.1.2. Coaches shall not take advantage of their relationship with, and influence over, student-athletes for personal advantage. This principle prohibits any financial and/or sexual relationships with student-athletes, and requires coaches to avoid attempts to unduly influence or control matters outside of the student-athlete's participation in athletic activities (i.e. social and extracurricular activities, and personal relationships).

3.1.3. Coaches shall actively promote the good health and well-being of student-athletes, deferring to the judgment of trainers and other medical advisors regarding a student-athlete's ability to participate in any athletic activity. Accordingly, coaches will uphold and enforce the recommendations of trainers and other medical advisors.

3.1.4. The obligation of coaches to treat others with dignity and respect shall apply to all Participants, including other coaches, faculty, staff, and administrators; the student-athletes and personnel of other teams, officials and referees; members of the news media; and the public.

3.1.5. In performing their duties, coaches shall not display prejudice or bias based upon race, sex, religion, age, disability, national origin, or sexual orientation, and they shall not permit members of their staff or those under their control to do so.

3.2. Coaches shall pursue honesty and integrity in their statements and actions.

3.2.1. Coaches shall actively promote honesty and forthrightness among student-athletes, shall exhibit the highest standard of such behavior themselves, and shall sanction (or report for enforcement) dishonest acts or statements.

3.3. The conduct of all Coaches shall reflect the fact that student athletic programs are first and foremost an educational experience.

3.3.1. Coaches shall promote and enforce policies and practices that support the academic success of all student-athletes and their progress toward graduation.

3.3.2. Coaches shall provide instruction in the rules, standards, policies and requirements applicable to Participants, including the principles in this Statement; the policies of Indiana University; the requirements of the NCAA or the NAIA, Big Ten Conference or other applicable conferences, and other sports and academic organizations; and applicable laws.

3.3.3. Coaches shall provide instruction on the safety, good health, and well-being of student-athletes.

3.4. Coaches’ conduct shall reflect the fact that, as Participants in athletic programs sponsored by Indiana University, they are representing the University and its ideas.

3.4.1. Coaches serve in a uniquely public role and therefore shall set high standards in their professional conduct. They shall conduct themselves so as to avoid improper conduct relative to their coaching responsibilities, or to their role as a University representative. Coaches shall conduct themselves as role models of both compliance with the requirements to which they are
subjected as Participants in student athletic programs, and the standards of behavior required by this Statement.

3.4.2. Because as well as athletic contests, and other public settings, this rule applies to interactions with the news media, coaches are presumed to be spokespersons for the University; they shall conduct themselves with respect and dignity and shall refrain from using excessive profane language or vulgar gestures, berating members of opposing teams or referees or other officials, or demeaning or belittling another person or making derogatory comments about his or her race, sex, religion, age, disability, national origin, or sexual orientation.

3.4.3. To the extent coaches wish to speak as private individuals, in the context of public statements and settings, they shall state their intention to do so. When speaking as private individuals, coaches shall not use University logos or property without the permission of the University.

3.5. All Coaches shall be advised of, understand, and comply fully with the requirements to which they are subject.

3.5.1. Coaches shall comply fully and in good faith with this Statement and with other applicable requirements.

3.5.2. Coaches shall comply fully and in good faith with Athletics Department rules, policies, instructions, and procedures, requests of Athletics Department personnel.

3.5.3. Coaches shall instruct members of their staff and student-athletes in the requirements of this Statement and other applicable requirements, including University policies on student athletics, conflicts of interest, and use of University resources.

3.5.4. Coaches shall actively participate in enforcing and monitoring compliance with this Statement and other applicable requirements. They shall guarantee access by University and Athletics Department personnel responsible for monitoring compliance to practices, locker rooms, and training facilities; and sanction (or report for enforcement) acts that violate this Statement or other applicable requirements.

3.5.5. Coaches may establish additional team policies, provided they are: consistent with this Statement and with other applicable requirements, in writing (including any supplemental team policies), shared with the sport administrator, and provided annually to each team member by the first day of practice and upon a new member's joining the team. Student-athletes will acknowledge in writing their receipt of team rules, and copies of such receipts will be filed with the head coach and sport administrator.

3.5.6. Coaches shall conduct themselves fairly by enforcing student athletic rules consistently and by not showing preferential treatment in the enforcement of student athletic rules.
4. **Additional Principles Applicable to Administrators**

University administrators, faculty, and others who hold positions or serve on committees with responsibility for student athletic programs and the conduct of their Participants (herein “Administrators”), bear significant responsibility for ensuring the responsible, vigorous, timely, and fair enforcement of the principles contained in this Statement and other requirements. The following responsibilities are in addition to others they have concerning the operation of student athletic programs.

4.1. Administrators shall ensure the integrity of athletic programs, compliance with this Statement and other applicable requirements, and shall maintain public confidence in the integrity in those programs and in all Participants.

4.1.1. Administrators shall protect the rights of all Participants in student athletic programs.

4.1.2. Administrators shall inform and educate all Participants in student athletic programs of their rights and responsibilities; the requirements they must meet as Participants; the possible sanctions associated with noncompliance; procedures for monitoring, enforcing, and reporting noncompliance; and the resources available to them to facilitate their knowledge of their rights.

4.1.3. Administrators shall ensure that there is a clear chain of command of responsibility for monitoring compliance, reporting noncompliance, and enforcing this Statement and other applicable requirements.

4.2. While the ultimate responsibility for ensuring the adherence of these policies rests with the President and the Trustees of Indiana University, it is important that specific responsibility for day-to-day enforcement of these policies be clearly assigned. A clear chain of responsibility must exist, the people in that chain must carry out their duties fully, and all Participants in student athletic programs must know and follow that chain of responsibility. Without written instruction from the President to the contrary, primary responsibility for implementation of this Statement, including ensuring the successful completion of each of the tasks identified above, rests:

- In the case of student-athletes, with their coaches, the Director of Athletics, and the Associate Athletic Director for Student-Athlete Well-Being and Development;
- In the case of coaches, with the Director of Athletics and the Associate Athletic Director for Student-Athlete Well-Being and Development;
- In the case of staff and student employees, with their immediate supervisors and the Director of Athletics;
- In the case of the University Director of Athletics, with the President and the Faculty Athletics Representative, and in the case of other Athletics Directors, with the Chancellor of the campus on which they are located;
- In the case of faculty or others serving on committees with athletics oversight responsibilities, with the Chair of the committee, the person(s) or body(ies) that appointed them, and to the person(s) or body(ies) to whom the committee reports;
- In the case of administrators outside of the Athletics Department, with their immediate supervisors and the President of the University;
In the case of the President, with the Trustees of Indiana University.

4.3. The University shall specify publicly the person(s) or body(ies) to which noncompliance should be reported. Unless specified to the contrary, suspected noncompliance shall be reported to the person(s) identified above as having primary responsibility for implementation of this Statement.

4.4. Exceptions regarding those responsible for implementing this Statement and for receiving allegations of noncompliance shall be in writing and publicly available.

4.5. The University Athletics Coordinating Council, campus athletics committees, faculty representatives, student athletics boards, the Student-Athlete Advisory Council, and the Athletics Department CORE committee all play an important role relative to student athletic programs and especially to protecting student welfare. These bodies provide valuable resources for Participants in student athletic programs, and may exercise significant responsibility in many areas covered by this Statement. This Statement is not intended in any way to expand or reduce those responsibilities, but rather to highlight the important continuing role of these bodies in guaranteeing the implementation of this Statement and compliance with the principles it contains.

5. Principles Concerning Enforcement

The principles in this Statement serve the interests of all Participants in student athletic programs and of the broader University community. Therefore, the University expects that all Participants will comply.

Of course, not all noncompliance acts are of equal severity or warrant similar sanctions. In addition, the process by which an alleged offense is investigated and adjudicated will also depend in large part on the nature of it and the severity of the potential sanction. Many acts of noncompliance with this Statement or other applicable requirements of Participants in student athletic programs will and should be resolved immediately and informally, and will result in comparatively minor sanctions, such as verbal correction. Such sanctions should be applied fairly and consistently.

At the other end of the spectrum, some noncompliant acts will be so serious, frequent, or deliberate, that existing University policies on faculty, staff, and student conduct and other applicable requirements provide for potentially severe sanctions and formal processes and standards of review. This Statement in no way alters the application of those policies or processes.

There are likely to be noncompliant acts that fall between these two extremes, involving offenses or behavior at least moderately serious in the nature that warrants more complete investigation than immediate judgment would allow, but still that may not necessarily fit within existing procedural guidelines. The following enforcement principles provide general guidance that may prove useful, but that are designed specifically to guide investigations, adjudications, and the imposition of sanctions in this broad intermediate part of the spectrum.
5.1. Enforcement shall be accessible, swift, fair, consistent, certain, appropriate, and accountable.

5.1.1. The University shall investigate credible reports of noncompliance with this Statement or other applicable requirements. The determination of a report's credibility necessarily involves many factors. However, except in unusual circumstances, a report shall be considered credible only if it is made by a person who has personally witnessed or experienced the allegedly noncomplying act, or by a coach or administrator with oversight responsibilities for Participants in student athletic programs.

5.1.2. Acts of noncompliance shall be reported as swiftly as possible after the person making the report becomes aware of them. Delays in reporting a violation may significantly impair the University's ability to investigate the complaint and interfere with the alleged perpetrators due process rights. Delays may also raise questions about the credibility of the complainant. Exceptional delay may, therefore, based upon the known circumstances, necessitate that the University decline to investigate a complaint.

5.1.3. Anonymous allegations will not be formally acted upon by the University, except to the extent required by law. Any person making an allegation concerning a participant shall be informed that his or her identity may be disclosed to that participant.

5.1.4. The participant shall be given the opportunity to receive and provide information regarding the alleged noncompliance.

5.1.5. Allegations shall be investigated and resolved as speedily, informally, and confidentially as is possible and consistent with University policies and procedures and other applicable requirements.

5.1.6. Allegations of noncompliance shall be received, investigated, and adjudicated. Sanctions, if determined to be appropriate, shall be imposed consistently. This does not require that all procedures or sanctions be identical, but that similarly situated Participants be treated consistently and that there be a general consistency among the treatment of all Participants.

5.1.7. The method of investigation and adjudication should be appropriate to the alleged offense. While all processes should be as swift as possible, the resources devoted to an investigation or adjudication, their extent, and the priority given to them should reflect the nature of the alleged offense.

5.1.8. Sanctions should also be appropriate to the alleged offense, taking into account the circumstances and context of the offense, the perpetrator's University status, whether a pattern of improper conduct exists, the magnitude of the violation, and the effect the conduct has had on others. A single offense, particularly where the act of noncompliance is found to be unintentional and resulted in little or no harm to another person, might result in a minor sanction such as:

- A warning
- Increased monitoring
- Probation
• University or community service

5.1.9. On the other hand, repeated or deliberate noncompliance, or noncompliance that threatens or results in physical harm to another person or other demonstrable injury, should be subject to significant sanction, such as:

• Suspension from one or more games or leave without pay
• Dismissal from a team
• Suspension or expulsion from the University
• Termination of employment
• Referral for criminal prosecution

5.1.9.1 As has been set forth elsewhere in this Statement, student-athletes “are covered by the laws, regulations, policies, and procedures applicable to other members of the University community,” including the Student Code. In the event any student-athlete is arrested for a violation of any criminal statute, the fact of their arrest alone shall not be evidence that the student-athlete has violated the law, this Statement, the Student Code, team rules or other applicable standard of conduct based solely upon a student-athlete’s arrest. However, if it is determined (in accordance with the procedures set forth below) that the student-athlete has violated this Statement and/or the Student Code, sanctions shall be imposed in a timely manner and shall not await a resolution or outcome in any related criminal case. This process shall be completely independent of any process within the criminal justice system.

In the event a student-athlete is arrested or is a person of interest in a criminal investigation by a law enforcement agency, the athletic department Enforcer (e.g. a coach regarding team rules) (herein “Enforcer”) shall promptly take into account an arrest or investigation and the factual circumstances relating to the arrest or criminal investigation, in concert with all other available credible information, to determine if this Statement and/or the Student Code has likely been violated. If it is determined that a student-athlete violated this Statement and/or the Student Code, the athletic department Enforcer shall promptly impose a sanction consistent with this Statement and/or the Student Code. In the event the arrest or investigation is for a felonious crime, the athletic department Enforcer shall consult with the Athletic Director, and obtain his/her review and approval prior to making any final determination and imposing any sanction.

Nothing in this section may be interpreted to alter the responsibility of coaches and other department personnel to report student-athlete misconduct consistent with Section 2.6 and other relevant provisions of this Statement.

If it is later determined that the student-athlete’s conduct was more egregious than original determined, or if additional information comes to light regarding the student-athlete’s conduct, the Athletic Director, in consultation with the pertinent Head Coach and Sport Administrator, reserves the right to change and/or impose greater sanctions on the Student-Athlete. Status of the Student-Athlete’s tender will be determined according to policy set forth under “Tender (Scholarship) Renewal, Reduction, or Revocation” described in the Indiana University Student-Athlete Handbook.
5.1.10. As noted above, sanctions are intended to facilitate compliance by all Participants. Therefore, when considering the imposition of sanctions, the University shall take into account the impact on Indiana University, other Participants, other members of the University community, other constituencies of the University, and the public, and the extent to which the conduct clearly constituted noncompliance and was known to constitute noncompliance, the fairness to the noncomplying party and to other Participants.

5.1.11. The University shall, to the extent permitted by law, make reports of enforcement activities publicly available. Names and other identifying information shall be withheld as required by law, University policy, or other applicable requirements, or as necessary to protect the privacy of the persons involved.

5.2. Appeals

5.2.1. Student-athletes have a right to appeal disciplinary decisions or express grievances in response to actions made by their coaches. The process follows: the student-athlete must make an appointment to see the Sport Administrator. At this time, the student-athlete will explain the basis of the appeal, including any mitigating factors that may not have been taken into consideration by the coach. The Sport Administrator, Associate Athletic Director for Student-Athlete Well-Being and Development, and/or the Athletic Director will then determine the appropriate action.

5.2.2. If a sanction that is imposed for an act of noncompliance would give rise to an opportunity for review under an applicable University policy or other applicable policies, then that review shall be governed by the policy giving rise to it. This Statement does not create any independent right of review or appeal.

5.2.3. In the event that a contract with a participant in student athletic programs contains terms concerning rights of review that are inconsistent with this Statement, the contract shall govern.

5.2.4. Nothing in this Statement shall limit the right of the University to take immediate action regarding a participant in student athletic programs to protect the interests of the University community.


Athletic Code of Conduct Commission

Ken Beckley, Indiana University alumnus
Fred H. Cate, Professor of Law, School of Law, IUB
Clarence Doninger, Director, Intercollegiate Athletics (Chair)
Bruce Jaffee, Professor of Business Economics and Public Policy and Associate Dean of Academics, Kelley School of Business
Julie Knost, Director, Affirmative Action
Dan Maki, Professor and Chair of Mathematics, College of Arts and Sciences, IUB
Tony Mobley, Dean, School of Health, Physical Education and Recreation, IUB
Ernest Neal, Director of Athletics, IUS
Charlie Nelms, Vice President for Student Development and Diversity
Amanda Noblet, Student-Athlete, IUB
Bill Perkins, Professor of Information Systems, Kelley School of Business
Becky Porter, Associate Professor of Physical Therapy School of Medicine-School of Allied Health Sciences, IUPUI
Jim Sherman, Professor of Psychology, College of Arts and Sciences, IUB
James Wimbush, Associate Professor of Business Administration, Kelley School of Business, and Associate Dean of the Faculties
Jerry Yeagley, Head Coach, Men's Soccer, IUB
APPENDIX B

Indiana University


Indiana University and the Department of Intercollegiate Athletics are absolutely committed to maintaining a safe and healthy environment where students can develop socially and academically to their fullest potential. Part of maintaining that environment is assuring the physical well-being of the athletes who participate in the program.

The Department of Intercollegiate Athletics has a responsibility to help student athletes achieve and maintain the optimum health of its athletes in a drug free atmosphere. Maintenance of a drug free atmosphere is necessary because of the direct potential of harm to the user as well as the potential of harm to others caused by acts resulting from impaired judgment of the user. In addition to preventing injury, the Department is also committed to sound assessment, treatment and rehabilitation from substance abuse. The Indiana University Athletic Department encourages all athletes to be informed about drug use and to seek help when concerns arise. Information, assessments, and/or drug counseling are readily available upon request.

This policy has been adopted by Indiana University Faculty Athletics Council and is administered by the Department of Intercollegiate Athletics. Indiana University reserves the right to make changes to this policy as needed. Furthermore, this policy should not be construed, in any way, to create a contract between student-athletes and the University.

SUBSTANCE ABUSE

The Department of Intercollegiate Athletics strongly believes that abuse of non-therapeutic drugs, alcohol, prescription drugs, and performance enhancing drugs, including dietary supplements, can negatively affect both academic and athletic performance, as well as one’s physical and mental well-being. Therefore, the Department has instituted a comprehensive program of drug education, testing, counseling, and rehabilitation to deal with substance abuse issues.

It is not the intent of the program to interfere with the right to privacy, but rather to aid and educate the student-athlete concerning the problems and dangers associated with drug abuse. Additionally, this program is designed to prevent unauthorized drug use and to identify any student-athlete using drugs. Lastly, the program is intended to answer any questions concerning the usage of drugs.

The comprehensive IU drug program was developed with the intent that random drug testing provides each student-athlete with a reason to say no to drug use. In addition to administering a comprehensive drug program, the Department strictly upholds and enforces NCAA and Big Ten regulations regarding substance abuse. Under University procedures for drug testing, there are immediate progressive disciplinary and rehabilitative actions taken if a student athlete is found abusing drugs. In addition to Indiana University testing, the NCAA and the Big Ten Conference each conduct their own drug testing programs during championship games, events, as well as the year-round drug-testing program for any men's or women's sport. If a student-athlete tests positive during one of these drug testing sessions, the NCAA/Big Ten Conference sanctions will apply in addition to University sanctions. (It should be understood that under some circumstances, the NCAA/Big Ten could declare a student-athlete who is found to have utilized a substance on the list of banned drugs ineligible for further participation in post-season and regular season competition for a minimum of one season of competition in all sports for 365 days. This rule may apply even if this is a first positive drug test.) Any positive NCAA/Big Ten drug test would be counted as an IU positive drug test. Because of the existing Indiana University and NCAA/Big Ten policies, the only drugs student athletes should take are those that are prescribed to the individual by a physician. If a physician prescribes a drug that appears on the NCAA Banned Drugs list, the student-athlete should notify his/her athletic trainer or team physician. In fact, it is wise to notify one’s respective athletic trainer/team physician when any drug is prescribed because the banned drug list is subject to change from time to time leaving the student-athlete open for unknowingly taking a banned drug. Being unaware that a drug is banned is not an adequate defense for a positive drug test, under the NCAA, Big Ten Conference or Indiana University drug policies.
IMPLEMENTATION OF THE DRUG TESTING PROGRAM

At the beginning of the academic year, all student-athletes will be informed of the purpose and implementation of the Intercollegiate Athletics Drug Testing Program. (A student-athlete is defined as meeting the criteria of a member of a roster of any varsity athletic team at Indiana University). Student-athletes will be asked to sign a form acknowledging that they have received a copy of the program and understand what is expected from them. Further, they will be asked to consent to the administration of urinalysis testing and the release of urinalysis results to a limited group of individuals directly involved in the implementation of this policy. Urinalysis testing will be conducted using “A” and “B” sampling and forensic Chain of Custody protocol. Failure to sign a consent form indicating their consent will result in prohibition from all intercollegiate athletics participation at Indiana University.

DRUG SCREENING PROGRAM

The Director of Athletics or his designated administrator can schedule drug screenings and collections at any time of the academic year and summer. Drug screenings may be requested at any time or event without prior notice. Failure to submit to an immediate drug test will be considered an automatic positive test and all corresponding sanctions will apply upon the review of the Medical Review Officer (“MRO”). The MRO may schedule additional tests, as he/she sees is appropriate.

Generally, the student-athlete will be tested under the following circumstances:

A. I.U. may drug test any athlete exhibiting seemingly irregular behavior, physical or mental impairment that would suggest or lend suspicion of substance abuse, as deemed by members of the coaching staff, medical staff, or administrative staff.

B. I.U. may drug test any athlete prior to NCAA and/or Big Ten championship competition. Such athletes must be aware that both NCAA and Big Ten may also randomly do urine screenings for drugs at such events. Any I.U. athlete testing positive for drugs under this circumstance may be prohibited from participating in that or the next event and subject to penalties as outlined in this drug policy.

C. While in treatment for drug abuse and after completion of a drug abuse treatment program, athletes will be subject to random urine testing. This follows for any athlete with a past history of a positive drug test.

In accordance with the schedule described above, each athlete will be subject to drug screening for the following categories of substances:

| 1. Opiates (Morphine, Codeine, Demerol, Heroin, etc.) | 6. Stimulants/Amphetamines (including Ritalin, Adderall, Ephedra, ginseng, etc.) |
| 2. Cocaine | 7. Natural and manufactured hallucinogens |
| 3. Tetrahydrocannabinol (THC or Marijuana) and synthetic cannabinoids (eg, spice, K2) | 8. Anabolic Steroids |
| 4. Drug analogs (Ecstasy, designer drugs) | 9. Diuretics |
| 5. Barbiturates and Benzodiazepines | 10. Urine manipulators |

At any time, other drugs may be added to this list of substances for which drug testing is conducted. The NCAA publishes a list of banned drugs annually. (The present list is attached to this document). It is conceivable that drugs from this list could be added or deleted from time to time. The list, which was last updated on the NCAA website on June 2012, is at the end of this document.

Any scheduled drug screening missed will result in the progressive corrective action described below under "Effects of Positive Test Results." A missed test is a very serious offense and will be dealt with accordingly. Also, arriving later than 15 minutes of the assigned time will be counted as a missed test. In the event of a no-notification test, no selected student athlete will be allowed to leave the facility after they have been notified or that will be counted as a missed test. Inability to void at the time of the test will necessitate that the student-athlete being tested remain at the testing area until a sample can be obtained. Additionally, tampering with, diluting or in any way altering ones urine sample, will be viewed as a positive test and the appropriate sanctions will apply.
Drug tests will be conducted at an appropriately certified and accredited lab recommended by the Drug Testing Overview Committee and approved by the Director of Athletics, utilizing procedures and cut off parameters for determining positive test results that will be reviewed and recommended by the Drug Testing Overview Committee. At any time, procedures and cut off parameters are subject to change at the discretion of the Drug Testing Overview Committee.

**NOTIFICATION OF POSITIVE TEST**

The MRO, upon verifying and confirming a positive test result, will notify the Senior Associate Athletic Director (or designee) and the appropriate staff athletic trainer. The Senior Associate Athletic Director or designated administrator will notify the Sport Administrator, head coach, student-athlete and, in appropriate circumstances, the student-athlete’s parents (or legal guardian) of the positive test result. Other members of the Department of Intercollegiate Athletics, whom the Director of Athletics determines necessary, may be notified in appropriate circumstances.

**EFFECTS OF POSITIVE TEST RESULTS**

**First Positive Test**

The student-athlete with a first time positive drug test will be required to attend a mandatory assessment interview to determine the type and extent of drug counseling that would be most appropriate. Based on this assessment, the student-athlete would then be required to participate and complete a drug-counseling program and follow the prescribed treatment as approved by the MRO. Upon completion of the drug-counseling program, the athlete would then be subject to additional random urine testing.

Mandatory assessments and treatments will only be conducted at locations approved by the Drug Testing Overview Committee. Any athlete who does not follow prescribed treatment as determined by the MRO or who is not making satisfactory treatment progress, or if the student is not maintaining proper academic standing, will be subject to further disciplinary action. (Discipline may include suspension from future participation in a specified number of contests, or suspension from future athletic participation and revocation of athletic scholarship at the end of the academic semester/year, or other disciplinary action as deemed appropriate). This would be determined by the Director of Athletics.

**Second Positive Test**

Any student athlete failing a second drug test will be required to continue appropriate counseling. In addition, that athlete will be immediately suspended from competitive play in accordance with the schedule for each sport found below. These suspensions will include any post-season play. In the event that the sanctions cannot be completed by the end of a current season, the sanctions will rollover to the next season.

<table>
<thead>
<tr>
<th>Sport</th>
<th>Sanctions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>5 Games</td>
</tr>
<tr>
<td>Softball</td>
<td>5 Games</td>
</tr>
<tr>
<td>Men's Basketball</td>
<td>3 Games</td>
</tr>
<tr>
<td>Women's Basketball</td>
<td>3 Games</td>
</tr>
<tr>
<td>Men's Golf</td>
<td>1 Competition</td>
</tr>
<tr>
<td>Women's Golf</td>
<td>1 Competition</td>
</tr>
<tr>
<td>Women's Rowing</td>
<td>1 Competition</td>
</tr>
<tr>
<td>Men's Cross Country</td>
<td>1 Competition</td>
</tr>
<tr>
<td>Women's Cross County</td>
<td>1 Competition</td>
</tr>
<tr>
<td>Women's Field Hockey</td>
<td>2 Competitions</td>
</tr>
<tr>
<td>Women's Water Polo</td>
<td>2 Competitions</td>
</tr>
<tr>
<td>Football</td>
<td>1 Game</td>
</tr>
<tr>
<td>Women's Soccer</td>
<td>2 Games</td>
</tr>
<tr>
<td>Men's Soccer</td>
<td>2 Games</td>
</tr>
<tr>
<td>Men's &amp; Women’s</td>
<td></td>
</tr>
<tr>
<td>Swimming and Diving</td>
<td>2 Competitions</td>
</tr>
<tr>
<td>Men's Tennis</td>
<td>3 Competitions</td>
</tr>
</tbody>
</table>
Women's Tennis 3 Competitions
Men's Track 1 Competition
Women's Track 1 Competition
Women's Volleyball 3 Competitions
Wrestling 2 Competition

*If the date of competition happens to be a tournament/invitational then the student athlete will not be allowed to compete in any events that are part of that competition.

Third Positive Test Result
Upon verification of a third positive test result, the proper notifications are made and suspension from all future athletic competition will commence immediately with revocation of athletic scholarship at semester’s end, in accordance with all NCAA, conference, and institutional rules and regulations.

Positive Test for Performance Enhancing Drugs
If the student-athlete tests positive for a performance enhancing drug (i.e. anabolic steroids) on an Indiana University drug test, they will be penalized with sanctions consistent with NCAA penalties for performance enhancing drugs. The student-athlete will be ineligible from all pre-season, regular and post-season competition for 1 calendar year (365 days) from the time of their positive test. The athlete must undergo mandatory counseling and/or enter a treatment program as directed by the Team Physician and Senior Associate Athletic Director. The student-athlete must have a negative drug test to be considered for re-instatement. A scholarship may not be renewed if the student-athlete tests positive for performance enhancing drugs. The final disposition of such cases will be at the discretion of the Director of Athletics.

APPEAL OF A POSITIVE TEST RESULT
Any student-athlete who tests positive for the use of a banned substance may appeal to a drug testing appeal board. A letter of request for an appeal must be made in writing with a statement of reason for appeal to the Director of Athletics within 7 calendar days of the original written notification of the “A” sample positive. Corresponding sanctions shall not be imposed (a) until the hearing board has decided any appeal by the student; (b) the student has withdrawn the appeal in writing; or (c) the time for the student to appeal has expired.

If the student requests an appeal, his/her “B” sample will be tested to confirm the presence of a banned substance. The Director of Athletics will appoint a 3-member panel to hear the appeal. The appeal may be handled telephonically. The members of the board may include: athletic department administrator(s), athletic trainer(s), and/or team physician(s). No person associated with the student’s team shall be appointed to the board; however, the student-athlete may bring an advisor to the hearing. The appeals board will convey a decision to the Director of Athletics within 24 hours of the hearing.

The student may appeal on any grounds including the "no fault" argument. That is, that (s)he did not know and could not reasonably have discovered or suspected that (s)he was administered or took a banned substance. However, the student-athlete’s unwitting use of a banned substance will not constitute the sole basis for appeal. On appeal, the student-athlete will have the burden of establishing his or her defense by clear and convincing evidence.

REHABILITATION
The length and extent of any rehabilitation program will be decided on by the MRO in concert with involved consultants and will depend on the nature of substance abuse of each student-athlete with history of a positive urine test.

CONFIDENTIALITY STATEMENT
Indiana University recognizes the confidential nature of information received in the administration of its drug testing policy, and will make every effort to maintain the confidentiality of such information.
DRUGS AND PROCEDURES SUBJECT TO RESTRICTIONS

(I) **Manipulation of Urine Samples.** The use of substances and methods that alter the integrity and/or validity of urine samples are both detectable and forbidden. Evidence of urine specimen tampering is regarded as a positive drug test and will be treated as such. Examples of banned methods are catheterization, urine substitution and/or tampering or modification of renal excretion by the use of diuretics, probenecid or related compounds, and epitestosterone administration. (Revised: 8/15/89, 6/17/92)

(II) **Positive Drug Test -- Non-NCAA Athletics Organization.** A student-athlete under a drug testing suspension from a national or international sports governing body that has adopted the World Anti-Doping Agency (WADA) code shall not participate in NCAA intercollegiate competition for the duration of the suspension in accordance with the ineligibility provisions in bylaws 31.2.3.1.2 and 18.4.1.5.3 (Revised 8/1/97, 8/1/05).

(III) **Medical Exceptions.** Exceptions for the therapeutic use of stimulants, substances banned for specific sports, and diuretics are allowable and may be made at the discretion of the MRO as well as the Drug Testing Overview Committee for those student-athletes with properly documented medical necessity. Such documentation can come from personal physicians, consultants, or team physicians. A signed note is not considered proper documentation. Also, all documentation should be submitted at the beginning of the school year or as a particular clinical situation requiring the use of a banned substance presents itself during the course of the year.

(IV) **Dietary Supplements.** Dietary supplements are not banned per se, but it must be understood that many of these “supplements” contain substances that are banned. Substances such as Ephedra, ephedrine, ginseng, geranium oil, and other stimulants are commonly found in dietary supplements and will show up positive in a drug screen. Indiana University does not advocate, condone or finance the use of supplements other than what is supplied by our Sports Medicine and Athletic Performance Staff. Supplements are not approved by the FDA and their contents may contain substances that are banned by IU, Big Ten, NCAA or WADA (Olympic) drug testing policies. Athletes are encouraged NOT to take unapproved supplements and doing so is at your own risk. The team physician, athletic department dietician and team athletic trainer should always be consulted before taking any dietary supplementation. The Department may or may not support an appeal to the Big 10 or NCAA for a dietary supplement containing a banned substance. This will be at the discretion of the Athletic Department Administration.

NCAA INDIVIDUAL ELIGIBILITY - TEAM SANCTIONS

Executive regulations pertaining to team eligibility sanctions for positive tests resulting from the NCAA drug testing program shall apply only in the following situation: If a student-athlete is declared ineligible prior to an NCAA team championship or a certified postseason football game and the institution knowingly allows him or her to participate, all team ineligibility sanctions shall apply (i.e., the team shall be required to forfeit its awards and any revenue distribution it may have earned and the team's and student-athlete's performances shall be deleted from NCAA records). In the case of certified postseason football contests, the team and student-athlete's performances shall be deleted from NCAA records. (Revised: 1/10/90)

THE NCAA BANS THE FOLLOWING CLASSES OF DRUGS:

*Note to Student-Athletes: There is no complete list of banned substances. Do not rely on this list to rule out any supplement ingredient. Check with your athletics department staff prior to using a supplement. Some Examples of NCAA Banned Substances in Each Drug Class:

**Stimulants:**
- amphetamine (Adderall)
- caffeine (guarana)
- cocaine
- ephedrine
- fenfluramine (Fen)
- methamphetamine
- methylphenidate (Ritalin)
- phentermine (Phen)
- synephrine (bitter orange)
- methylhexaneamine (geranium oil)
- bath salts (mephedrone), etc.

Exceptions: phenylephrine and pseudoephedrine are not banned.
Anabolic Agents (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione):
- boldenone; clenbuterol; DHEA (7-Keto); nandrolone; stanozolol; testosterone;
methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.

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

Diuretics (water pills) and Other Masking Agents:
- bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene;
  trichlormethiazide; etc.

Street Drugs:
- heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (eg. spice, K2, JWH-018, JWH-073)

Peptide Hormones and Analogues:
- growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); etc.

Anti-Estrogens:
- anastrozole; tamoxifen; formestane; 3,17-dioxo-etiochol-1,4,6-triene (ATD), etc.

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

Note: Any substance that is chemically related to the class, even if it is not listed as an example, is also banned.

Drugs and Procedures Subject to Restrictions:


b. Local Anesthetics (under some conditions).

c. Manipulation of Urine Samples.

d. Beta-2 Agonists permitted only by prescription and inhalation.

e. Caffeine if concentrations in urine exceed 15 micrograms/ml.

NCAA Nutritional/Dietary Supplements Warning:

Before consuming any nutritional/dietary supplement product, review the product with your athletics department staff! Dietary supplements are not well regulated and may cause a positive drug test result. Student-athletes have tested positive and lost their eligibility using dietary supplements. Many dietary supplements are contaminated with banned drugs not listed on the label. Any product containing a dietary supplement ingredient is taken at your own risk. It is your responsibility to check with the appropriate athletics staff before using any substance.

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting the Resource Exchange Center, REC, 877-202-0769 or www.drugfreesport.com/rec (password: ncaa1, ncaa2 or ncaa3). It is your responsibility to check with the appropriate athletics staff before using any substance.

Revised 05/2013

PLEASE NOTE, The Indiana Athletics Committee is reviewing this policy and will be issuing a REVISED policy during the Fall of 2014. At that point, all student-athletes will be sent the revised policy and will be subject to it going forward.
APPENDIX C
Understanding APR (Academic Progress Rate)

The NCAA has implemented an academic reform package to monitor the academic success of a team’s academic performance during the course of an academic year. Each team will earn a score based on their academic success in the classroom along with a component that measures whether a student athlete returns during the following academic semester.

What does this mean for student-athletes?
Your academic performance and eligibility with Big Ten, NCAA, or Indiana University not only affects your own situation but could greatly affect your team’s future success on the field or in the water. The way the NCAA will penalize your team, is by taking away athletics aid during the following academic/competition season.

How is APR calculated?
Each semester, every student athlete on athletic aid that term is graded on two different criteria: athletic eligibility and retention/graduation. In other words, if a student-athlete is eligible to compete after a semester of school he/she would get one point and if he/she returns to the institution the following semester or graduate, he/she receive another point. His/her score would be a 2/2.

This score is calculated every semester and all student athletes on scholarship are totaled together to establish the teams raw score. Any team that has a raw score (points earned/possible points) of under .925 will be subject to contemporaneous penalties, e.g. loss of athletic scholarships to give in the future. If a team’s four-year APR rate is less than .900, then the team becomes subject to a series of historical penalties starting with a public warning, reduction in the number of athletic scholarships, reduction in weekly practice time in the sport, and exclusion from post-season competition if the low APR scores continue over several years.

As a student-athlete how can I help/hurt my team’s APR?

What if I am going to turn professional before my senior year?
A student athlete that is going to turn professional, can best help his/her team’s APR by leaving the institution in good academic standing and eligible under Big Ten/NCAA rules. Not only does this help the student when he/she returns to complete his/her degree, it will allow IU to waive the lost retention point with proof of the student-athlete’s involvement with a professional team.

What if I am going to transfer to another institution?
Remaining in good academic standing and reaching Big Ten/ NCAA eligibility benchmarks will be necessary for a student-athlete to participate at another institution. By doing this and leaving IU with a minimum cum GPA of 2.60, IU can waive a lost retention point by proving that the student-athlete enrolls in a four-year institution as a transfer in the next semester following his/her last one at IU.

What if I graduate from the Institution?
A student-athlete earns 4/4 points awarded for the academic year if he/she graduates in the Spring, 2/2 if you graduate after the Fall semester.

*0/2 SA COULD COST THEIR TEAM FUTURE ATHLETICS SCHOLARSHIPS.
The first set of NCAA penalties called the “contemporaneous penalty” uses four years of APR scores for each team. When the “Total Points Earned” for four years are divided by the “Total Possible Points” for the same four years and the resulting raw score is less than .925; then for every student athlete with an individual score of 0/2* for one term in the most recent year of the four years, their sport is not allowed to award the amount of aid the student-athlete had in the most recent reporting year for the future up to a total
of 10% of the available NCAA annual limit. Contemporaneous penalties must be served within two years of the determination of a penalty.

So not only can you lose your eligibility and financial aid but you can keep your team from using the maximum amount of athletic aid allotted annually to your sport by the NCAA, which can further weaken your team’s ability to compete against outside competition!

If a team’s four-year APR score is less than 900, another set of penalties called “Historical/Incremental Penalties” have been created for individual sports and/or the institution’s entire athletics program. These penalties may include a public warning, reduction in scholarships, reduced practice time, exclusion from post season competition, and loss of NCAA membership based on the number of years a sport’s APR multi-year score stays below 900.
APPENDIX D

Indiana University Official Recruiting Visit Policy

GENERAL PHILOSOPHY

Indiana University will conduct all recruiting activities in accordance and in compliance with NCAA, Big Ten and university rules and regulations, and is committed to the highest standards of behavior and practices. To guide athletics department staff, coaches, prospective student-athletes (“prospects”) and their parents/legal guardians, student hosts and other student-athletes, Indiana University has established this policy to:

• Clearly state the university’s expectations for official recruiting visits;
• Specify head coach and student host responsibilities during official recruiting visits;
• Emphasize appropriate activities and behavior during official recruiting visits;
• Communicate the expectation that athletics department staff and student-athletes are to report concerns about recruiting practices; and
• State the university’s intention to address any inappropriate recruiting activities swiftly.

PRE-OFFICIAL RECRUITING VISIT COMMUNICATION WITH PROSPECTS AND PARENTS/LEGAL GUARDIANS

• Coaches are required to send the Official Visit Information for Prospective Student-Athletes and Parents/Legal Guardians form prior to the visit. This form is to be signed by the prospect and parents/legal guardians and returned to the compliance office before the official visit begins.
• Additionally, upon a prospect’s arrival on campus, coaches should review the information on the Official Visit Information for Prospective Student-Athletes and Parents/Legal Guardians form with the prospect and parents/legal guardians (if accompanying the prospect).

OFFICIAL RECRUITING VISIT ACTIVITIES

• **Educational Component**
  All official visits are to include a review of academic expectations and a meeting with an academic advisor from student-athlete academic and development services and/or a college or school advisor or faculty member. Coaches are encouraged to seek feedback in a timely manner from the appropriate academic entity involved in the meeting. Additionally, if possible, arrangements should be made to have the prospect attend a class and visit the academic center.

• **Entertainment**
  NCAA rules require that all entertainment of prospects on official recruiting visits take place within a 30-mile radius of the Indiana University Bloomington campus. Entertainment activities on official recruiting visits should be appropriate and student hosts should avoid putting prospects in situations where they may be subjected to inappropriate or unsafe behavior. The following list includes some examples of activities which are inappropriate for student hosts to offer to prospects, regardless of age (this is not an exhaustive list):
  • Provision to or consumption of alcoholic beverages by prospects or student-athletes, regardless of age;
• Provision of adult entertainment activities or attendance at “adult entertainment” establishments;
• Arrangement of escort services or any other similar services;
• Participation in any illegal activity (e.g., violation of NCAA, Big Ten, or institutional rules, or federal or state laws);
• Provision, possession or use of illegal drugs or substances;
• Participation in hazing activities;
• Participation in gambling activities; and
• Participation in activities which visit a common nuisance upon the community.

• **Policy for Alcohol Use, Drug Use and Criminal Activity**

Student hosts and prospects are prohibited from using alcoholic beverages and illicit drugs during official recruiting visits. Further, student hosts and prospects are expected to follow all university rules, as well as state and federal laws. Prospects found to be in violation of university, city, state or federal rules and laws (including alcohol use, illicit drug use, and criminal activities) will be subject to disciplinary review, which may include, but is not limited to, revocation of admission to the university and status as an incoming prospective student-athlete. Student hosts and/or other student-athletes found to be in violation of university, city, state or federal rules and laws are subject to disciplinary action by the athletics department, Dean of Students Office and other appropriate state or federal authorities.

• **Curfew Requirement**

While there is no specific curfew time imposed by the NCAA, Big Ten Conference or university, coaches and student hosts are expected to return prospects to their rooms at a time that is consistent with the schedule of activities during the visit and provides sufficient sleep time for the prospects to allow them to take effective advantage of the academic, athletic and student life aspects of their visit.

**RESPONSIBILITIES OF HEAD COACHES**

• **Screening of Prospects**
  • Head coaches are responsible for evaluating a prospect’s character, citizenship and academic ability throughout the recruiting process.
  • If a head coach or other athletics staff member discovers that a prospect may have incidents in his/her background such as arrests, citations, or allegations which may indicate poor character, the head coach shall notify the sport administrator in a timely manner and a joint decision will be made whether to continue the recruitment.
  • Any head coach or athletics staff member who has knowledge of a prospect’s criminal conduct (e.g., “minor in possession,” arrests, citations) and does not inform the sport administrator in a timely manner is subject to institutional disciplinary actions up to and including a letter of reprimand, loss of recruiting privileges, loss of scholarships, and termination of employment.
  • The head coach and the sport administrator or athletics director have the discretion to terminate a prospect’s official visit at any time if it is found that the prospect has been involved in any of the aforementioned inappropriate activities or is involved in any illegal/criminal activity.
  • Head coaches are responsible for all activities for the prospect during his/her stay on campus.
• **Communication with Student Hosts**

  - Head coaches are responsible for selecting responsible student hosts who will follow the coaches’ instructions, avoid inappropriate behaviors and represent the university, athletics department and team appropriately.
  - Head coaches shall inform the student hosts and prospects about acceptable and unacceptable behavior and activities that are appropriate and inappropriate during official visits.
  - Head coaches shall instruct student hosts to return prospects to their rooms at a time that is consistent with the schedule of activities during the visit and provides sufficient sleep time for the prospects to allow them to take effective advantage of the academic, athletic and student life aspects of their visit.
  - Head coaches are responsible for informing the student hosts of the policy regarding alcohol use, drug use and criminal activity in conjunction with official recruiting visits. Student hosts should also be informed that the purchase, consumption or possession of an alcoholic beverage in the presence of any prospective student-athlete during that individual’s campus visit is prohibited. Additionally, providing alcohol to minors is prohibited by Indiana state laws, will not be tolerated and is punishable by law.
  - Head coaches are to ensure that student hosts read and sign the *Student Host Instructions and Entertainment Receipt Form* in the business or compliance office prior to receiving host money.

**RESPONSIBILITIES OF STUDENT HOSTS**

  - Student hosts must be currently enrolled student-athletes in good standing with the university.
  - Student hosts are required to review and sign the “Student-Athlete Host Instructions and Entertainment Form” and abide by the Indiana University *Statement of Principles on the Conduct of Participants in Student Athletic Programs* (athletics code of conduct) and the Indiana University *Code of Student Rights, Responsibilities and Conduct*.
  - Student hosts are responsible for conducting themselves in an acceptable manner and are to entertain prospects with appropriate activities, consistent with those activities reviewed by the head coach.

**COMPLIANCE FORMS FOR OFFICIAL RECRUITING VISITS**

The following forms are to be used for official recruiting visits. These forms and instructions for use thereof are on the athletic department compliance drive (U:).

- **Official Visit Pre-Approval Form**
- **Official Visit Information for Prospective Student-Athletes and Parents/Legal Guardians**
- **Official Visit Student Host Instructions and Entertainment Receipt Form**
- **Official Visit Prospect’s Declaration Form**
- **Official Visit Paid Itinerary Form**

**OVERSIGHT AND ENFORCEMENT OF OFFICIAL RECRUITING VISIT POLICIES**

While the control of the athletics program rests with the president and the athletics director, many others at the university have important roles to play in preventing and reporting recruiting abuses.
• Responsibilities of the head coach are stated above.
• Sport administrators are responsible for communicating the expectations for behavior and the responsibilities to coaches and student-athletes on teams.
• Athletic department staff, coaches and student-athletes are to report concerns about the recruiting process or violations of the recruiting to the assistant athletic director for compliance, who will in turn inform the athletic director so that swift and appropriate action may be taken.
• An annual report of violations of this recruiting policy, noting institutional action and/or sanctions, will be provided to the Big Ten Conference office by the assistant athletic director for compliance.
• If the violation of the recruiting policy is also a violation of any institutional or athletic department policy, the procedures for adjudication of those policies and appropriate sanctions will also apply, in addition to any action by Indiana University, the Big Ten Conference or the NCAA.
• Failure to adhere to this recruiting policy could result in action taken by the NCAA enforcement staff.

COMMUNICATION OF OFFICIAL RECRUITING VISIT POLICIES

• Coaches and other appropriate athletics staff will receive the Official Recruiting Visit Policy as part of an annual review of official and unofficial visit rules, policies and procedures at rules education meetings.
• Student-athletes will be apprised of applicable recruiting visit policies at their annual fall team rules education meetings.
• The policy will be included in the following athletic department publications/sites: student-athlete handbook and weekly planner, compliance manual, policies and procedures manual and the compliance section of the Web site.

METHODOLOGY

This policy is a revision of the initial Indiana University recruiting policy which was developed and became effective in January 2005. The revised policy was approved by the Athletics Committee in December 2009 and President Michael A. McRobbie in December 2010, and is effective immediately.
APPENDIX E

Equal Opportunity, Harassment, Disability and Religion Policies

Equal Opportunity
Indiana University is committed to equal opportunity. IU will not exclude any person from participation in its programs or activities on the basis of race, color, sex, gender identity, sexual orientation, marital status, national origin, ethnicity, religion, age, or veteran status.

Harassment
Indiana University does not tolerate harassment that targets an individual based upon race, color, sex, gender identity, sexual orientation, marital status, national origin, ethnicity, religion, age, or veteran status. Students who believe they have been harassed should report such incidents to at least one of the following:

Your coach
IU Office of Affirmative Action and Equal Opportunity, Title IX Coordinator (Julie Knost, Poplars 825, 812 855-7559)
Athletic Director (Fred Glass, 1001 E. 17th Street, 812-855-1966)
Senior Women’s Administrator (Mattie White, 1001 E. 17th Street, 812-855-2415)

Sexual Harassment and Sexual Violence
Sexual harassment and sexual violence are violations of Title IX of the Education Amendments of 1972. Indiana University does not tolerate sexual harassment or sexual violence, and will take immediate steps to stop the behavior.

A. Definitions
a. Consent. Consent is expressed through affirmative, voluntary words or actions mutually understandable to all parties involved. Consent is given for a specific sexual act at a specific time and can be withdrawn at any time. Consent cannot be coerced or compelled by duress, threat, or force. Consent cannot be given by someone who for any reason cannot understand the facts, nature, extent, or implications of the sexual situation occurring, including, but not limited to, those who are under the legal age of consent, asleep, unconscious, mentally or physically impaired through the effects of drugs or alcohol, or mentally impaired due to an intellectual or other disability. Consent cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity.
b. Sexual Harassment. Unwelcome conduct or behavior of a sexual nature. Sexual harassment includes sexual violence (see definition). Both violent and non-violent sexual harassment is prohibited. Sexual harassment can include unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal, or physical conduct of a sexual nature.
1) When an instructor, coach or administrator punishes or rewards a student based on a willingness to go along with requests for sexual favors or makes sexual behavior a term or condition of participation in a school sponsored program.

2) A pattern of sexual behaviors by an instructor, coach, administrator or peer(s) that creates a climate that unreasonably interferes with a student’s performance or participation in a program.

c. **Sexual Violence.** Physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to use of drugs or alcohol, or due to an intellectual or other disability. This includes rape, sexual assault, sexual battery, sexual coercions, forcible fondling, and sodomy.

d. **Sexual Assault.** When an actor subjects a person to sexual penetration (i) without the consent of the person, (ii) when the actor knew or should have known that the person was mentally or physically incapable of resisting or assessing the nature of the person’s own conduct, (iii) or when the person is less than sixteen years of age. Sexual assault is also committed when an actor subjects a person to sexual contact (intentional touching of a person’s intimate parts or clothing covering the immediate area of the person’s intimate parts) (a) without consent of the person, or (b) when the actor knew or should have known that the person was physically or mentally incapable of resisting or assessing the nature of the person’s own conduct, (iii) or when the person is less than sixteen years of age.

e. **Dating Violence.** Violence committed by any person who is or has been in a relationship of a romantic or intimate nature. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interactions between the persons involved in the relationship.

f. **Domestic Violence.** Includes conduct that is an element of an offense under IC 35-42 or a threat to commit an act described in IC 35-42 by a person against a person who:
   (1) is or was a spouse of;
   (2) is or was living as if a spouse of;
   (3) has a child in common with;
   (4) is a minor subject to the control of; or
   (5) is an incapacitated individual under the guardianship or otherwise subject to the control of the other person regardless of whether the act or threat has been reported to a law enforcement agency or results in a criminal prosecution.(IC 5-26.5-1-3)

g. **Stalking.** A knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person
to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity. (IC 35-45-10-1)

**Reporting**
The University strongly encourages students to report sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, and/or stalking (collectively referred to as “sexual misconduct”) to appropriate officials. Students who experience any such sexual misconduct may contact one of the offices listed above in the Harassment section of this policy and/or the local police department where such harassment or violence occurred. In addition, the following resources are available for incidents of sexual violence:

- **IU Police Department** (1469 E. 17th St., 812-855-4111)
- **Twenty-four hour Sexual Violence Crisis Service** (812-855-8900)
- **Counseling and Psychological Services (CAPS)** (812-855-5711)
- **Indiana University Health Center** (812-855-4011)

Any administrator, supervisor, manager, faculty member, coach or instructor who has knowledge, should have had knowledge, learns, or is aware of conduct constituting sexual misconduct should report the incident(s) to:

**Julie Knost, Title IX Coordinator**
Office of Affirmative Action and Equal Opportunity
Poplars 825, 400 E. 7th Street
(812) 855-7559
www.iub.edu/~affirm

**Office of Student Ethics in the Office of the Dean of Students**
801 N. Jordan Ave
Bloomington, IN 47405
812 855-5419
ethics@indiana.edu

**Retaliation**
Students, staff and faculty have the right to raise the issue of discrimination, sexual harassment, and/or sexual violence. Further harassment or retaliation against complainants or others who participate in the investigation of a complaint will not be tolerated.

**Disability**
The university provides reasonable accommodations and services to qualified students with disabilities. These services are provided based on the individual student’s need and academic requirements. Students who wish to request assistance with a disability should contact the Office of Disability Services or the Director of Retention and Learning Services.

**Religion**
Indiana University respects the right of all students to observe their religious holidays and practices and will, upon request, make reasonable accommodations. Students who would like to request accommodations should contact their coach or the Academic and Student Development Services office as soon as possible to make arrangements.
APPENDIX F

Anti-Hazing Statement as Policy of Indiana University

As written in the Statement of Principles on the Conduct of Participants in Student Athletic Programs:
Participants in the University’s athletic programs- students, coaches and other faculty and staff are covered by the laws, regulations, policies, and procedures applicable to other members of the University Community.

As written in the Indiana University Code of Student Rights, Responsibilities, and Conduct:
Indiana University may discipline a student for an act of personal misconduct that occur on university property, including but not limited to academic and administration buildings, residence halls, athletic and recreational facilities, and other university-serviced property, such as sororities and fraternities.

Hazing
Stalking or hazing of any kind whether the behavior is carried out verbally, physically, electronically, or in written form.

a. Stalking is defined as repeated, unwanted contact in the forms of, including but not limited to, phone calls, e-mail, physical presence, and regular mail.

b. Hazing is defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person’s consent or lack of consent.

c. See the chart below for the different consequences for hazing as opposed to team building:

<table>
<thead>
<tr>
<th>Hazing</th>
<th>Team Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humiliates and degrades</td>
<td>Promotes respect and dignity</td>
</tr>
<tr>
<td>Tears down individuals</td>
<td>Supports and empowers</td>
</tr>
<tr>
<td>Creates division</td>
<td>Creates real teamwork</td>
</tr>
<tr>
<td>Lifelong nightmares</td>
<td>Life-long memories</td>
</tr>
<tr>
<td>Shame and secrecy</td>
<td>Pride and integrity</td>
</tr>
<tr>
<td><strong>Is a power trip</strong></td>
<td><strong>Is a shared positive experience!</strong></td>
</tr>
</tbody>
</table>

APPENDIX G
Pregnancy Statement

Pregnancy
The Indiana University Athletic Department is committed to the personal health and development of all our members, and to the educational mission of Indiana University. As a Department we are committed to providing a gender-inclusive, healthy environment that respects all pregnancy and parenting decisions and urges all participants to work cooperatively toward degree completion. This Policy sets forth the protections that should be provided for pregnant student-athletes, including those with pregnancy related conditions. It also prohibits retaliation against any student or employee who complains about issues related to the enforcement of this Pregnancy Policy. We want to protect student-athletes’ physical and psychological health, and ultimately their ability to complete their education. The following policy has been established in accordance to the recommended Model Policy established by the NCAA in 2008.

Federal Laws
Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant students. This means that student-athletes cannot be discriminated against because of their parental or marital status, pregnancy, childbirth, conditions related to pregnancy, false pregnancy, termination of pregnancy or recovery therefrom. In addition, a student’s medical information may be protected by other federal laws. Some actions that may be permissible under NCAA rules are impermissible under federal law, and Indiana University adheres to federal law.

In Order to Comply with Federal Law:
• The Indiana University Athletic Department will allow a pregnant student-athlete to fully participate on the team, including all team-related activities, until the athlete’s physician or other medical caregiver certifies that participation is no longer medically safe.
• The Indiana University Athletic Department will allow a pregnant student-athlete to participate in a limited manner on the team, including all team-related activities, to the extent that the athlete’s physician or other medical caregiver certifies that partial participation is medically safe.
• Medically necessary absences from team activities due to pregnancy shall be considered excused absences.
• The Indiana University Athletic Department will not allow a hostile or intimidating environment on the basis of pregnancy to exist. Acts or statements that are hostile toward pregnancy that shun or shame the pregnant or parenting athlete will not be tolerated. Such conduct prevents an individual from effectively participating in, or denies a person the benefits of, the educational opportunities provided by this institution.
APPENDIX H
Athletic Facility Access Policy

Scope
This policy applies to all facilities under the control of the Indiana University Department of Intercollegiate Athletics (Athletics Facilities). These facilities are:

• Andy Mohr Field (Chuck Crabb is the Lead Athletics Administrator)
• Assembly Hall (Chuck Crabb)
• Bart Kaufman Field (Chuck Crabb)
• Bill Armstrong Stadium (Chuck Crabb)
• Cook Hall (Chuck Crabb)
• Cross Country Course (Chuck Crabb)
• Dale England Rowing Center (Chuck Crabb)
• Gladstein Fieldhouse (Chuck Crabb)
• Haugh Track and Field Complex (Chuck Crabb)
• Ireland Family Fieldhouse (Chuck Crabb)
• John Mellencamp Pavillion (Chuck Crabb)
• Memorial Stadium (Chuck Crabb, except for Rick Danison, who is the Lead Athletics Administrator for the Wilkinson Performance Center)
• University Gym (Chuck Crabb)
• Weathers Golf Team Building (Chuck Crabb)

Policy Statement
In order to protect the safety of those utilizing Athletics Facilities, and to maintain the physical integrity and security of those facilities and their contents, access to Athletics Facilities is limited to those authorized by the Department, consistent with this policy.

FULL POLICY CONTENTS

Procedures
1) All exterior doors to Athletics Facilities shall remain locked from the outside except for public entrances during the normal business hours of that facility.
2) Generally, only the following persons may access non-public areas of Athletics Facilities:
   a) Athletics employees
      i) Employees will be given access through their supervisor or through the issuance of a key or radio-frequency identification (RFID) card to those areas where access is required in the course of their employment. Keys and RFID cards must be returned upon separation from employment. The Assistant Athletic Director for Human Resources shall be responsible for ensuring the return of these times.
      ii) Employees who have completed a waiver releasing Indiana University from liability for such use, may have the ability to use, for their own wellness and fitness purposes, areas authorized in writing by the Lead Athletics Administrator for that facility.
      iii) The Lead Athletics Administrator is the primary day-to-day manager of each facility. A listing of Lead Athletics Administrators for each facility shall be updated from time to time and included with this policy. The Lead Athletics Administrator for each facility shall have the ability to authorize Athletics employees to conduct wellness and fitness training outside of that employee’s duties to Indiana...
University in Athletics Facilities provided that:

(1) The employee must not allow this private use of Athletics Facilities to interfere with their duties to Indiana University.

(2) The authorizations are in writing and a copy is maintained by the Lead Athletics Administrator for that facility.

(3) The employee has completed a waiver releasing Indiana University from liability for any injury and has paid to Indiana University a facility use fee for the period the authorization is in effect.

(4) Any individual who receives wellness and fitness training from an Athletics employee authorized under this policy must also complete a waiver releasing Indiana University from liability for injury, have been screened using a Criminal Background Check and Sex Offender Registry Check, and must be supervised by that Athletics employee at all times.

iv) The Lead Athletics Administrator for each facility shall have the ability to authorize the temporary supervised use of the appropriate facility in special circumstances not to exceed seven days for the same recipient in any one calendar year.

b) Student-athletes under direct coach or other staff supervision, or otherwise authorized in writing by the head coach and Lead Athletics Administrator for the applicable facility.

c) Non-Athletics employees, tutors, vendors, and similar third parties in the course of their work. Access will be arranged through the onsite Athletics representative supervising work with that individual.

d) Internal or external entities or individuals consistent with a facility use agreement with Indiana University.

e) Other individuals authorized in writing at the discretion of the Lead Athletics Administrator for the appropriate facility. Depending on the nature and duration of their access, the Lead Athletics Administrator may require such individuals to complete a waiver and/or background checks.

f) Nothing in this policy should be construed as preventing the public’s access to facilities for the purposes of business meetings with employees, authorized viewing of practices, organized tours or other activities in the normal course of business of the Department.

Sanctions

Violations of university policies, including the failure to avoid a prohibited activity or obtain required approvals, will be dealt with in accordance with applicable university policies and procedures. Depending on the individual and circumstances, such sanctions could involve the offices of Human Resources, Dean of Students, or appropriate law enforcement agencies.

Failure to comply with university policies may result in sanctions relating to the individual’s employment (up to and including immediate termination of employment in accordance with applicable university policy); the individual’s studies within the university (such as student discipline in accordance with applicable university policy); civil or criminal liability, or any combination of these. (Policy endorsed by the Bloomington Faculty Council Athletic Committee on 4/24/13)
APPENDIX I
Background Check Policy

Scope
This policy applies to all Department of Intercollegiate Athletics staff, hourly employees, graduate assistants, volunteers (including interns, managers, and the like), coaches, and student-athletes.

Policy Statement
Pursuant to the University’s policy on Programs Involving Children http://policies.iu.edu/policies/categories/administration-operations/public-safety-institutional-assurance/PS-01.shtml, the Department of Intercollegiate Athletics (“Department”) is required to perform criminal background and sex offender registry checks for all Department staff, hourly employees, graduate assistants, volunteers (including interns, managers, and the like), coaches, and student-athletes (hereinafter referred to as “Department Representatives”) who will be interacting with children through programs and activities such as hosting prospective student-athletes, participating in community/service learning initiatives, engaging in special appearances for their sport, and the like. Because it can be difficult to anticipate which particular Department Representatives may be interacting with children through their role with the University through one of these programs and activities or otherwise, and so as to ensure the fullest and broadest implementation possible of the Programs Involving Children Policy, the Department has concluded to require—at its cost—criminal background and sex offender registry checks for all its Department Representatives.

Criminal background and sex offender registry checks will be completed at the beginning of the student-athlete’s first year of eligibility at Indiana University.

Criminal background and sex offender registry checks will be completed for all other new Department Representatives at the beginning of their employment process and no later than the start of their service with the Department.

Criminal background and/or sex offender registry checks will also be required for current Department Representatives who have not had them in the previous five years. As required by the Programs Involving Children policy, these checks will be updated every five years so long as the Department Representative is affiliated with the Department.

The criminal background and sex offender registry checks must be completed before a Department Representative may participate in any Department or team program or other activity involving children.

As a condition of employment and notwithstanding the regular checks required under this policy, all Department Representatives are otherwise subject to a criminal background or sex offender registry check at any time at the discretion of the Department.

Vendors, contractors and other third-parties who are physically present at Department Facilities on an ongoing basis (such as employees of adidas, Anthony Travel, Learfield, Barnes & Noble, and
Premier Health) will be required by the Department to complete background checks on the same basis as is required of Department Representatives.

The Assistant Athletic Director for Human Resources is responsible for the administration and oversight of criminal background and sex offender registry checks in compliance with the Programs Involving Children Policy. All questions and concerns should be directed to the Assistant Athletic Director for Human Resources.

**Procedures**

To initiate the process, the Department Representative will complete a Background Check Consent Statement, which gives Indiana University the express written consent to conduct criminal background and sex offender registry checks.

Once the criminal background and sex offender registry checks are completed, the results will be reviewed by the Assistant Athletic Director for Human Resources.

If a result is found on a criminal background or sex offender registry check, that information will be shared with the Associate Athletic Director for Facilities and External Alliances and an in-person interview with the pertinent Department Representative will be conducted to discuss the results. Any discrepancies or disputed results will be resolved by the Assistant Athletic Director for Human Resources and the Associate Athletic Director for Facilities and External Alliances.

If a criminal background or sex offender registry check result is confirmed, that information will be shared with the Vice President and Director of Intercollegiate Athletics, the appropriate sport administrator, a student-athlete’s head coach and the direct supervisor of a non-student-athlete Department Representative.

Pursuant to the Programs Involving Children Policy, if a criminal background or sex offender registry check accurately documents a record of a sexually based offense or a crime against children, that person will not be permitted to participate in any Department or team program or other activity involving children. The Department will consult with the Office of University Counsel in determining whether the offense or crime at issue bars the Department Representative from programs or activities involving children pursuant to the terms of the Programs Involving Children Policy.

Pursuant to the Programs with Children Policy, if a positive criminal background or sex offender registry check accurately documents a record of an offense or crime other than sexually based offenses or crimes against children the Department will consult with the appropriate office (such as University Counsel, Human Resources, Academic Affairs, and/or Public Safety) to determine if the offense should preclude participation in programs or activities involving children.

Consistent with the Department’s Statement of Principles on the Conduct of Participants in Student-Athlete Programs (http://www.iuhoosiers.com/compliance/ind-compliance-conduct.html), any criminal background or sex offender registry check which accurately documents an offense or crime by a student-athlete will be evaluated by the Assistant Athletic Director for Human Resources, the Associate Athletic Director for Facilities and External Alliances, and the Associate
Athletic Director for Student-Athlete Well-Being and Development (in consultation with the Office of University Counsel and/or other appropriate University office) to determine whether the offense or crime should be reported to the Dean of Students or other appropriate University office.

Sanctions
Violations of university policies, including the failure to avoid a prohibited activity or obtain required approvals, will be dealt with in accordance with applicable university policies and procedures. Depending on the individual and circumstances, such sanctions could involve the offices of Human Resources, Dean of Students, or appropriate law enforcement agencies. Failure to comply with university policies may result in sanctions relating to the individual's employment (up to and including immediate termination of employment in accordance with applicable university policy); the individual's studies within the university (such as student discipline in accordance with applicable university policy); civil or criminal liability; or any combination of these.

(Policy endorsed by the Bloomington Faculty Council Athletic Committee on 4/24/13)
APPENDIX J
Severe Weather, Health & Safety
And Other Emergency Incidents Policy

Scope
This policy applies to all Department of Intercollegiate Athletics staff, student-athletes, and facilities.

Policy Statement
Emergency preparedness is everyone’s responsibility. All Department staff and student-athletes are expected to read and understand this policy, including the Emergency Action Summary Sheet for the Department Facilities in which they work, train, and/or compete.

Procedures
1) Severe Weather
   a) Severe Weather is defined as any weather conditions that present unsafe conditions for IU Athletics student-athletes, staff, or members of the public. A thunderstorm or tornado “warning” means severe weather is occurring, imminent, or likely. If such a warning is issued for Monroe County, any outdoor training session, practice, competition, or event must be immediately discontinued and all present should take shelter immediately pursuant to the evacuation plan for that venue. In appropriate circumstances, such discontinuation and seeking of shelter may be necessary even in an indoor venue.
   i) Football games held at Memorial Stadium are not subject to the automatic evacuation following a Monroe County thunderstorm or tornado warning. Based upon the advanced weather tracking equipment uniquely available at Memorial Stadium football games, the decision to evacuate will be made by the Assistant Athletic Director for Event Management or designee, in consultation with the game official, and under the recommendation of Emergency Management Staff monitoring weather conditions via the Command Center.

   b) Team Practice Situations
      i) The head coach is responsible for ensuring, to the greatest extent possible, a safe environment for the student-athletes and staff present at the practice. This includes making the final decision as to whether a practice should be cancelled, postponed, or moved inside due to weather. The designated athletic trainer is responsible for monitoring the weather and recommending to the head coach whether practice should be cancelled, postponed, or moved inside. For voluntary training sessions supervised by strength and conditioning staff at which a member of the sports medicine staff is not present, the lead strength and conditioning coach supervising that session has the responsibility to decide whether the session should be cancelled, postponed, or moved. For voluntary training sessions at which a member of the sports medicine staff (athletic trainer, team physician) is present, the sport medicine staff member has the responsibility to decide whether the session should be cancelled, postponed, moved, or otherwise modified for health or safety reasons.
c) Competition Situations
   i) The lead event management staff member at each competition has the responsibility to initiate emergency procedures, including making the final decision as to whether a competition should be cancelled, postponed, or where feasible moved inside due to weather. If the competition is already underway and Big Ten Conference or other rules vest that responsibility with the game officials, it is incumbent on the lead event management staff member on site to recommend to the game officials a course of action based upon that staff member’s judgment and available information.

   ii) As noted above, football games held at Memorial Stadium are not subject to the automatic evacuation following a Monroe County thunderstorm or tornado warning. Based upon the advanced weather tracking equipment uniquely available at Memorial Stadium football games, the decision to evacuate will be made by the Assistant Athletic Director for Event Management or designee, in consultation with the Game Official, and under the recommendation of Emergency Management Staff monitoring weather conditions via the Command Center.

2) Health & Safety Emergencies
   In the case of any student-athlete or Department staff member injury or illness, Department staff present should provide initial care consistent with their qualifications to do so; immediately notify the team’s athletic training staff (if not already present) who will evaluate the situation, provide appropriate care and referral, if any; and/or in an emergency call 911.

   a) Significant Injury or Illness
      i) In the event an ambulance is called or individual is hospitalized, the injury or illness will be considered “significant” and the team trainer will also be responsible for advising the team’s head coach as soon as practicable about the injury or illness
      ii) The Head Coach should immediately notify the Sport Administrator of the situation.
      iii) The Sport Administrator should immediately notify the Athletics Director and any other parties deemed appropriate under the circumstances of the particular situation.
      iv) The Sport Administrator and Athletic Director will consult with any parties deemed appropriate under the circumstances (such as the trainer, other medical personnel, the Head Coach, witnesses to the circumstance, etc.) to determine whether any further action is warranted depending on the nature and/or severity of the injury or illness as well as other pertinent circumstances. Such action could include:
         (a) Contacting family members and designating a liaison between the department and the family or families involved;
         (b) Contacting the Director of Insurance, Loss Control, and Claims;
         (c) Notifying the NCAA Catastrophic Injury Insurance Carrier.
         (d) Involving appropriate counselors, ministry personnel or others to meet with student-athletes, staff, and/or families; and
         (e) Notifying the Dean of Students, IUPD, University Counsel, University Communications, The President’s Office or other university administrative personnel appropriate under the circumstances.
3) Other Emergencies
   a) For all other emergencies, call 911 immediately and follow the instructions provided.
   b) In the event a Department Employee calls 911 for an emergency relating to the Athletics
      Department, the employee shall notify his or her supervisor and the Assistant Athletic
      Director for Human Resources who will determine what additional notifications and actions,
      if any, should be taken.

4) Emergency Action Summary Sheet
   a) For every Department Facility an Emergency Action Summary Sheet shall be prepared and
      attached to this policy setting forth a script of how to summon 911 emergency assistance
      (including directions), emergency fire procedures, severe weather procedures, AED location,
      direct cell and office phone numbers for pertinent Department medical and athletic training
      staff, and evacuation routes and meeting places relevant to that facility.
   b) The pertinent Emergency Action Summary Sheet(s) shall be distributed by the Assistant
      Athletic Director for Human Resources to every Department employee and student-athlete
      and posted by the Associate Athletic Director for Facilities and External Alliances in visible
      locations in the appropriate Department facilities.

Sanctions
Violations of university policies, including the failure to avoid a prohibited activity or obtain
required approvals, will be dealt with in accordance with applicable university policies and
procedures. Depending on the individual and circumstances, such sanctions could involve the
offices of Human Resources, Dean of Students, or appropriate law enforcement agencies.
Failure to comply with university policies may result in sanctions relating to the individual's
employment (up to and including immediate termination of employment in accordance with
applicable university policy); the individual's studies within the university (such as student
discipline in accordance with applicable university policy); civil or criminal liability; or any
combination of these.

Additional Contacts

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Phone</th>
<th>Email</th>
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</thead>
<tbody>
<tr>
<td>Game Management</td>
<td>Earlston Bean</td>
<td>855-9414</td>
<td><a href="mailto:eebear@indiana.edu">eebear@indiana.edu</a></td>
</tr>
<tr>
<td>Medical</td>
<td>Andy Hipkind</td>
<td>855-8118</td>
<td><a href="mailto:aships@indiana.edu">aships@indiana.edu</a></td>
</tr>
<tr>
<td>Policy</td>
<td>Eric Neuburger</td>
<td>855-0866</td>
<td><a href="mailto:eneuburg@indiana.edu">eneuburg@indiana.edu</a></td>
</tr>
<tr>
<td>Human Resources</td>
<td>Kristen Steinmetz</td>
<td>855-0208</td>
<td><a href="mailto:kjsteinm@indiana.edu">kjsteinm@indiana.edu</a></td>
</tr>
</tbody>
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(Policy endorsed by the Bloomington Faculty Council Athletic Committee on 4/24/13 and revised
on 10/10/13)
Indiana University Athletics

Concussion Management Policy

The Indiana University Department of Intercollegiate Athletics Concussion Management Policy follows the direction and guidance of the NCAA’s Concussion Safety Protocol Committee (Committee) and is compliant with a concussion management plan recommended by the Committee. It is a dynamic policy that will be reviewed and edited as necessary to remain consistent with the most recent best practices of concussion management as set forth by the Committee.

Introduction:

Concussion management is challenging due to the fact that concussion risk is highly individualized. A blow to the head with the exact same forces will yield different symptoms of differing severity depending on the individual concussed. Additionally, the brain is dynamic, especially in the developmental years of youth and adolescence, and is influenced by a multitude of other factors (i.e. sleep deprivation, dehydration, fatigue, depression, ADD/ADHD, headache disorders, drugs and supplements etc.).

International experts have convened at conferences on four occasions, most recently in Zurich in 2012, in attempts to form consensus statements on the management of sports-related concussion. What has resulted is a recommendation to abandon the concept of categorizing concussions by “grades” or labeling them as “simple” or “complex” based on signs, symptoms, and severity at presentation for the purpose of making return-to-play decisions. This supports the realization that sports concussion diagnosis and management needs to be individualized, and does not lend itself to a “cookbook” approach. Noting this premise, some fundamental principles apply to concussion management.

Definition:

Concussion is a complex pathophysiological process affecting brain function and induced by traumatic biomechanical forces. Concussion may or may not result in a loss of consciousness. It is most commonly characterized by the rapid onset of a constellation of physical, cognitive, emotional and sleep-related symptoms. Symptoms may last from several minutes to days, weeks, months or even longer in some cases. A working diagnosis of concussion includes two criteria: 1.) A mechanism of injury to the head or an “event” which can involve direct or indirect forces and 2.) That event results in one or more of the common symptoms associated with concussion and/or any sign of a concussion.

Pre-Season Education:

Treatment of concussion in sports is a team endeavor. Education of the student-athletes, coaches, team physicians, athletic trainers, Director of Athletics and other administrators and academic personnel about concussion and the potential for chronic or permanent injury is essential to their understanding and cooperation with treatment. Time will be allotted in a preseason team meeting for
education of the coaches and student-athletes about concussive injuries and the procedural guidelines for treatment of concussion are received by each player and coach.

Each student-athlete and coach has the responsibility to report events or behaviors that might indicate that a concussion has occurred. Student-athletes will sign a statement in which they accept the responsibility for reporting all of their injuries and illnesses to the medical staff, including signs and symptoms of concussions. All Indiana University student-athletes, coaches, team physicians, athletic trainers and the Director of Athletics will annually be provided by the institution NCAA concussion fact sheets (or other applicable material) and will annually sign a statement to acknowledge they understand those fact sheets (and/or other concussion material provided), the concussion management policy, their role within the policy and that they have received education about concussions and have had an opportunity to ask questions. Each student-athlete and coach will receive a copy of the sequence of events that will occur at practice or on game day if a concussion is suspected or diagnosed (Appendix A). Recent guidelines from the Big Ten Conference and NCAA have emphasized that protocols are moving from best practices to regulatory standards by the conference, taking what were once recommendations by the NCAA and making them official policy with consequences for violation. Under the new standards the Big Ten Conference will issue penalties for failure to comply with reporting requirements, rules on removing players from the field and other aspect of the association’s concussion guidelines.

Pre-Participation Assessment:

Every student-athlete will receive at least one pre-participation baseline concussion assessment that addresses brain injury and concussion history, symptom evaluation, cognitive assessment and balance evaluation. The team physician will determine pre-participation clearance and/or the need for additional consultation or testing. Any student-athlete with a documented concussion, especially those with complicated or multiple concussion history, a new baseline concussion assessment will be considered six months or beyond the initial baseline concussion assessment. Additionally, any history of migraine/headache disorders, ADD/ADHD or other learning disabilities, psychiatric or sleep disorder and drug or alcohol abuse will be recorded and considered in the assessment. The baseline concussion assessment will be stored electronically and will be accessible at practices or competition. This comparison allows for a more accurate assessment of the injury (Appendix B). The pre-participation assessment will also include a more detailed baseline computerized neurocognitive testing of the student-athlete’s speed and memory function (ImPACT® test). Such testing aims to serve as an objective technique to assess neurocognitive function in an uninjured state.

Recognition and Diagnosis of Concussion:

If a student-athlete is diagnosed with or suspected of having experienced a concussion based on signs/symptoms/behaviors consistent with a concussion, they will be immediately removed from the activity (i.e. practice, competition and/or conditioning) and not allowed to return to activity that day if a concussion is confirmed. They will be evaluated by the Certified Athletic Trainer (ATC) and/or Team Physician with concussion experience. If the injury occurs in the sport of football, the student athlete is
taken to the training room for evaluation. If the injury occurs at a venue without an official designated training room, the evaluation will be made in the most appropriate setting as determined by the medical staff. As part of the evaluation, a history will be taken from the patient about their injury. A standardized “sideline” evaluation for concussion (SCAT-III) will be performed and compared to their baseline SCAT III. This evaluation will be part of an initial suspected concussion evaluation management plan which will also include a symptom assessment, physical and neurological exam, cognitive assessment, balance exam and clinical assessment or cervical spine trauma, skull fracture and intracranial bleed. Additionally, observation of the injury event by the medical staff, coaching staff and game officials can also provide valuable information in determining if a concussion injury has occurred. If it is determined that a concussion has occurred the student athlete will remain in the training room (in football and in other sports if possible) and not return to practice, competition or conditioning.

In the sport of football, a trained, unaffiliated certified athletic trainer with previous sideline experience will be stationed in the replay booth as an “eye in the sky” to observe players that might have sustained a concussive injury not witnessed by on-field personnel. This person will have the capability of communicating with the sideline medical staff of each team to alert them of a potentially injured player as well as having access to video replay to further evaluate the play where the player might have been concussed. Additionally, IU Athletics will have a neurosurgeon on the IU sideline at each home and away football game to assist in the diagnosis and evaluation of potential concussed players.

**Post-Concussion Management:**

The immediate evaluation of the head-injured athlete will include an assessment of airway, breathing and circulation (ABC’s), cervical spine, skull fracture as well as any signs of a more serious head injury to determine if a controlled, stabilized removal from the field and transportation to the nearest hospital is necessary. Conditions that would require transport to a designated hospital for further medical care are for any of the following: Glasgow Coma Scale score of <13, a prolonged loss of consciousness, focal neurological deficit suggesting intracranial trauma, repetitive vomiting, persistently diminishing/worsening mental status or other neurological signs/symptoms or a spine injury.

One of the medical personnel will observe/monitor the concussed student-athlete for any deterioration in their neurological status which might require further evaluation at a designated hospital. Prior to leaving the practice or competition venue, the athlete will be re-examined and if medically stable, will be discharged with a responsible adult (typically a roommate, friend or family member) and both are given oral and written care instructions to follow until they are seen for a follow-up medical appointment (Appendix C). The student-athlete is treated with both physical and cognitive rest at the direction of the team physician. As part of the treatment process, the team physician will evaluate a student-athlete with a prolonged recovery in order to consider best management options and additional diagnosis, such as post-concussion syndrome, sleep dysfunction, migraine or other headache disorders, mood disorders such as anxiety and depression, and ocular or vestibular dysfunction. Research has shown that determining the functional integrity of the concussed athlete’s brain also requires neurocognitive testing and this modality is being used as part of the standard of care for the diagnosis and treatment of concussion. All student-athletes receive a baseline computerized neurocognitive test (ImPACT®) prior to starting their collegiate athletics career. Following a concussion,
a repeat test will be performed and test performance must return to the baseline level prior to being fully cleared for return-to-play participation. Physical rest precludes exertional activity including sport specific drills, practices, games, weight lifting and conditioning.

**Return-to-Play:**

The final determination of return-to-play of a concussed student-athlete is from the team physician or medically qualified physician designee. In a concussed student-athlete with a complicated or prolonged course the team physician will make the final return-to-play decision after consultation with a concussion management team which may include one or more of the following: a neurosurgeon or other neurospecialist, a neuropsychologist, a vestibular/ocular motor therapist. The duration it takes to return to activity is completely individualized to the particular student-athlete and is not based on an arbitrary timeframe. Any student-athlete with a concussion must undergo a supervised stepwise progression management plan by a health care provider with expertise in concussions that specifies that the concussed student-athlete will have limited physical and cognitive activity until he/she has returned to baseline, then progresses with each of the following steps without worsening or new symptoms: (1) Progression starts with light aerobic exercise without resistance training (such as biking or jogging for 15-20 minutes), with gradual and steady increases in exertion if the athlete remains without symptoms. (2) Sport-specific exercise and activities are then introduced without contact or head impact. (3) Non-contact practice with progressive resistance training. (4) Unrestricted training. (5) Full, unrestricted return-to-competition. This progression can take anywhere from days to weeks and the speed with which the athlete moves through this progression and returns-to-play is dependent on multiple factors and is guided by the medical team. Some of these factors include the clinical signs and symptoms, prior concussion history (number, remoteness, and severity), history of ADD/ADHD, learning disability, psychiatric history, sleep disorder, history of migraines headaches, age, sport, position, and the athlete’s lack of hesitancy to return. It is essential that the athlete is completely asymptomatic before any final clearance to return-to-play.

**Return-to-Learn:**

In addition to physical symptoms, concussed student-athletes often experience cognitive symptoms and have difficulty performing at their normal academic level. Cognitive rest may necessitate not being able to attend classes and having to observe academic accommodations which reduce the workload on the brain. The timeframe and nature of the classes and assignments missed will be determined by the team physician. The team academic advisor will serve as the point person within IU Athletics to navigate return-to-learn with the student-athlete. Student-athletes may fall behind in their studies and may not be able to take tests until their brain recovers. Formal guidelines in the form of Academic Accommodations (Appendix D) and Return-to-Learn Guidelines (Appendix E) are expressly a part of this concussion management policy. The student-athlete’s concussion symptoms should guide the academic workload and weaning and eventual discontinuance of accommodations and restrictions. When the symptoms have resolved with activities of daily living including cognitive activities, the athlete
must undergo a sport-specific activity progression program without recurrence of symptoms as outlined in the Return-to-Learn Guidelines.

**Potential Complications or Sequelae of Concussions:**

Symptoms and signs of concussion in a small percentage of cases may be prolonged and a diagnosis of Post-Concussion Syndrome may be made requiring specialty consultation with a neuropsychologist or psychiatrist. Other symptoms or signs which include sleep dysfunction, migraine or other headache disorders, mood disorders such as anxiety and depression and ocular motor/vestibular dysfunction may be persistent and have to be individually addressed by a specialist or specific therapy. Those specialists have been identified and are part of the medical team.

**Role of Imaging:**

The role of imaging (CT scans and MRI) is very limited in the management of concussion and for most cases, not necessary. For most concussions, these studies are usually normal. These imaging studies do, however, have a role in evaluating the concussed athlete when a concern exists for associated injuries, such as skull or orbital fractures, intracranial bleeds and seizures, or if the athlete’s symptoms persist or neurological status deteriorates.

**Reducing Exposure to Head Trauma:**

The recognition and management of concussion will continue to evolve as the knowledge base of concussive brain injury is advanced. Emphasis must continue to be placed on ways to prevent this injury. Prevention is potentially the highest-yield opportunity in the lexicon of concussion risk reduction. Changes in the rules of collision sports will be a significant key to the prevention of concussions. Launching one’s body and using one’s helmet as a weapon must be eliminated. Rule changes and enforcement are beginning to reflect these priorities.

Sources for safety procedures are found on the websites or organizations committed to athlete safety such as USA Football and the CDC. Coaches and athletes must also favor an atmosphere of competitive, but non-combative, competition. Collegiate players, their teams and their institutions set the example for young people who are beginning to play athletics and brain immaturity puts them at greater risk to sustain injuries. Safe play in all sports should become the example.

Consistent with the foregoing, a reducing head trauma exposure management plan has been established, which includes the following: Adherence to Inter-Association Consensus: Year-Round Football Practice Contact Guidelines, adherence to Inter-Association Consensus: Independent Medical Care Guidelines, reducing gratuitous contact during practice, taking a "safety first" approach to sport, taking the head out of contact, and coaching and student-athlete education regarding safe play and proper technique.
<table>
<thead>
<tr>
<th>SIGNS</th>
<th>SYMPTOMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amnesia – prior to or after injury</td>
<td>Headache</td>
</tr>
<tr>
<td>Loss of consciousness (LOC)</td>
<td>Nausea and/or vomiting</td>
</tr>
<tr>
<td>Slurred/incoherent speech</td>
<td>Excessive drowsiness</td>
</tr>
<tr>
<td>Disoriented to time, place, person</td>
<td>Unable to focus, concentrate</td>
</tr>
<tr>
<td>Delayed verbal &amp; motor responses</td>
<td>Feeling hazy, foggy, groggy</td>
</tr>
<tr>
<td>Vacant stare</td>
<td>Dizziness</td>
</tr>
<tr>
<td>Light sensitivity</td>
<td>Blurry/double vision</td>
</tr>
<tr>
<td>Loss of balance, feeling unsteady</td>
<td>Sensitivity to light/noise</td>
</tr>
<tr>
<td>Crying unexpectedly or inappropriate behavior</td>
<td>Confusion</td>
</tr>
<tr>
<td>Behavior or personality change</td>
<td>Not “feeling right”</td>
</tr>
<tr>
<td>Slow to get up</td>
<td>Feeling slowed down</td>
</tr>
<tr>
<td>Rubbing, squinting or blinking one’s eyes</td>
<td></td>
</tr>
<tr>
<td>Grabbing or shaking the head</td>
<td></td>
</tr>
<tr>
<td>Asking for ammonia capsule</td>
<td></td>
</tr>
<tr>
<td>Atypical response to initial questioning</td>
<td></td>
</tr>
</tbody>
</table>
Appendix A

Guidelines for Suspected or Diagnosed Concussion During Practice or Game

1. The student-athlete will be immediately removed from the practice or game.
2. An initial brief assessment for concussion will be made.
3. If a concussion is suspected the student-athlete will be taken to the training room (in football and other sports if possible) and the SCAT III will be repeated and compared to the baseline.
4. If a concussion is diagnosed the student-athlete will remain in the training room (if possible) and not return to the field.
5. The concussed student-athlete will be monitored by one of the medical personnel for any deterioration of his neurological exam. If necessary the student-athlete will be taken to the emergency department for further diagnosis and treatment.
6. Before returning to their residence, the student-athlete will receive detailed instructions for him and his roommate or family to recognize if the situation is deteriorating.
7. An ImPACT® test will be done at the appropriate time and compared to the baseline (or normative data). Test performance must return to normal (as determined by the team physician) for return to play consideration.
8. Return to play is determined when all symptoms have resolved at rest, the neurologic examination is normal, the ImPACT® test has returned to baseline (or compares favorably to normative data) and the student-athlete has successfully passed a graded activity progression program without recurrence of concussion symptoms.
9. Documentation from the team doctor in consultation with other neurological specialists when applicable must be obtained.
Appendix B

(See next 2 pages)
SCAT3™
Sport Concussion Assessment Tool – 3rd Edition
For use by medical professionals only

What is the SCAT3?1
The SCAT3 is a standardized tool for evaluating injured athletes for concussion and can be used in athletes aged from 13 years and older. It supersedes the original SCAT and the SCAT2 published in 2005 and 2009, respectively. For younger persons, ages 12 and under, please use the Child SCAT3. The SCAT3 is designed for use by medical professionals. If you are not qualified, please use the Sport Concussion Recognition Tool®. Preseason baseline testing with the SCAT3 can be helpful for interpreting post-injury test scores.

Specific instructions for use of the SCAT3 are provided on page 3. If you are not familiar with the SCAT3, please read through these instructions carefully. This tool may be freely copied in its current form for distribution to individuals, teams, groups, and organizations. Any revision or any reproduction in a digital form requires approval by the Concussion in Sport Group.

NOTE: The diagnosis of a concussion is a clinical judgment, ideally made by a medical professional. The SCAT3 should not be used solely to make, or exclude, the diagnosis of concussion in the absence of clinical judgement. An athlete may have a concussion even if their SCAT3 is “normal”.

What is a concussion?
A concussion is a disturbance in brain function caused by a direct or indirect force to the head. It results in a variety of non-specific signs and/or symptoms (some examples listed below) and most often does not involve loss of consciousness. Concussion should be suspected in the presence of any one or more of the following:
- Symptoms (e.g., headache), or
- Physical signs (e.g., unsteadiness), or
- Impaired brain function (e.g., confusion) or
- Abnormal behaviour (e.g., change in personality).

SIDELINE ASSESSMENT
Indications for Emergency Management
NOTE: A hit to the head can sometimes be associated with a more serious brain injury. Any of the following warrants consideration of activating emergency procedures and urgent transportation to the nearest hospital:
- Glasgow Coma score less than 15
- Deteriorating mental status
- Potential spinal injury
- Progressive, worsening symptoms or new neurologic signs

Potential signs of concussion?
If any of the following signs are observed after a direct or indirect blow to the head, the athlete should stop participation, be evaluated by a medical professional and should not be permitted to return to sport the same day if a concussion is suspected.

Any loss of consciousness? Y N
“If so, how long?” Y N
Balance or motor incoordination (stumbles, shuf/hurried movements, etc.) Y N
Disorientation or confusion (stability to respond appropriately to questions) Y N
Loss of memory: “If so, how long?” Y N
“Before or after the injury?” Y N
Blank or vacant look: Y N
Visible facial injury in combination with any of the above: Y N

1. Glasgow coma scale (GCS)
   Best eye response (B)
   - No eye opening
   - Eye opening in response to pain
   - Eye opening to speech
   - Eyes opening spontaneously
   Best verbal response (V)
   - No verbal response
   - Incomprehensible sounds
   - Inappropriate words
   - Confused
   - Oriented
   Best motor response (M)
   - No motor response
   - Extension to pain
   - Abnormal flexion to pain
   - Flexion/Withdrawal to pain
   - Localizes to pain
   - Obey commands

Glasgow Coma score (E + V + M) of 15

GCS should be recorded for all athletes in case of subsequent deterioration.

2. Maddocks Score2
   “I am going to ask you a few questions, please listen carefully and give your best effort.”
   Modified Maddocks questions (I point for each correct answer)
   What venue are we at today? 0 1
   Which half is it now? 0 1
   Who scored last in this match? 0 1
   What team did you play last week/game? 0 1
   Did your team win the last game? 0 1
   Maddocks score of 5

Maddocks score is validated for sideline diagnosis of concussion only and is not used for serial testing.

Notes: Mechanism of Injury (“tell me what happened”):

Any athlete with a suspected concussion should be REMOVED FROM PLAY, medically assessed, monitored for deterioration (i.e., should not be left alone) and should not drive a motor vehicle until cleared to do so by a medical professional. No athlete diagnosed with concussion should be returned to sports participation on the day of injury.
BACKGROUND

Name:  
Examiner:  
Sport/team/school:  
Date/time of injury:  
Age:  
Gender:  
Years of education completed:  
Dominant hand:  
How many concussions do you think you have in the past?  
When was the most recent concussion?  
How long was your recovery from the most recent concussion?  
Have you ever been hospitalized or had medical imaging done for a head injury?  
Have you ever been diagnosed with headaches or migraines?  
Do you have a learning disability, dyslexia, ADD/ADHD?  
Have you ever been diagnosed with depression, anxiety or other psychiatric disorder?  
Has anyone in your family ever been diagnosed with any of these problems?  
Are you on any medications? If yes, please list:

SCAT3 to be done in resting state. Best done 10 or more minutes post exercise.

SYMPTOM EVALUATION

How do you feel?

"You should score yourself on the following symptoms, based on how you feel now."

<table>
<thead>
<tr>
<th>Symptom</th>
<th>None</th>
<th>Mild</th>
<th>Moderate</th>
<th>Severe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headache</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>&quot;Pressure in head&quot;</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Neck Pain</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Nausea or vomiting</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Blurred vision</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Balance problems</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Sensitivity to light</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Sensitivity to noise</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Feeling slowed down</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Feeling like &quot;in a fog&quot;</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>&quot;Don't feel right&quot;</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Difficulty concentrating</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Difficulty remembering</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Fatigue or low energy</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Confusion</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Drowsiness</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Trouble falling asleep</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>More emotional</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Irritability</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Sadness</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Nervous or anxious</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

Total number of symptoms (Maximum possible 22)

Symptom severity score (Maximum possible: 132)

Do the symptoms get worse with physical activity?  
Do the symptoms get worse with mental activity?  

Self rated:  
Clinician interview:  
Self rated and clinician monitored

Overall rating: If you know the athlete well prior to the injury, how different is the athlete acting compared to his/her usual self?  
Please circle one response:

<table>
<thead>
<tr>
<th>Response</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>no different</td>
<td>very different</td>
<td>unsure</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Cognitive & Physical Evaluation

Cognitive assessment

Standardized Assessment of Concussion (SAC)  
Orientation (1 point for each correct answer)

<table>
<thead>
<tr>
<th>Orientation</th>
<th>0</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>What month is it?</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>What is the date today?</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>What is the day of the week?</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>What year is it?</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>What time is it right now? (within 1 hour)</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Orientation score  

Immediate memory

<table>
<thead>
<tr>
<th>List</th>
<th>Trial 1</th>
<th>Trial 2</th>
<th>Trial 3</th>
<th>Alternative word list</th>
</tr>
</thead>
<tbody>
<tr>
<td>elbow</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>apple</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>carpet</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>saddle</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>bubble</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Total Immediate memory score total

Concentration:

<table>
<thead>
<tr>
<th>List</th>
<th>Trial 1</th>
<th>Alternative digit list</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-9-3</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>3-8-1-4</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>6-2-9-7-1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>7-1-8-4-6-2</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Total of 4 Concentration:

Month in Reverse Order (1 pt. for entire sequence correct)

<table>
<thead>
<tr>
<th>List</th>
<th>Trial 1</th>
<th>Alternative digit list</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dec-Nov-Oct-Sept-Aug-Jul-Jun-May-Apr-Mar-Feb-Jan</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

Concentration score  

Neck Examination:

Range of motion  
Tenderness  
Upper and lower limb sensation & strength  

Findings:

Balance examination

Do one or both of the following tests.

Footwear (shoes, barefoot, braces, tape, etc.)

Modified Balance Error Scoring System (BESS) testing  

Which foot was tested (i.e. which is the non-dominant foot)

Testing surface (hard floor, field, etc.)

Condition

Double leg stance:

Single leg stance (non-dominant foot):

Tandem stance (non-dominant foot at back):

And/or

Tandem gait:

Time (best of 4 trials):  
seconds

Coordination examination

Upper limb coordination

Which arm was tested:

Coordination score  

SAC Delayed Recall

Delayed recall score  

© 2013 Concussion in Sport Group
You have been diagnosed with a concussion. The following are signs and symptoms to watch out for:

* Stiff neck
* Severe headache
* Unusual sleepiness
* Repeated vomiting
* Confusion that gets worse
* Difficulty walking, speaking or using your arms

Convulsions

Do not take any medication unless directed by your athletic trainer or team physician. If you demonstrate any of the above symptoms after leaving the sports medicine facility, please contact your athletic trainer or team physician immediately.

If you plan to take nap or sleep, have a roommate, friend or family member present who can wake you up every 3 hours for the first 24 period after your concussion.
Appendix D
Academic Accommodations Following Concussion
Indiana University Department of Athletics – Sports Medicine

Date: __________

Patient Name: ___________________________________________ Sport: ______________________

Students recovering from concussions (Mild Traumatic Brain Injuries) often exhibit cognitive symptoms that make attending school and learning difficult. They may not be able to attend classes or only partial classes. They often have light and nose sensitivity, headache, trouble focusing, concentrating and remembering. The accommodations listed below often help to lessen the symptoms and allow full participation sooner. Compliance with these accommodations allows the brain to recover more quickly. These students often do not appear ill, but they are.

The student is currently experiencing symptoms of mild traumatic brain injury. Current Symptoms list:

- ___ Headache
- ___ Visual problems
- ___ Sensitivity to noise
- ___ Memory problems
- ___ Nausea
- ___ Balance problems
- ___ Difficulty concentrating
- ___ Sensitivity to light
- ___ Dizziness
- ___ Feeling foggy
- ___ Irritability
- ___ Fatigue

**Class Attendance:**

- ___ Full attendance, no restrictions
- ___ Attendance, but may leave early or take short breaks
- ___ No attendance, 2-3 days

**Visual Stimulus:**

- ___ Allow student to wear sunglasses
- ___ Limited computer, TV, bright screen use
- ___ Allow use of pre-printed class notes
- ___ Change classroom seating as necessary

**Testing:**

- ___ Additional time to complete test/quiz
- ___ No more than one test per day
- ___ Allow for scribe, oral response and oral delivery of questions
- ___ Postpone exams/quizzes

**Workload/Multi-tasking:**

- ___ Reduce homework as possible
- ___ Provide more time to complete assignments
- ___ No note taking – listening only

Additional Comments/concerns: ____________________________________________________________

______________________________________________________________________________________

We will continue to update you on the patient’s progress and recovery. We appreciate your support and assistance in helping this patient recover from their concussion. If you have any question, please feel free to contact us.

Dr. Andy Hipskind
Head Team Physician
812.855.4509

Marni Mooney
Asst. Athletic Director
812.856-4526
Appendix E

Guidelines for Return-to-Learn

1. Academic accommodations guidelines are given to the concussed student-athlete and a copy is given to their athletic department team academic advisor. No classroom activity will occur on the same day of the concussion.

2. The team academic advisor will serve as the point person to navigate academic adjustments/accommodations and return-to-learn aspects of the student-athlete.

3. Letter from head team physician documenting the injury and the recommendation of academic accommodations will be provided to course professors and instructors when necessary.

4. An individualized initial plan will be based on the student-athlete’s tolerance of cognitive activity and will include: remaining at home/dorm if student-athlete cannot tolerate light cognitive activity and a gradual return to classroom/studying as tolerated, modification of schedule/academic accommodations for up to two weeks, as indicated, with help from the identified point person, re-evaluation by team physician and member of the multi-disciplinary team, as appropriate, for student-athletes with symptoms greater than two weeks, engaging campus resources for cases that cannot be managed through schedule modification/academic accommodations. Such campus resources must be consistent with ADAAA, and include at least one of the following: learning specialists, office of disability services or ADAAA office.

5. Continued medical follow up until complete recovery, including a re-evaluation by the team physician if concussion symptoms worsen with academic challenges.

6. Involvement of a multi-disciplinary team when necessary for more complex or prolonged cases. The multi-disciplinary team may include, but is not limited to:
   a. Team physician
   b. Athletic trainer
   c. Psychologist/counselor
   d. Neuropsychologist and/or other mental health professionals
   e. Faculty athletic representative, appropriate campus administrators
   f. Academic course professors, counselors and instructors
   g. College administrators
   h. Disability Services for Students (in Office of Student Affairs) representative
   i. Coaches

7. Compliance with the ADAAA.
   a. Engagement of ADAAA compliant campus resources when typical academic accommodations do not suffice.

8. Notification of the team academic advisor when accommodations are weaned or discontinued.
Concussion Acknowledgement Form

I, ________________________________, acknowledge that as a member of the Indiana University Department of Intercollegiate Athletics, I accept responsibility for supporting our Sports Medicine Department’s policy on concussion management.

I understand that student-athletes may have a risk of head injury and/or concussion. I also understand the importance of reporting any such symptoms of a head injury/concussion to the sports medicine staff (i.e. team physician, athletic trainer). I also accept responsibility for reporting to the sports medicine staff any signs or symptoms that I may witness.

By signing below, I acknowledge that my institution has provided me with educational materials on concussion and given me an opportunity to ask questions about areas and issues that are not clear to me on this issue.

I have read the above and agree that the statements are accurate.

________________________________________  __________________________
Signature                                        Date
Athletic Director's Certification

I certify that Indiana University has met the requirements of NCAA Constitution 3.2.4.17.1 Concussion Safety Protocol. As required, Indiana University's Concussion Management Policy (IUCMP) meets all necessary requirements including the following:

- The IUCMP is consistent with the Inter-Association Consensus: Diagnosis and Management of Sport-Related Concussion Guidelines.
- The IUCMP includes policies and procedures that meet the requirements of Constitution 3.2.4.17.
- The IUCMP includes pre-participation baseline testing for all student-athletes.
- The IUCMP includes procedures for reducing exposure to head injuries.
- The IUCMP includes a plan for educating about concussion, including return-to-learn.
- The IUCMP procedures ensure that proper concussion management will be made available to any student-athlete who has suffered a concussion.
- The institution has, within the last calendar year, reviewed its procedures for identifying, removing from game or practice, and assessing student-athletes for possible concussion.

As best I can determine, the policies, procedures and practices of the Indiana University staff and representatives are in compliance with NCAA legislation. Indiana University intends to maintain compliance with NCAA legislation.

G. Frederick Glass  
Vice President & Director of Intercollegiate Athletics  
Indiana University  

Date  6/3/15
Memo

TO: All Athletic Department Staff
FROM: Fred Glass
RE: Openness and Teamwork Initiative Follow-Up
Date: October 15, 2012
Cc: Deb Dunbar

Thanks again to all of you for your participation in starting on our Openness and Teamwork Initiative. As you know, the goal of this initiative is to help foster an environment within the Athletics Department where we all feel not only comfortable, but responsible, to communicate with and support each other. I’d like to specifically thank Deb Dunbar of University Human Resources for her expertise and engagement in helping us to establish and develop this Initiative. I’d also like to thank each of you for participating in the meetings Deb organized for the Initiative this summer. I’ve heard from her, and from many of you, that these sessions were helpful and productive and even created some converts among some who may have been skeptical of these sessions and perhaps even of the Initiative itself.

I and the other senior administrators in the Department have met with Deb multiple times and have reviewed her extensive notes from the group sessions and other meetings with you and your colleagues. At my request, Deb summarized the key themes arising from those sessions and meetings. A “one-pager” summarizing those themes is attached to this email.

As an ongoing part of this Initiative, we have adopted the following recommendations from Deb resulting from the meetings and sessions she conducted and the attached themes that you established through them:

1) Deb will conduct follow-up group sessions every other year to maintain awareness of the Initiative and to gather feedback on how well we are doing with openness and teamwork and ideas on how we can continue to improve in those areas.

2) Each semester we will have voluntary “All Staff Roundtable” providing regular opportunities for us to all gather and share questions, comments, or concerns with one another, including a presentation on a topic of interest from a coach or other internal or external person.

3) We will add a spring All Staff event as another regular opportunity for informal all-staff interaction complimenting the fall all-staff meeting, winter holiday luncheon and summer golf outing and dinner.

4) We remind all staff that they are encouraged to freely share any ideas or concerns with their colleagues, supervisors and senior department leadership and to report any concerning or inappropriate conduct to their
superior, or superior's superior (if the concern is with the superior) or to the University Whistleblower http://hr.iu.edu/policies/uwide/whistleblower.htm (if they are uncomfortable discussing it within the Department).

While these recommendations are valuable and important and will be implemented, the most effective way to foster a culture of openness and teamwork is for each of us to be mindful of living the attached themes that you have said are important to you. I am committed to doing just that. I ask you to as well. Thank you again! -- Fred

Attachment

Go Hoosiers!

G. Frederick Glass, BA'81, JD'84
Vice President & Director of Intercollegiate Athletics
Indiana University

THE SPIRIT OF 24 SPOINS 1 ONE TEAM

GFG/tjs
Leadership
- Set the tone, lead through example, expect communication and demonstrate transparency in words and action

Trust and Open Communication
- Create and utilize opportunities to share information and provide feedback; foster and environment where feedback is welcomed, expected, and provided

Ownership and Accountability
- Individuals should take responsibility for the tenets of the “Spirit of Indiana” and role they have within the team

Loyalty, Honesty, Mutual Respect
- Be loyal to the institution; have respect for one another

Foster and Expand Relationships
- Create continuing opportunities for interaction and relationship building, both formal and informal

Acknowledge and Address Concerns
- Follow-up and follow through to keep people informed and demonstrate concerns were heard, considered and valued

Positive Attitude and Atmosphere
- Foster a collegial environment with open door policy where people feel comfortable and confident to communicate and share concerns