As a student-athlete of Molloy College you are responsible for all the rules and regulations covered in this handbook.

*effective 8/14/2017*
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A MESSAGE FROM THE DIRECTOR OF ATHLETICS

Student-athletes have a very important role on campus. You are tasked with competing at a high level both academically and athletically and are expected to excel at both. Your visibility and reputation on campus are important to the internal Molloy community as well as to the outside community. As a former student-athlete, I appreciate your dedication to your sport and contribution to the campus life. I am your biggest fan and will be here to assist you in your endeavors while at the same time making sure you stay true to your role as a student-athlete.

You will be part of a tradition of academic excellence where more than 62% of our student-athletes maintain a 3.25 G.P.A. or higher on the path to graduation. In your role as a student-athlete you will be held to a higher standard than the non-athlete by virtue of your presence on campus. In order to fulfill this obligation you must abide by the rules and regulations of Molloy College, the East Coast Conference, the N.C.A.A., the Department of Athletics and your individual teams. Failure to do so may result in your inability to continue to represent Molloy College in the sport you love.

I have high expectations for all our teams and challenge each of you to make a positive impact. As a group, we need to collectively continue to raise the bar athletically and bring home championships to Rockville Centre. I want to make sure your time here at Molloy as a student-athlete is meaningful and successful in preparing you for life after athletics.

Community service will always be a priority of a Molloy student-athlete. This past year you raised $8,890.00 in total of which $3,253.48 was for the Make A Wish Foundation. Student-athletes support many deserving organizations financially and donate their time and effort in the community to enhance the lives of others. In 2016-17 you logged 1,365 hours of community service working with youth, special needs individuals and walking for a cause. Thank you for carrying out our mission of service.

This handbook is provided to offer you a glimpse of our expectations of you as a student-athlete. Please read and review this handbook with your parents, peers and coaches. Feel free to speak with and seek assistance from anyone in the Department at any time. We are here for you.

Yours in sport,

Susan Cassidy-Lyke
Director of Athletics
## DEPARTMENT OF ATHLETICS DIRECTORY

Office: 516-323-3600  Fax: 516-323-3622

<table>
<thead>
<tr>
<th>NAME</th>
<th>Title</th>
<th>EXT.</th>
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</thead>
<tbody>
<tr>
<td>Susan Cassidy-Lyke</td>
<td>Director of Athletics</td>
<td>3601</td>
</tr>
<tr>
<td>Mike Grasso</td>
<td>Associate AD/Compliance</td>
<td>3602</td>
</tr>
<tr>
<td>Kevin DesLauriers</td>
<td>Assistant Athletic Director for Operations</td>
<td>3603</td>
</tr>
<tr>
<td>Jim Zegers</td>
<td>Asst. Athletic Director for Sports Medicine</td>
<td>3604</td>
</tr>
<tr>
<td>Kelly Thompson</td>
<td>Director of Athletic Communications</td>
<td>3626</td>
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<tr>
<td>Patrick McCormack</td>
<td>Asst. Director of Athletic Communications</td>
<td>3605</td>
</tr>
<tr>
<td>Eric Ressegger</td>
<td>Asst. Athletic Trainer</td>
<td>3606</td>
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<tr>
<td>Jessica Lombardo</td>
<td>Asst. Athletic Trainer</td>
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<tr>
<td>Deanna Sisti</td>
<td>Asst. Athletic Trainer</td>
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<td>Brianna Falese</td>
<td>Assistant AD/SWA</td>
<td>3608</td>
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<tr>
<td>Brian Lima</td>
<td>Recruiting Coordinator</td>
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<td>Frank McBride</td>
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## TEAMS

### HEAD COACHES

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<tr>
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<td>Joe Fucarino</td>
<td>3611</td>
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<tr>
<td>M.BASKETBALL</td>
<td>Charles Marquardt</td>
<td>3612</td>
</tr>
<tr>
<td>W.BASKETBALL</td>
<td>Joe Pellicane</td>
<td>3628</td>
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<td>BOWLING</td>
<td>Bob Cincotta</td>
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<td>CHEERLEADING</td>
<td>Caitlin Donach</td>
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<td>CROSS COUNTRY/ TRACK &amp; FIELD</td>
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<tr>
<td>DANCE</td>
<td>Ali Werther</td>
<td>3615</td>
</tr>
<tr>
<td>Sport</td>
<td>Name</td>
<td>Phone</td>
</tr>
<tr>
<td>---------------</td>
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</tr>
<tr>
<td>EQUESTRIAN</td>
<td>Carole Gerrity</td>
<td>3136</td>
</tr>
<tr>
<td>FIELD HOCKEY</td>
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<tr>
<td>M. LACROSSE</td>
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<td>W. LACROSSE</td>
<td>Tom Campolettano</td>
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<tr>
<td>W. RUGBY</td>
<td>Melissa Olman</td>
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<td>Danny Longo</td>
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<td>W. SOCCER</td>
<td>Steve Price</td>
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<tr>
<td>VOLLEYBALL</td>
<td>Kevin DesLauriers</td>
<td>3603</td>
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MOLLOY COLLEGE MISSION STATEMENT

Molloy College, an independent, Catholic college, rooted in the Dominican tradition of study, spirituality, service, and community, is committed to academic excellence with respect for each person.

Through transformative education, Molloy promotes a lifelong search for truth and the development of ethical leadership.

DEPARTMENT OF ATHLETICS MISSION STATEMENT

The mission of Molloy College’s Department of Athletics is to develop the total person through academic progress, a competitive athletic program and a social atmosphere that promotes growth. We believe that student-athletes need to set positive examples for high school athletes and the entire campus community. Student-athletes understand that their behavior needs to reflect favorably on the campus. We expect our student-athletes to be aware of the ills that exist in society and to be morally and socially responsible by reaching out to the community and becoming involved by way of campus ministry events, student government assistance drives or other outreach endeavors.

Molloy College is committed to the recruitment of strong academic students that are prepared to compete at the highest levels athletically. Winning and fair play are important components of the Department of Athletics mission. The Department of Athletics is established on the foundation of developing the whole student-athlete spiritually, mentally and physically. We educate our student-athletes about the dangers of alcohol and drug abuse and provide support services to develop awareness of teen suicide, eating disorders, gambling and other destructive social behaviors.

We provide a support staff that allows our student-athletes the opportunity to achieve their maximum athletic output while maintaining total focus on academic achievement. Molloy College seeks to produce competitive teams for both genders in an environment that is accepting and nurturing. The Department of Athletics promotes teamwork and sportsmanship. It is centered on the belief that the skills garnered in competition and hard work will develop the leaders of our future.

The Department of Athletics responsibly operates its budget both with a focus on gender-equity and improvement of performance. The hiring of qualified staff and the maintenance of the institution’s facilities ensures a safe environment for the student-athletes to achieve athletic excellence. The Department of Athletics expects its coaches to understand the traditions of the founders of Molloy College and reflect these values of truth and integrity in their coaching style and competitive spirit.

Molloy College is dedicated to promoting a winning environment and becoming a source of pride for its student-athletes, the campus community, its alumni and the surrounding community.

NCAA DIVISION II STATEMENT OF PHILOSOPHY
In addition to the purposes and fundamental policy of the National Collegiate Athletic Association, as set forth in Constitution 1, members of Division II believe that a well-conducted intercollegiate athletics program, based on sound educational principles and practices, is a proper part of the educational mission of a university or college and that the educational well-being and academic success of the participating student-athlete is of primary concern.

Higher education has lasting importance on an individual’s future success. As such, Division II supports the educational mission of college athletics by fostering a balanced approach in which student-athletes learn and develop through their desired academic pursuits, in civic engagement with their communities and in athletics competition. Division II athletics programs also are committed to establishing an inclusive culture in which persons of all backgrounds are respected and given the opportunity to provide input and to participate.

Division II members abide by the following principles that help define and distinguish the division:

(a) Division II colleges and universities are expected to operate their athletics programs with integrity and in a welcoming manner that complies with conference and NCAA rules and regulations. Institutional control is a fundamental principle that supports the institution’s educational mission and assumes presidential involvement and oversight;

(b) Division II members fund their athletics programs in a manner that aligns with the institution’s budget and educational mission. This method of funding features a “partial scholarship” model that allows Division II schools to recognize student-athletes for their skills through athletics-based grants, but student-athletes can accept merit-based aid and academic scholarships as well;

(c) Division II believes in a balanced approach that integrates athletics into the college experience and allows students to focus on their academic pursuits and participate in other campus and community activities. This “Life in the Balance” emphasis facilitates learning through:

(1) Academics. Division II offers exceptional teacher-student ratios that provide student-athletes with a quality education in the academic curriculum of their choice. The division structures its eligibility requirements to facilitate student-athletes earning their degrees, which is measured in part by an institution’s student-athletes graduating at least at the same rate as the institution’s student body;

(2) Athletics. Division II supports athletics achievement through highly competitive programs that strive to participate in the division’s 25 national championships, which offer the best access ratio among the NCAA’s three divisions. Division II also supports a regionalization model in scheduling that reduces time away from campus and keeps athletics participation in perspective within the educational mission;

(3) Community engagement. Division II athletics programs actively engage with their communities to enhance relationships between student-athletes and community members and develop a shared civic experience. Division II promotes engagement at the local, conference and national levels, including at all Division II national championships; and

(4) Post-graduation success. Division II supports a higher education model that shapes student-athletes who graduate with the skills and knowledge to be productive citizens. The balanced approach allows student-athletes to focus on their academic pursuits, their internships, and whatever else it takes to prepare them for life after graduation;
(d) Division II members support the utmost in sportsmanship by committing to a “game environment” initiative that establishes an atmosphere at athletics contests that is both energetic and respectful; and

(e) Division II promotes student-athlete involvement in decision-making through campus, conference and national Student-Athlete Advisory Committees that provide leadership opportunities and offer a representative voice in the division’s governance structure.

DEPARTMENT OF ATHLETICS PHILOSOPHY

The philosophy of the Department of Athletics is centered on the belief that a strong academic foundation can coexist with an equally strong athletic dimension. Molloy College provides a wide range of educational experiences that are enhanced by the existence of an athletic program that fosters the identical principles of leadership, service, discipline and competitiveness.

Student-athletes entering Molloy College are admitted based on their academic standards first and their athletic ability second. The Department of Athletics holds the student-athletes to a higher academic standard than is currently mandated by the NCAA. Every student-athlete is expected to abide by the academic principles set forth by the institution. The primary goal of the Department of Athletics is the graduation of its student-athletes.

The Department of Athletics administrators are committed to the principles of fair play, adherence to the rules of the NCAA and all governing bodies, the furtherance of gender-equity and the welfare of the student-athlete socially, physically and emotionally. There must be an understanding and acceptance of ethnic diversity and social differences.

The administrators of both the institution and the Department of Athletics have a strong working relationship, which ensures that the responsibilities and goals of the Department of Athletics staff are consistent with the objectives of the institution.

The Director of Athletics is responsible for the hiring of qualified coaches and other department personnel who are committed to observing both the letter and spirit of the rules.

TITLE IX

Molloy College formed a Title IX committee in 2006 to examine all aspects of the Department of Athletics in regards to gender-equity in athletics and to create a plan for compliance with the law. Policies and procedures regarding travel,
athletic scholarships, equipment, supplies, recruitment, game scheduling, facilities, publicity, coaches and support are all topics of discussion.

Any questions regarding Title IX or Molloy College’s policies should be directed to the Director of Human Resources at 516-323-3046.

Title IX Department of Athletics Committee Chair

Susan Cassidy-Lyke-Director of Athletics/Head Women’s Softball Coach

Title IX Department of Athletics Committee

Michael Grasso-Associate Director of Athletics/Compliance Officer/Title IX Deputy

Brianna Falese- Assistant Director of Athletics/SWA

Daniel McGann-Faculty Athletic Representative

Tom Campolettano-Head Women’s Lacrosse Coach

Although Title IX prohibits sex discrimination campus-wide, it has been defined to apply to intercollegiate athletics in the specific areas: Participation, Scholarships and Treatment of Existing Athletes and Programs. Title IX Compliance requires equity as that term has been defined under the law in each of these three areas. Molloy College believes that all student-athletes have a right to participate in an athletic program free of discrimination, including sexual harassment and retaliation. Molloy College believes in the educational value of intercollegiate athletics and as such offers a competitive NCAA Division II varsity athletics program and is a member of the East Coast Conference.

Participation in intercollegiate athletics is a privilege and as such, those who participate agree to abide by the rules and regulations set forth by the NCAA, East Coast Conference and Molloy College. These rules are comprehensive and anticipate that those who participate in athletics will demonstrate a serious commitment to their teams.

Participation - Title IX provides three separate avenues for a school to demonstrate equity. Those who wish to compete on a varsity sport that is not currently offered at Molloy may file a petition to gain varsity status. Petitions will be reviewed annually. Factors considered shall include gender equity, interest and ability, intercollegiate competitive opportunities, among others.

Athletics Scholarships - Molloy offers equitable athletic scholarships to its male and female student athletes. When determining equity between male and female student-athletes, Title IX expects that the percentage of men and women who play sports will essentially mirror the percentage of athletics based aid provided to male and female student-athletes.

Treatment - Title IX expects athletics programs to treat its male and female student-athletes equally with regard to the following areas:

a. The provision of equipment and supplies;

b. Scheduling of games and practice time;

c. Travel and per diem allowance;

d. Opportunity to receive coaching and academic tutoring;
e. Assignment and compensation of coaches and tutors;
f. Provision of locker rooms, practice and competitive facilities;
g. Provision of medical and training facilities and services;
h. Provision of housing and dining facilities services;
i. Publicity;
j. Recruitment;

Equity in this arena means that there is equality when assessing how men as compared to women are treated in the aggregate in these areas. For example, men and women that play the same sport would not necessarily receive the same benefits but that an equitable number of men and women are treated alike. Also, because sports differ, they require different gear, medical attention, and number of coaches, among other things. Accordingly, Molloy College believes that student-athletes should be treated equally given the unique features of their sports.

No matter the source of the funds used to support student-athlete financial aid and treatment (e.g., fund-raised, donated, contractually-secured), Molloy College will treat student-athletes equitably in its support of their participation.
The Department of Athletics teams are nicknamed the Lions. The origin of the lion dates back to the founding of the College. In 1955, when Molloy College opened its doors to her first students, a seal was designed. The seal consists of a black lion between three red trefoils which was taken from the coat of arms of Archbishop Thomas E. Molloy for whom the College was named. The upper compartment of the shield displays the Dominican cross to indicate the heritage of the College. The crest is composed of a book, the symbol of learning, charged with the Alpha and Omega, the first and last letters of the Greek alphabet. The book is adorned with a Marian golden crown. Both the book and crown symbolize the Catholic tradition of the College. The principle partition of the shield displays the blue and silver of the arms of Bavaria, Germany, from where the Amityville Dominican Sisters immigrated to the United States in 1853.

The lion was taken from the seal and evolved into the present mascot.

ACADEMIC REQUIREMENTS

The Molloy College Department of Athletics is committed to the academic success of its student-athletes. Student-athletes are required to register for at least 15 credits per semester. The Compliance Officer will review student-athletes’ credit loads to ensure compliance. The Compliance Office will review student-athletes’ schedules to identify possible conflicts with academic attendance because of game and practice times. Exceptions to the 15 credit rule will be made for student-athletes in STAP, graduating seniors, and in appropriate situations. Only the Director of Athletics and the Compliance Officer can approve a schedule of less than 15 credits.
Student-athletes will not be permitted to withdraw from a class without approval from the Director of Athletics or the Compliance Officer. Each case will be reviewed individually and a decision will be made after consultation with the student-athlete, the Faculty Athletic Representative, the Head Coach, and the Professor.

The Molloy College Department of Athletics holds its student-athletes to a higher academic standard than the NCAA. Molloy College requires each student-athlete to maintain a cumulative and semester 2.0 GPA and earn twelve credits per semester in order to remain eligible for competition and athletic aid. Student-athletes need to declare a major by their fifth full semester.

Student-athletes who fail to meet the GPA and credit requirements will lose their athletic aid, if applicable. In any event, individuals are afforded the opportunity to regain their full eligibility status in the subsequent academic semester. Student-athletes who lose their athletic aid twice will not have their athletic grant contracts renewed.

### ACADEMIC PROBATION POLICY

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<tr>
<td>1</td>
<td>YES</td>
<td>NO</td>
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<tr>
<td>2</td>
<td>NO</td>
<td>NO</td>
<td>NO**</td>
<td>6 hours</td>
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<td>NO LONGER ELIGIBLE FOR INTERCOLLEGIATE ATHLETICS AT MOLLOY COLLEGE***</td>
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*Any student-athlete who loses his/her money due to becoming academically ineligible, will only have one opportunity to regain his/her athletically related financial aid.

**Any student-athlete who loses his/her money due to becoming academically ineligible on a second occasion, will no longer be eligible for athletically related financial aid.

*** Student-athletes who do not receive athletic aid are also held to these requirements as well. A third offense of the academic probation policy will also result in loss of eligibility for intercollegiate athletics at Molloy College.

To be granted permission to take a class at another institution one must meet the following requirements:

1) Course must not be offered at Molloy during that semester or that summer, and it is necessary for the student to take it at that time.

2) Students must take their last 30 credits toward graduation at Molloy.

3) Transfer credit totals are limited to the totals defined in Molloy’s transfer policies: 64 total credits from a 2 year school and 98 credits from a 4 year school.

4) Students may not repeat courses for credit or a better grade at another institution.

5) Permission must be granted prior to enrollment at the other institution.

Application for Permission to Enroll in Courses at Other Institutions:
1) Admissions determines if there is an equivalent course at Molloy. Students should have a copy of the course description and credits from the other college to present and attach to the form.

2) Approval of Chairperson of the Department of course requested to be taken off campus, indicating that the course is not being offered, and will not be offered, in the time frame the student needs for graduation.

3) Student’s Advisor must check off verification items and sign approval.

4) Signature of the Chairperson of the student’s Major is required.

5) Letter from student to Marion Flomenhaft, Associate Dean for Academic Services, in Kellenberg 119, explaining extenuating circumstance and why this course needs to be taken at another institution at this time.

6) Extenuating circumstances may be approved by Associate Dean or designee if warranted. Number of transfer credits will be verified, as well as repeat status of course.

7) The Registrar processes form, and after the course is completed and an official transcript is received by Molloy they will grant transfer credit. An acceptable grade of a “C” or better is required to transfer credit. In the case of a Department requiring a grade higher than a “C”, that higher grade must be earned to transfer the course to Molloy. (For example, Nursing requires their majors to have a grade of “C+” for all related science requirements. Nursing students need a “C+” to have a related science course transfer.)

**PRIORITY REGISTRATION**

All student-athletes are given the opportunity to register early for courses and sections which will be compatible with their athletic schedule based on total number of credits and their championship segment. Please refer to your Lions Den Account to see exact dates for registration. You are expected to take advantage of the early registration period for this purpose. The athletic department does not have the authorization to open ‘closed’ courses that have been closed due to enrollment. Your status as a student-athlete does not give you the right to expect special consideration if you do not take advantage of the early registration process. All changes in class schedules and majors must be approved by the athletic administration. Additionally, all student-athletes are required to follow the procedures as defined in the Molloy student handbook. Student-athletes who do not follow these procedures will jeopardize their athletic eligibility.

**MID-SEMESTER REPORTS**

Mid-semester academic progress reports are issued during the fifth week of the semester. The Department of Athletics generates a printout indicating student-athletes who have received a mid-semester report. The Compliance Officer will review each negative report with the head coach, the Faculty Athletic Representative (FAR) and the student-athlete.

The addition of a FAR has provided our student-athletes an added source of academic counseling. The FAR, with assistance from the Compliance Officer, will recommend the appropriate course of action.
CLASS ATTENDANCE

At no time are student-athletes permitted to miss class for practices. In the non-championship segment, student-athletes are not permitted to miss class for practices or games. Student-athletes should discuss, with their academic advisors, the need to prepare a class schedule that will reduce the number of absences due to games or travel. If a student-athlete is to miss more than three classes, an alternate class should be selected. In all cases, academic progress toward degree must be foremost when deciding class schedules.

At the start of each semester the Department of Athletics prepares individual team letters for professors indicating the dates and departure times for contests. The letter serves to indicate our commitment to the student-athletes and our availability in the event an issue arises with attendance or class performance. Head coaches are to ensure that student-athletes do not inappropriately leave early from class for home contests. The proximity of the venues will be considered when determining early dismissal. Student-athletes are required to submit these letters to the professors either by email or hand copy upon attendance at their first class meeting. Professors who foresee a problem are encouraged to discuss this immediately with the student-athlete and the Director of Athletics or the Compliance Officer so the most appropriate academic decision can be made for the student-athlete.

ACADEMIC SUPPORT SERVICES

The student-athletes are offered the benefits of the Academic Support Services available on campus to assist in academic skill development, writing skills improvement and other necessary accommodations such as individual tutoring.

ACADEMIC ENRICHMENT PROGRAM (ACE)

The Academic Enrichment Program (AcE), located in Room C019 in the Casey Building, assists students in achieving their academic potential in Math, Science, and Modern Languages. AcE tutors are referred to as “coaches” and assist students referred to as “clients” in two areas:

- Remedial-students failing a course or below “C” in a major field
- Supplemental-students passing a course but in need of reinforcement or clarification in particular aspects of the course work

Writing Resource Center

The Writing Resource Center, located in Room C016 in the Casey Building, supports the development of writing skills for undergraduate and graduate students. To make an appointment call (516)323-3293

Hours

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<th>Time</th>
<th>Days</th>
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<tbody>
<tr>
<td>8:30am-8pm</td>
<td>Monday-Thursday</td>
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<tr>
<td>8:30am-5pm</td>
<td>Friday</td>
</tr>
<tr>
<td>9am-1pm</td>
<td>Saturday (Graduate Students Only)</td>
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STUDY HALL POLICIES

All student-athletes who fail to achieve a 2.5 semester GPA, a 2.5 cumulative GPA and pass 12 credits per semester will be required to attend four hours of tutoring or study hall per week. Additionally, all first-time student-athletes at Molloy College (including freshman, transfers and walk ons) will be evaluated academically and notified if they are required to attend three hours of study hall sessions during his/her first semester at Molloy. All hours must be completed in monitored sessions.

1. G.P.A’s will be reviewed by the Molloy College Department of Athletics to determine which returning student-athletes are required to attend study hall sessions.

2. Study Hall sessions will begin during the second week of the semester.

3. In the event that a student-athlete does not complete his/her established amount of hours during the week, he/she will be required to attend a mandatory make-up session on the subsequent Friday. (If the student-athlete has already attended their one (1) make-up session than a one (1) contest suspension will be immediately assessed.)

4. Make-up sessions are MANDATORY. Student-athletes will only be allowed one make-up session per semester. After attending one allowed make-up session, subsequent hours that are not completed will result in an immediate automatic one (1) contest suspension. On the third infraction the student-athlete will be dismissed from their respective team and no longer be a part of the Molloy College Athletic Department in any facet. If a student-athlete misses their make-up session, he/she will be required to serve an immediate suspension (minimum one (1) contest.)
The duties of the FAR fall into three major areas of responsibilities:

1. ACADEMIC INTEGRITY
   a. The FAR will periodically review institutional records to ensure that the institutional decisions related to admissions, academic advising, academic standards and performance, academic support services, etc. are consistent with the mission of Molloy College.
   b. The FAR will serve as a liaison between the Department of Athletics and the faculty of Molloy College.

2. INSTITUTIONAL CONTROL
   a. The FAR will be involved in the NCAA rules education program for coaches, student-athletes, booster, alumni and campus offices that work directly with student-athletes (i.e. admissions, financial aid and registrar).
   b. The FAR will be involved in the investigation of all alleged or suspected rules violations according to Molloy College policy. The FAR will have access to all infraction reports before they are submitted to the NCAA.
   c. The FAR will attend the annual NCAA convention and will act as a voting delegate, when appropriate.
   d. The FAR will report to the Faculty if requested.
   e. The FAR will serve on search committees for athletic personnel.
   f. The FAR will attend rules education seminars and Faculty Athletic Representative Association meetings at the discretion of the President.
   g. The FAR will work with the Registrar to ensure appropriate eligibility review by Molloy College personnel who are not members of the Department of Athletics.

3. STUDENT-ATHLETE EXPERIENCE
   a. The FAR will meet with all student-athletes and inform them of the FAR role as an independent source of counsel, assistance and information.
   b. The FAR will promote balance between academics, athletics and the social lives of student-athletes by periodic reviews of travel logs, competition and practice schedules, and cancellations or reductions of athletic scholarships.
   c. The FAR will encourage student-athletes to become involved in athletic and college boards and committees.
   d. The FAR will work with the Department of Athletics in nominating student-athletes for special academic awards, scholarships and grants.
ATHLETICS ADVISORY BOARD

1. To ensure that mechanisms are in place and being enforced regarding institutional control and academic integrity.

2. Assist the (FAR) Faculty Athletic Representative and Athletic Director with any institutional inquiries into alleged or suspected Level One NCAA rules violations as defined by the NCAA.

3. Promote an understanding of intercollegiate athletics among faculty and others in the campus community.

4. Review reports regarding academic progress, retention and graduation rates of all student-athletes.

5. To ensure that academic standards are equal to or exceed both NCAA and conference minimums.

6. Review the coach’s academic plan to ensure that the academic standards of the College are maintained by all student-athletes.

7. Ensure that instances of student athlete misconduct are handled in a manner consistent with institutional standards and those outlined in the Student-athlete Handbook.

8. Review the limits on the number of athletic contests and practice schedules permitted in all sports, in relation to NCAA and conference limitations, (Division II Life in the Balance). The Board may recommend and or suggest alternatives if the athletic schedule adversely affects the academic performance of the student-athletes.

9. Review and recommend a policy regarding student-athlete absences due to athletic contests.

10. As appropriate, provide members to serve on search committees for any athletic position.

Membership

The Athletics Advisory Board is appointed by the President of Molloy College and is composed of the following individuals;

NCAA Faculty Athletic Representative (Chair)

Two (2) full-time faculty members

Two (2) students-athletes -one male student-athlete and one female student-athlete; when possible the student-athletes will be volunteers from the SAAC executive board or SAAC members.

Assistant Director of Athletics for Compliance

Vice President for Student Affairs

Director of Athletics
FACULTY MENTORING PROGRAM

In 2016-17 we launched the Faculty Mentoring Program. Each sports team and club is assigned a Faculty Athletic Mentor to assist student-athletes in navigating through the collegiate enterprise. Faculty Athletic Mentors will be able to attend games, practices, athletic open houses, student-athlete orientation and community engagement activities with the teams as a means to building rapport between the coaching staff, the faculty and the student-athletes.

ATHLETICS COMPLIANCE COMMITTEE

1. To advise the Director of Athletics and the Compliance Officer on matters related to the welfare of student-athletes and athletics-related issues;

2. To represent the college as the initial point of contact for the NCAA regarding institutional violations;

3. To resolve student-athletes’ problems regarding financial aid, eligibility, admissions, graduation, academic issues, and student services;

4. To meet with the Director of Athletics and Compliance Officer as needed or at least once per semester to discuss student-athletes and NCAA activities;

5. To assist the Director of Athletics and the Compliance Officer with developing new policies and procedures regarding student-athletes and the Department of Athletics;

6. To serve as an impartial Board that functions as the first step in hearing matters that are internal to the Athletics Department concerning issues that involve coaches, athletics staff, or student-athletes.

MEMBERSHIP

Faculty Athletic Representative
Director of Athletics

VP of Student Affairs

Associate Director of Athletics for Compliance

Head Athletic Trainer, as needed

Financial Aid

Admissions

Registrar
GRIEVANCE PROCEDURES

In the event a situation arises out of the relationship of a student-athlete and his or her coach, the student-athlete has the option to informally present the problem to the Director of Athletics or member of the athletic staff, including the Faculty Athletic Representative. They should make every effort to resolve the matter through informal consultation to the Director of Athletics to reach an acceptable solution. If they elect to proceed formally they may file the complaint in writing to the Director of Athletics. The Director of Athletics will arrange a meeting with the student-athlete within two (2) business days of receipt of the letter to resolve the issue. The Department of Athletics is available to assist the student-athletes with issues outside of athletics as well. They will work to resolve the issue and will direct the student-athlete to the appropriate party in situations outside of their expertise. If a student-athlete wishes to appeal a decision of the Department of Athletics they can present their case to a panel which includes the Faculty Athletic Representative, a representative from the Office of Student-affairs, a representative from the Office of Enrollment Management, a student-athlete from the Student Athlete Advisory Committee, and one full-time faculty member. A majority vote is required and this decision is final.

DUE PROCESS

A request for an appeal hearing must be made in writing to the Director of Athletics within forty-eight hours (48) of receipt of the written notification. A hearing will be scheduled within a reasonable period of time. Student-athletes may be withheld from competition during the appeals process if deemed appropriate by the Director of Athletics.
DEFINING COUNTABLE ATHLETICALLY RELATED ACTIVITIES

WHAT YOU NEED TO KNOW ABOUT...
COUNTABLE ATHLETICALLY RELATED ACTIVITIES

Whether you’re a student-athlete or a coach/staff member who oversees athletics, you need to be informed about “Countable Athletically Related Activities” (CARA)—what counts, what doesn’t, and when they can occur.

WHAT IS CARA?
A “countable athletically related activity” is any required activity with an athletics purpose that involves student-athletes and is at the direction of, or supervised by, any member of an institution’s coaching staff, including strength and conditioning coaches. These activities must be counted toward a student-athlete’s daily and weekly limitations.

WHAT COUNTS?*

- Competition.
- Practice.
- Skill instruction.
- Individual workouts as required or supervised by institution’s coaching staff.
- Use of institutional athletics facilities when such activities are supervised by or held at the direction of any member of the institution’s coaching staff.
- Required participation in camps or clinics.

WHAT DOESN’T COUNT?*

- Study hall or tutoring sessions.
- Participation in fundraising activities, community service or community engagement.
- Involvement of institution’s strength and conditioning staff with student-athletes in voluntary strength and conditioning programs for safety purposes.
- Compliance meetings.
- Attendance at an awards ceremony or banquet.
- Medical examinations or treatments (e.g., physical rehabilitation, treatment by athletic training personnel).

*Not an exhaustive list. Check with your compliance administrator.

This resource is prepared for general information purposes only and is intended to provide guidance to the membership. Please refer to the NCAA Division II Manual on LSE/Bs for complete information, or check with your compliance administrator.
COUNTABLE ATHLETICALLY RELATED ACTIVITIES — CONTINUED

WHEN CAN THEY OCCUR?

DURING THE PLAYING SEASON
The playing season for some sports is separated into a championship segment (when competition is conducted in which results are counted for postseason selection) and a non-championship segment (the segment in which the NCAA championship does not occur).

Championship Segment CARA
► Not more than four hours per day and 26 hours per week.

Nonchampionship Segment CARA*
► For sports other than golf, tennis and rowing: Not more than four hours per day and 15 hours per week during a 45-day period, with a required two days off per week.
► For golf and tennis: Not more than four hours per day and 20 hours per week during a 60-day window, with a required two days off per week.
► For rowing: Not more than four hours per day and 15 hours per week during a 65-day window, with a required two days off per week.

*Wrestling, swimming and diving, and National Collegiate sports do not have a non-championship segment.

OUTSIDE THE PLAYING SEASON
All other days during the academic year not included in the playing season.
► For sports other than football:
  • Eight hours a week with a required day off.
  • Not more than two hours per week toward team practice and/or skill instruction.

WHAT IF I EXCEED THE ALLOWABLE HOURS?
Contact your compliance administrator.

WHAT ABOUT VOLUNTARY ACTIVITIES?

An activity is voluntary only if:
► You are not required to report back to a coach or other athletics department staff member any information related to the activity — nor may an athletics department staff member who observes the activity report back to your coach any information related to the activity.
► The activity is initiated and requested solely by you.
► Your attendance and participation in the activity is not recorded for the purpose of reporting such information to coaching staff members or other student-athletes, and
► You are not subject to penalty if you elect not to participate in the activity. (Further, an athletics department staff member may not provide recognition or incentives based on your performance or attendance in the activity.)

NCAA and Member Institutions are trademarksm of the National Collegiate Athletic Association.
EXTRA BENEFITS & PREFERENTIAL TREATMENT

As defined by the NCAA, an “extra benefit” is any special arrangement by an institutional employee or representative of athletics interests to provide a student-athlete (or relative or friend of the student-athlete) a benefit not expressly authorized by NCAA legislation. Receipt of such a benefit is not considered a violation if that same benefit is generally available to the College’s students or their relatives and/or friends or to a particular segment of the student body determined on a basis unrelated to athletics ability.

“Preferential treatment” is recognition, benefits or services provided based on the individual’s athletics reputation, skill or pay-back potential as a professional athlete.

In consideration of these definitions, please recognize the following:

• A student-athlete cannot accept anything from a Molloy College employee or booster, unless approved and authorized through the Department of Athletics.

• A student-athlete cannot accept free or reduced cost room and/or board from a Molloy College employee or booster.

• A student-athlete cannot eat at a restaurant as the guest of a booster or a Molloy College employee.

• A student-athlete cannot accept free or reduced merchandise or services from any merchant unless that free or reduced cost item is also available to the general public.

• A student-athlete cannot accept a special discount, payment arrangement or credit on a purchase or service from a Molloy College employee or booster.

• A student-athlete may be provided reasonable and occasional local transportation (within 30 miles) from a Molloy College employee. Such transportation must be first approved by the Compliance Officer.

• A student-athlete may accept, on an infrequent occasion, an invitation to the home of a Molloy College employee or booster for a meal.

• A student-athlete cannot accept a loan of money, guarantee of bond, use of an automobile, or the signing or co-signing of a note to arrange a loan from a Molloy College employee or booster.

• A student-athlete cannot use an Athletics Department computer, copy machine or fax machine, or make long distance telephone calls using a departmental telephone or booster telephone at their home or place of business.

• A student-athlete may not have his/her papers and/or reports typed by a booster.
BEST PRACTICES TO FOLLOW WHEN HOSTING A RECRUIT ON YOUR CAMPUS...

The National Student-Athlete Advisory Committee has provided some ideas for Student-Athlete Advisory Committee (SAAC) members and all other student-athletes, who are looking for a little assistance when faced with the honor and challenge of hosting a prospective student-athlete during the recruiting process.

Should you have any ideas to add to the list- please let us know! We would absolutely love to see this grow and continue to help others out there who are new (or established) in the recruit hosting process! You may contact your SAAC Advisor (Brianna Falese- Assistant Director of Athletics/SWA) and that information will be added. Thanks for your input and we hope this list is helpful to you!

A few rules to remember:

• You must be enrolled as a full-time student and you must be eligible to practice with the team in order to serve as a student host.

• Only the student host is permitted to be provided money (maximum of $30 per day) with which to entertain the prospect(s), the prospect’s parents or spouse, and the student host. It is permissible for other student-athletes and/or students to assist with hosting the prospect, but they must pay for their own entertainment.

• NEVER give entertainment money directly to the prospect, the prospect’s parents, or spouse. In addition, you may never purchase any gift of value with this money (e.g., bookstore items).

• At no time are you to smoke or drink alcohol with a prospective student-athlete visiting the campus.

• As a host it is your responsibility to refrain from any inappropriate or unethical behavior with the prospective student-athlete.

• If the prospective student-athlete engages in unethical behavior or inappropriate behavior immediately notify the department of athletics, your coach and public safety.

A Few Things You Might Do:

• Take the prospect with you to class on campus. [Note: Alert professors ahead of time that there will be guests in their classroom.]

• Introduce the prospect to faculty and/or staff within the degree program (major) of their choice. Encourage the prospect to ask questions about the program and bring their high school transcript and test scores for evaluation of their potential placement in the program during the meeting.

• Take the prospect on a tour of the campus. When touring campus, be sure to include the places that student-athletes spend most of their time so they can get a feel for what their daily life will be like should they choose your school.
• Set aside time for the prospect to meet with members of your team to ask questions [Note: This may be a formal question and answer meeting or could take place during a social excursion.]

• Introduce the prospect to athletic administrators so they know who is working on their behalf in the Department of Athletics.

• Set up a meeting with the Compliance Officer to discuss the next steps as an incoming student-athlete.

• Find out the calendar of campus events from your Office of Student Affairs and the Department of Athletics. Plan an outing to one of those events with the prospect and your teammates.

• Attend any one (or several if there is time) of the campus athletics events with the prospect and your teammates. Let the prospect know how you support your athletic teams.

• Find out what cultural opportunities are unique to your city and campus (you may ask your coach, SAAC Advisor, Compliance Officer, Admissions Office, etc.) and take the prospect to one of those events or places (beach, New York City, movies, shopping.)

• Have a team dinner at a teammate’s home.

• Play board games.

• Most importantly: Be honest when it comes to your team, your school, and what they are really like.

EMPLOYMENT RULES FOR STUDENT-ATHLETES

The purpose of this is to inform all parties involved of the employment rules and regulations for student-athletes’ employment during the academic year.

A student-athlete may earn up to the value of a full athletic scholarship, plus money through employment during the academic year, provided:

• The rate of pay must be the normal rate for duties performed

• The hours paid must be the hours worked

• Payment in advance of hours worked is not permitted

• Transportation to work may be provided only if the transportation is available to other non-athlete employees in similar positions

• Summer and vacation period employment do not count in the student-athletes’ limit on financial aid

• The college is permitted to arrange employment for prospective student-athletes during the summer prior to their enrollment as freshmen (provided they have signed a National Letter of Intent)
EAST COAST CONFERENCE INTRA-CONFERENCE TRANSFER POLICY

GENERAL RULE: Effective August 1, 2011, a student-athlete who has been included on an eligibility list of a member institution and transfers to a second member institution shall not be eligible for intercollegiate athletic competition at the second member institution in the same sport until that student-athlete has fulfilled a residence requirement of one full academic year, as defined by NCAA regulations, at the second member institution. The student-athlete may receive athletically related aid and practice at the second institution provided the applicable NCAA regulations have been satisfied during the year in residence, but would not be eligible for competition. Exceptions to this policy are noted below. Note that student-athletes who meet an ECC transfer exception must still meet one of the NCAA transfer exceptions laid out in bylaw 14.5.5.3.9 (i.e.: One-Time Transfer Exception) in order to avoid being subject to the NCAA residence requirement. In all cases involving a transfer, schools must meet the requirements of NCAA Bylaw 13.1.1.2 in regards to contacting prospective student-athletes enrolled at other institutions.

An Intra-conference Transfer Release form must be completed for every student-athlete who transfers from one ECC school to another whether or not they meet one of the following exceptions to this policy. This policy shall apply only to the transfer of student-athletes in sports that the conference sponsors.

Exceptions:

1. This shall not apply to transfer of student-athletes from an institution that discontinues a conference sport.

2. This shall not apply to the transfer of student-athletes from an institution that discontinues the student-athlete’s major, as verified by official transcript and note from the registrar’s office.

3. This shall not apply to an athletic scholarship student-athlete who transfers to compete in a different conference sport. If the student-athlete upon transferring wishes to participate in the original sport, than s/he must serve a year in residence at the second member institution.

4. This shall not apply to a student-athlete who does not receive athletically related financial aid at the original institution.

5. This shall not apply to a student-athlete whose athletically related financial aid was not renewed by the original institution, unless the non-renewal was for disciplinary reasons.

6. This shall not apply to a student-athlete who has graduated from the original institution and wishes to go to another conference institution to pursue their graduate degree.

If the student-athlete does not meet one of the above mentioned exceptions, s/he must sit a year in residence at the second member institution.
The ECC Ethics and Eligibility Committee shall have the authority to grant waivers from this policy for extraordinary circumstances (e.g., death of spouse/parent, exceptional health needs) if requested by the student-athlete.

In all cases, if a student-athlete is granted a waiver or meets and or meets an exception, s/he must also meet all applicable NCAA eligibility requirements to be eligible to compete.

*Revised 5/19/14*

**ANTI-HAZING POLICY**

In 1969, pursuant to Section 6450 of the Education law, the Board of Trustees adopted and promulgated rules and regulations governing public order on campus and other College property of Molloy College. The New York State Legislature in 1980 adopted an amendment to Section 6450 to prohibit dangerous activity conducted for the purpose of initiation into or affiliation with any campus club or organization. In recognition of that amendment, the Board of Trustees adopts the following rule and regulation (to be called the Anti-Hazing Rule). All clubs, teams and organizations must abide by the following Anti-Hazing Rule: 1. No student, faculty or staff member, visitor, licensee, invitee or group organization of such persons on or off the campus of Molloy College at Rockville Centre, New York, and on any other College property used for educational purposes (collectively called campus), shall engage in any action or situation which, among other things, recklessly or intentionally endangers mental or physical health or involves the enforced consumption of liquor or drugs for the purpose of initiation of entering into an affiliation of any group or organization. 2. It shall be a condition of any College approval, or the continuation of approval for the operation of any group or organization on the campus that the Anti-Hazing Rule shall be deemed included in the Charter and Bylaws of all groups or organizations now, or hereafter, operating on the campus. A statement acknowledging the inclusion of such prohibited conduct in its Charter and By-Laws shall be filed with the Office of Student Affairs by all groups or organizations operating on the Campus. With respect to presently approved organizations operating on the Campus, such a statement shall be filed within 30 days of the first publication of the Anti-Hazing Rule in the Molloy College FORUM newspaper, and thereafter within the 30 days of commencement of each academic year. A failure to comply with the filing of such statement shall result in the denial of College approval and the right to operate on the campus of such group or organization or the rescission of any prior approval and right to operate on the campus, as the case may be. 3. The Anti-Hazing rule shall be included in Faculty, Staff, and Student Handbooks. In addition to any penalty prescribed by the New York Penal Law, the penalty for violation of the Anti-Hazing Rule shall be as follows: A. for individual students, faculty or staff members a violation may result in suspension, expulsion or other disciplinary action. B. For visitors, licensees or invitees, violations will result in ejection from the campus. C. For any group or organization, the violation will result in the rescission of any previously issued permission to operate on the Campus or the refusal of permission to operate on the Campus as the case may be. D. The disciplinary procedures leading to the penalty for violation of this Anti-Hazing Rule shall be those contained in the “Due Process Procedure for Student Discipline in Non-Academic Areas.”
MOLLOY COLLEGE STUDENT-ATHLETE SOCIAL MEDIA POLICY

Social media has grown in popularity within the past few years and are used by millions of students, fans, alumni, faculty, businesses, and the media. While social media is a great way to communicate, express yourself and connect with others, it is advised that you are cautious about the information and pictures you post (or others post about you), as they may adversely affect your personal safety, personal and institutional reputation, and career advancement. The Molloy College Department of Athletics expects all student-athletes to maintain the highest standards of social and personal conduct.

Molloy supports your First Amendment right to free speech, however please be mindful of the material posted to social media since you are a representative of the College and are in the public eye.

While participating in social media, please keep the following guidelines in mind:

• The information posted can be viewed by a larger audience than you might be aware of even if you limit access to your site.

• Exercise caution as to what information you post on your website including posts about your whereabouts, plans, where you live, phone numbers or any other personal information. You could be opening yourself up to predators, stalkers and unwanted sexual advances. In addition, many people are looking to take advantage of student-athletes, while others seek connections with student-athletes to give them a sense of membership in the team.

• There is a growing trend for employers to check Google and social networks to gather information about potential candidates. The online persona you create today may be available when you begin your internship or full-time job search or when you apply to professional or graduate school-even if you think you’ve deleted it. Carefully consider how you want people to perceive you before you give them the chance to misinterpret you.

Student-athletes are highly visible representatives of Molloy College and are expected to uphold the values and responsibilities of the College while meeting all requirements set forth by the NCAA, ECC, Molloy College and the Department of Athletics. The Molloy College Department of Athletics prohibits malicious and reckless behavior when utilizing public media outlets. It is important that student-athletes recognize the power of public media domains and the potentially negative image that they can portray about student-athletes, coaches, the athletics program and the College.

Malicious use of social media will be actionable if it affects students on campus, regardless if whether the social media was used on or off campus.

Any inappropriate activity or language, including first time offenses, is subject to investigation and possible sanction by the Department of Athletics.

Sanctions imposed by the Director of Athletics may include, but are not limited to, the following:

• Written notification from the Director of Athletics or designee to the student-athlete outlining the policy and requiring the unacceptable content is removed.

• Temporary suspension from the team for a prescribed period.
• Indefinite suspension from the team.
• Dismissal from the team.
• Non-renewal of athletic grant-in-aid.

MOLLOY COLLEGE DEPARTMENT OF ATHLETICS POLICY REGARDING INAPPROPRIATE BEHAVIOR

Participation in sports activities at Molloy College is a privilege. Student-athletes understand they must conform to a code of conduct since they are representatives of Molloy College. The Department of Athletics does not condone the illegal or irresponsible use of alcohol or drugs. Student-athletes are reminded that the legal drinking age in New York State is 21 years of age. [All student-athletes regardless of age are required to abide by the rules and regulations of Molloy College and the Department of Athletics.]

Student-athletes are prohibited from the consumption or distribution of alcoholic beverages or illicit drugs on campus or, in connection with any team function on or off the campus or while in attendance at any home or away contest in which Molloy College is a participant, regardless of age. In addition, student-athletes residing in housing off campus must refrain from engaging in activities that will negatively affect themselves or Molloy College. If the Department of Athletics becomes aware of an incident in off-campus housing, where student-athletes were served alcohol or were present when alcohol was consumed, the student-athlete will be in violation of this policy, regardless of age. If the Department of Athletics becomes aware of incidents requiring a police response due to alcohol/drugs, and involving student-athletes of Molloy College, this policy will be in effect.

• Off-campus housing is housing in which student-athletes reside other than their permanent residence.

For purposes of this procedure, a team function includes, but is not limited to the following:

• Representing Molloy College in an intercollegiate athletic event, including travel to and from the event as well as in hotels and restaurants.

• At any time in public while representing the team or Molloy College (fund raising events, golf outing, recruiting activities, alumni games, community service, camps, etc.)

We have provided a non-inclusive list of prohibited acts, and the level that they would constitute. Depending on the severity of the particular violation, it will be categorized as a Level I, II or III violation. All violations are cumulative and carry over from year to year throughout your time at Molloy College. Penalties imposed by the Department of Athletics are separate and in addition to any sanctions imposed by the Vice President for Student Affairs. Student-athletes, who fail to abide by the mandated penalties imposed by the Director of Athletics, will be subject to further and more restrictive punitive action.
Student-athletes are representatives of Molloy College at all times. Any behavior that the Department of Athletics deems inappropriate will fall under this policy, including non-alcohol and drug related issues.

**LEVEL I VIOLATIONS**

- Possessing or consuming alcohol if under the age of 21.
- Misrepresenting one’s age for the purpose of purchasing alcohol.
- Purchasing, furnishing or serving alcohol to or for an underage person.
- Any inappropriate behavior, involving drugs or alcohol, which the Department of Athletics specifically references in this handbook or that which is written in the Molloy College Student Handbook.
- Any academic integrity infraction (Copying; Cheating; Plagiarism; etc.)
  - Physical altercation with a third party.
  - Misrepresenting one’s age for entrance into a drinking establishment whether proofed or not and whether drinking or not.
  - Attending a campus sponsored event under the influence of alcohol.
  - Attending a campus sponsored event under the influence of drugs.
  - Serving alcohol, consuming alcohol, or present when alcohol is being consumed or present at an off campus housing location.
  - Any inappropriate conduct, as deemed by the Department of Athletics to be Level I. [ex: Failed drug test administered through the Department of Athletics or NCAA]

Penalties (all or some may be imposed at the discretion of the Department of Athletics)

1. Mandatory meeting with the Director of Athletics (or designee) and head coach within 4 business days of the violation.
2. Suggested counseling session(s) with the Student Personal Counseling Service (SPC) that may include an alcohol/substance abuse assessment.
3. 10 hours of community service as determined by the Department of Athletics.
4. Receipt of a violation notice by the Department of Athletics.
5. Suspension from competition and team travel for a period to be determined by the Department of Athletics. (Minimum of one contest) Contest suspension is to be served immediately (next official contest) during championship segment. If during the non-championship segment, a student-athlete may be also be suspended for a scrimmage, etc., in addition to the contest suspension to follow in the championship segment.

**LEVEL II VIOLATIONS**

- Operating a motor vehicle while under the influence of alcohol (driving with a blood alcohol level of .08 or higher) and/or drugs.
- Being dangerously intoxicated to the point where you are arrested and taken into custody by the police.  

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• Any activity whereby the student-athlete is arrested and found guilty of illegal behavior involving alcohol or drugs.
• An admission or finding of guilt or a determination that there has been illegal behavior, involving drugs or alcohol, whether or not it resulted in an arrest.
• Engaging in conduct that involves a risk of personal injury to themselves or another or a risk of damage to property.
• Manufacturing, distributing, dispensing, possessing, or otherwise using illicit drugs.
• Any inappropriate conduct, as deemed by the Department of Athletics to be Level II.
• Second report of a Level I violation.

Penalties (all or some may be imposed at the discretion of the Director of Athletics)

1. Mandatory meeting with the Director of Athletics (or designee) and the head coach within 2 business days.
2. Suggested counseling session(s) with the Student Personal Counseling Service (SPC) that may include an alcohol/substance abuse assessment.
3. Required attendance at an alcohol/substance abuse education program for a minimum of four consecutive visits and a follow up session with SPC.
4. 20 hours of community service as determined by the Department of Athletics.
5. Receipt of a violation notice by the Department of Athletics.
6. Suspension from all activities and competition for a period to be determined by the Department of Athletics. (Minimum one week and 15% of contests allowed in your sport, not to include scrimmages.) Suspension is to be served immediately (next official contest) during championship segment. If during the non-championship segment, a student-athlete may be also required to be suspended for a scrimmage, etc., in addition to the contest suspension to follow in the championship segment.

LEVEL III VIOLATIONS

• Second report of a Level II violation.
• Any inappropriate conduct, severe enough to be deemed Level III by the Department of Athletics.
• Second Failure of drug test administered by either the Department of Athletics or the NCAA.

Penalties (all to be imposed)

1. Mandatory meeting with the Director of Athletics (or designee) and the head coach within 2 business days.
2. Immediate termination of your scholarship.
3. Expulsion from all intercollegiate athletic activities for the remainder of your time at Molloy College.

Due Process
Each student-athlete will be given oral notice of the alleged violation(s), will be permitted to an informal hearing before the Director of Athletics and given an opportunity to present a defense. Requests for such a hearing must be made in writing and received by the Director of Athletics within forty-eight (48) hours of notification of the alleged violation. Student-athletes may be withheld from competition during the appeals process if deemed appropriate by the Director of Athletics or designee.

**UNETHICAL CONDUCT**

The NCAA and Molloy College have strict policies in regards to the ethical conduct of its members, including its student-athletes. Membership on one of our teams means accepting the responsibility of representing Molloy College in a positive manner. Any improper behavior may create a negative impression of the student-athlete, the team, the Department of Athletics and Molloy College and may result in disciplinary action and possible dismissal from the team.

Individuals employed by (or associated with) a member institution to administer, conduct or coach intercollegiate athletics and all participating student-athletes shall act with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, their institutions and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

Unethical behavior by a prospective or enrolled student-athlete or a current or former institutional staff member may include, but is not limited to, the following:

- Failure to provide information related to an N.C.A.A. rules violation, when requested by an institutional staff member of Molloy College
- Knowingly providing false or misleading information when requested by an institutional staff member in relation to an N.C.A.A. investigation
- Knowingly becoming involved in fraudulent academic matters either for oneself or another
- Knowingly receiving an unauthorized benefit, improper inducement or extra financial aid
- Failure to report known improper actions regarding N.C.A.A. regulations by an institutional staff member or student-athlete

**SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING PREVENTION**

Student leaders are required to participate in mandatory training on sexual assault, dating violence, domestic violence and stalking prevention and response policies and procedures. Further information on this topic can be found on the main Molloy College website under the Human Resources tab.
SPORTS WAGERING

Student-athletes and coaches shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition. Sports wagering includes placing, accepting or soliciting a wager (on a staff members or student-athlete’s own behalf or on behalf of others) of any type with any individual or organization on any intercollegiate, amateur or professional team or contest.

Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize.

KNOWLEDGE OF USE OF BANNED SUBSTANCES

A member institution’s athletics department staff members or others employed by the intercollegiate athletics program that have knowledge of a student-athletes use at any time of a substance on the list of banned drugs, as set forth by the NCAA shall follow institutional procedures dealing with drug abuse or shall be subject to disciplinary or corrective action.

FINANCIAL AID

Financial aid is administered by Molloy College for all students, including student-athletes. All decisions regarding how much financial aid each student-athlete will receive is made by the Financial Aid Office. The Department of Athletics will decide on athletic scholarship awards only.

Student-athletes must file a Free Application for Federal Student Aid (FAFSA) each year to receive any financial aid. This form can be completed by hard copy or online at www.fafsa.ed.gov. In order for a student-athlete to be guaranteed to receive any athletic grant money or other scholarships, they must file their FAFSA by May 1st. Those student-athletes who do not complete their FAFSA by the May 1st deadline may forfeit any athletically related financial aid that they had been receiving for that year.

Head coaches recommend to the Director of Athletics how much athletic aid each student-athlete is to receive based on athletic ability. The Department of Athletics is not fully funded so the majority of student-athletes receive a combination of aid. Athletic scholarships are for one year only and must be renewed annually. Renewals will be distributed prior to July 1st of each year. Athletic Scholarships will not be renewed if the student-athlete renders himself or herself ineligible,
voluntarily removes themselves from the team, is dismissed for disciplinary reasons or does not comply with team rules, attend practice sessions and competitions.

Student-athletes are required to maintain a semester and cumulative grade point average of at least 2.0 and earn at least 12 credits per semester to retain their athletic scholarship. Athletic funding will be removed immediately following the breach of this policy. It will be renewed one time only if the student-athlete achieves the desired semester and cumulative grade point average and credit expectations.

The Office of Financial Aid will notify student-athletes, in writing, of the decision to remove athletic aid. Student-athletes will be given thirty (30) days to notify, in writing, the Office of Financial Aid, of their decision to appeal.

If an appeal is requested, the institution shall conduct the hearing within 14 calendar days of receiving a student-athlete’s written request for the hearing. The student-athlete will appear before the institution’s regular financial aid authority.

**POLICY OF STUDENT-ATHLETE FINANCIAL AID APPEALS**

If a student-athlete’s athletic aid has been reduced, canceled, or not renewed, they must be provided written notification of an opportunity for a hearing (NCAA 15.6.2.4).

**APPEALS COMMITTEE**

The appeals committee consists of three staff members from the student service departments, one member of the Faculty and the Faculty Athletic Representative. Members are selected by the Director of Financial Aid.

**APPEAL PROCEDURES**

Within two weeks after receiving a non-renewal or reduction letter, the student-athlete submits a written request for a hearing.

- The Director of Financial Aid notifies the Athletic Department and appeals committee of the request.
- Scheduling is based on the student-athlete’s request.
- A hearing is scheduled immediately.
FORMAL HEARING PROCEDURES

1. Your request for a formal hearing is directed to the Director of Financial Aid.

2. The coach/athletic department also provide a written statement to the committee within 2 weeks after being notified that the student-athlete wishes to appeal.

3. The Financial Aid Office will notify all parties to schedule a hearing within 2 weeks after receipt of coach/athletic department statement.

4. All parties will be notified of the time and place of the hearing.

5. Each side will present their information to the appeals committee. Note that you must notify the Financial Aid Office if you intend on having legal representation present during the appeal hearing.

6. Subsequent to the hearing, the chairperson will issue the committee’s response to you in writing within 7 business days.

Following the hearing, one of the two actions is taken:

If the financial aid appeals committee finds that the decision to reduce, cancel, or not renew is not a violation of the rules, regulations or institutional policies and no extenuating circumstances are present, the appeal is immediately denied.

If the financial aid appeals committee finds that the decision to reduce, cancel, or not renew aid is a violation of the rules, regulations and institutional policies, the appeal is immediately approved. The financial aid is then made available to the student-athlete as soon as possible.

The Committee’s decision is final.
Molloy College affirms its compliance with the Drug Free Workplace Act of 1988 (P.L. 100-690) and the Drug Free Schools and Communities Act Amendments of 1989 (P.L. 101-226) and is committed to maintaining a campus whose major mission is to provide quality education for people to prepare them for a productive and civilized life. To maintain an atmosphere conducive to fulfilling this mission, the following policy is in effect:

It is the College’s policy to prohibit the unlawful manufacture, distribution, dispensing, possession or use of illicit drugs and alcohol anywhere on the Molloy College Campus or as part of any Molloy College activity. Any member of the Molloy Community (student, faculty, administrator or staff) found to be in violation of this rule will be subject to dismissal.

All such members of the Molloy College Community must abide by the terms of this policy and, in accordance with the Federal laws, report to the Personnel Office any conviction under any local, State or Federal law applicable to the above policy.

It is the policy of Molloy College to confiscate and properly dispose of illegal drugs, drug paraphernalia and unauthorized alcoholic beverages that are found on campus or at events sponsored by Molloy College.

i. Provisions

A. Employees, students and their guests are subject to all State and local regulations concerning the unlawful manufacture, distribution, dispensing, possession or use of illicit drugs and alcohol (see Appendix A). Any conduct violation committed by a student or employee or their guests while under the influence of alcohol or illicit drugs will be dealt with severely.

B. It is a breach of College policy for any student on the Molloy College campus or at any event sponsored by Molloy College:

1. To manufacture, sell, purchase, give away, possess or utilize illegal drugs.
2. For a person under twenty-one to purchase, or to attempt to purchase any alcoholic beverage;
3. For a person under twenty-one to possess, consume or intend to consume any alcoholic beverage except in religious services or academic classes sanctioned by an agent of the College;
4. For anyone to aid or abet another person in violation of (2);
5. To use identification fraudulently or to allow another person to use one’s own identification to obtain alcoholic beverages illegally;
6. For a person over twenty-one to display or consume alcohol in a manner which could be viewed as detrimental to the best interest of the College.

C. Any employee or student who may be convicted of a workplace alcohol and/or drug violation must notify a supervisor of this fact, within five days of the conviction. An authorized agent of Molloy College must notify the appropriate government agency within ten days should that agent be made aware of such a conviction.
A student who is found to be in violation of this policy is subject to the “Due Process for Student Discipline in Non-Academic Areas” as stated in the Student Handbook. If a decision is entered against an accused student, the following sanctions may be imposed:

A. Illicit Drugs

Molloy College affirms its intention to report to the appropriate police department, any person on or connected with this campus that is seriously and reasonably suspected of manufacturing, distributing, dispensing, possessing or otherwise using illicit drugs. At the point that this report is made to the police department regarding a student, the Vice President for Student Affairs will have the right to immediately suspend the student. During the period of suspension, a student is barred from classes and all other College privileges and activities and is not permitted access to Molloy’s campus for any reason. Within 5 working days of the report, the Judicial Committee will be convened as per the Student Handbook. It will not be the Committee’s responsibility to attempt to define guilt or innocence in a legal sense, but only to respond to the facts as presented in relation to the well-being of the College and to the student in that relationship.

The Committee may recommend one or more of the following to the Vice President for Student Affairs:

1. Continuation of the suspension for a specified period of time;
2. Attendance in a rehabilitation program;
3. Dismissal from the College, with or without the right to reapply after a specific period of time.

Students thus summoned shall be guaranteed:

1. Due process in the hearings;
2. A review of the hearing and the penalties by the President of the College.

Failure of a student to respond to the judiciary summons may result in ejection from the campus and renders violators of this code open to penalties of suspension or expulsion from the College.

B. First Infraction - Alcohol

Illegal Possession, Consumption, Aiding or Abetting in the Purchase or Possession of Alcohol - will require a Disciplinary Warning. In addition, it will require one or more of the following:

1. A monetary fine of up to $50.00;
2. 10 volunteer hours;
3. Counseling or referral by the Counseling Office.

C. Second Infraction - Alcohol

Illegal Possession, Consumption, Aiding or Abetting in the Purchase or Possession of Alcohol - will require a Disciplinary Warning. In addition, it will require one or more of the following:

1. A monetary fine of up to $50.00;
2. 20 volunteer hours;
3. Counseling or referral by the Counseling Office.

D. Third or Subsequent Infraction - Alcohol

Illegal Possession, Consumption, Aiding or Abetting in the Purchase or Possession of Alcohol

1. Will require a Disciplinary Suspension of up to one month. During the period of suspension, a student is excluded from classes and all other College privileges and activities. Further, the student must seek and attend counseling and rehabilitation as recommended by the Counseling Office. Consideration for reinstatement is dependent upon proof of satisfactory completion of the recommended program.
2. Should the student continue to engage in prohibited conduct, a Disciplinary Dismissal may be required.

iii. Drug Screening

Molloy College asserts compliance with the policies of the clinical and field work areas in which the students gain learning experiences and of the National Collegiate Athletic Association (NCAA). Should these policies require drug screening; the students of Molloy College will comply with the required test at no cost to the College. Any student found to be positive for drugs as a result of that screening, will be subject to disciplinary action as stated in the individual department’s handbook or policies. A student who does not comply with the policies may be subject to disciplinary dismissal.

iv. Guests

Guests of students who are visiting the College campus or who are attending an event sponsored by Molloy College are also subject to this policy. Guests who violate this policy will be removed from campus or the event and/or reported to the local police department. The employee or student bringing the offending guest on campus or to the event may be found to be aiding or abetting the prohibited conduct.

Sports Medicine Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>James Zegers, MA, ATC</td>
<td>Assistant Director of Athletics for Sports Medicine</td>
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<tr>
<td>Eric Ressegger, MAEd, ATC</td>
<td>Assistant Athletic Trainer</td>
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<tr>
<td>Jessica Lombardo, ATC</td>
<td>Assistant Athletic Trainer</td>
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<tr>
<td>Deanna Sisti, MS, ATC</td>
<td>Assistant Athletic Trainer</td>
</tr>
<tr>
<td>Dr. Eric Freeman, MD, FAAOS</td>
<td>Team Physician/Orthopedic</td>
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</tbody>
</table>
Dr. Michael Moskowitz, DO  Team Physician/Family Medicine
William J. Schwarz, PT, DPT  Team Physical Therapist
Scott Mollica, DC, ART, CSCS  Certified Strength & Conditioning Specialist

**Certified Athletic Trainers.** Molloy College employs four full time Certified Athletic Trainers. All are certified by the National Athletic Trainer’s Association Board of Certification and the NY State Department of Education. Athletic Trainers are health care professionals who collaborate with physicians in prevention, emergency care, clinical diagnosis, therapeutic intervention and rehabilitation of injuries and illnesses. Our mission is to provide the highest possible standard of medical care to all Molloy College student-athletes, regardless of race, sex or other personal differences.

The Athletic Training Room at Molloy College is located in the lower level of the Wilbur Arts Building.

**Team Physicians.** The Department of Athletics retains its Team Physicians through Mercy Medical Center. They are responsible for the review and oversight of all medical decisions regarding Molloy College student-athletes, and maintain the final determination on all student-athlete’s clearance to participate. They are available to all Molloy College student-athletes for physical exams during the summer months prior to fall pre-season, via free clinics conducted on campus at least once a week during the academic year, and standard office appointments. They are also available for coverage of home games at the discretion of the Department of Athletics. Appointments for physicals, weekly clinics, and all necessary follow up appointments will be made by the Sports Medicine Staff.

**Team Physical Therapist.** The Department of Athletics Team Physical Therapist is responsible for coordinating all necessary rehabilitation programs for Molloy College student-athletes. He is available by appointment at his offices in the Ryan Building of Mercy Medical Center and Massapequa at Long Island Physical Therapy. All necessary prescriptions will be written by our Team Physicians and appointments will be made by the Sports Medicine Staff.

**Strength and Conditioning.** Molloy College employs a Certified Strength and Conditioning Specialist (CSCS) on a part time basis. Each team, with approval from the head coach, will have access to the CSCS at various points throughout their season. Schedules will be made by the Assistant AD for Sports Medicine, head coach, and the CSCS. Participation is reserved for full team rosters only; individual training sessions will not be sponsored by the Department of Athletics.

The CSCS is also available to student-athletes for weekly open training sessions in our Gymnasium and Fitness Center on a schedule determined by the Department of Athletics. All Molloy College student-athletes are encouraged to attend during these sessions.

**Policies and Procedures**

Hours of Operation

- **Weekdays, during the school year, hours are as follows.**
- **9:00am - 2:00pm - Rehabilitation and Evaluation.**
- **2:00pm -5:00pm - Game/Practice Coverage.**
- Rehabilitation programs are conducted by appointment only.
- Weekend and holiday hours during the school year are based on individual team’s game/practice schedule.
• All teams competing in their championship season will have an Athletic Trainer at all home contests and practices when possible. They also have priority in the Athletic Training Room for all services, except in emergency situations. Away contests will have an Athletic Trainer provided by the host institution, and by Molloy College Athletic Training Staff when possible.

• All student-athletes participating in non-championship seasons, pre or post-season workouts, and conditioning programs have access to the Athletic Training Staff during the hours listed above.

• Summer hours are Monday through Friday, 9:00am-5:00pm. During the summer, Athletic Training services will not be provided on weekends or holidays unless by appointment. The Athletic Training Room will be closed on Friday during the months of July and August, except during the fall pre-season.

Rules

• Student-athletes should allow reasonable time for all Athletic Training Room needs. Services are conducted on first come-first served basis; again in-season athletes have priority. The Athletic Training Room cannot be used as an excuse for lateness to any team activities or classes.

• Medical care will only be conducted by the Sports Medicine Staff (Athletic Trainers and/or team doctors), and should be continued until the Sports Medicine Staff determines so. No student-athlete is to use Athletic Training Room modalities/equipment without supervision from the Sports Medicine Staff.

• The Athletic Training Room is a co-ed facility; student-athletes should dress appropriately at all times with athletic tops, shorts and sneakers, preferably team issued. Student-athletes will not be permitted to change in the Athletic Training Room for any reason.

• No cleats, equipment, bags, food, or tobacco products are permitted at any time.

• Student-athletes must act in a respectful manner at all times. Foul or abusive language will not be tolerated and will be grounds for removal.

• Athletic Training Room phones and computers are not to be used by student-athletes at any time.

• The Athletic Training Room is a medical facility, not a social lounge! Those who do not need medical care will be asked to leave.

Failure to adhere to any of the above rules will result in notification to the appropriate head coach and Director of Athletics.

Pre-Participation Physicals

The Department of Athletics requires that all new and returning NCAA student-athletes undergo a comprehensive physical exam each year prior to taking part in any team activities. Our team physicians will conduct the physicals during the summer on a schedule determined by the Department of Athletics. Physicals conducted at Molloy College are free of charge. Those who do not attend on the scheduled date and time are still required to have a physical by Molloy College team physicians, possibly at their offices, and may be charged for the visit. Student-athletes who are under 18 at the time of the physical exam must provide a signed parental consent form prior to completing their physical. Forms are available on the Molloy College Athletics Website or from the Athletic Training Staff.
Those student-athletes who are not listed on original team rosters at the time of the above exams are still required to have a physical by our Team Physicians. Those student-athletes must make an appointment with the Athletic Training Staff prior to participating in any team functions.

Any students who have made arrangements with a head coach to try-out for an athletic team must have a physical exam from their personal physician on file with the Athletic Training Staff prior to the try-out. Physical exams must be dated no more than six months prior to the date of the try-out. Any student involved in a try-out that makes the team, is then required to have a follow up exam by the College’s Team Physicians. All such appointments will be made by a member of the Athletic Training Staff.

In all other cases physicals by outside physicians will not be accepted for athletic clearance!

Insurance Information

All NCAA student-athletes and club sports team members (Cheerleading, Dance, Equestrian, and Men’s Rugby) are covered under Molloy College’s Sports Accident Insurance Policy. The Sports Accident Insurance Policy is a secondary policy which allows for medical benefits not covered by any other family or personal insurance. In order to be eligible, medical bills must be incurred as a direct result from injuries sustained during practice or competition in Molloy College Athletics. The benefit period for this policy is two years from the date of accident.

All Molloy College student-athletes, including graduate students, who are not covered by other family or personal insurance, are required to purchase the Molloy College Student Accident and Sickness Insurance Plan, a primary insurance plan which provides coverage for medical conditions and illnesses, whether they arise during Molloy College Sports competition or not. The fee for this insurance policy is included on each individual’s billing statement from the Office of the Bursar, and by state mandate, must be paid yearly in full in order to attend Molloy College. If a student-athlete is covered by other family or personal insurance, they have the option to waive this policy. Waivers can be obtained and submitted via the Lion’s Den portal on the Molloy College website. Specific benefit information and other details for both policies can be obtained as needed from the Department of Athletics or the Health Services Office.

Student-athletes are expected to alert the Athletic Training Staff of any outstanding medical bills resulting from injuries or illnesses occurring during Molloy College events within 60 days from the date of notification on the bill. This ensures that bills are addressed in a timely manner. Failure to do so will result in the bill becoming the responsibility of the student-athlete.

If a student-athlete is covered through a parent or some other personal insurance policy, they are required to complete a Medical Insurance Information Form via Frontrush and provide a copy of their identification card at the time of their physical. During the course of their stay at Molloy College, should a student-athlete’s insurance coverage change, the Athletic Training Staff must be notified immediately.

Student-athletes attending Molloy College from outside New York State are expected to ensure that out-of-state benefits are available under their personal insurance plan. If benefits are not available in New York State the student-athlete should make every effort to obtain an appropriate policy or consider purchasing the Molloy College Student Accident and Sickness Insurance Plan. If a student-athlete does not have benefits in New York State and medical bills are incurred they will be the responsibility of the student-athlete.
Medical expenses will only be considered by the College’s secondary policy if the student-athlete is referred by a member of the Molloy College Sports Medicine Staff. Non-referred visits or expenses will be considered the responsibility of the student-athlete.

Athletic Injury/Illness Reporting Policy

All injuries and illnesses, regardless of where or when they take place, must be reported to the Sports Medicine Staff as soon as possible. A member of the staff will conduct an initial evaluation and decide if further testing or evaluation is required.

Student-athletes who miss a team function for any medical reason must report to the Athletic Training Staff for evaluation before they are cleared to return to play. If an outside physician is seen, student-athletes are required to provide documentation of all services to the Sports Medicine Staff. Student-athletes who are ill or injured are still required to attend all team functions unless a member of the Sports Medicine Staff states that they are to be excused due to medical reasons. This is not a decision to be made by the student-athlete and/or the Head Coach without consultation with the Sports Medicine Staff. It is the responsibility of the student-athlete to alert the Sports Medicine Staff when they miss team activities due to illness or injury.

Molloy College’s Sports Medicine Staff maintains the final determination as to when a student-athlete may return to competition after an illness or injury. There are no exceptions. Outside physicians, family members, and/or coaches may be included in the discussion but may not overrule this decision.

Prior to obtaining clearance to participate in athletics, all Molloy College student-athletes are required to sign a Responsibility for Reporting Injuries and Illnesses Statement. This form is available via Frontrush and is used to educate student-athletes on the dangers of not reporting injuries, especially those involving the head or brain. All student-athletes must recognize that concussions are serious injuries and it is their responsibility to report any contact or head injury that causes a headache, dizziness, confusion, disorientation, or any other symptoms. Student-athletes also agree to review the NCAA educational materials on concussions so they are familiar with concussion symptoms. They also acknowledge that if diagnosed with a concussion, they understand that an essential part of treatment is to honestly report any symptoms that may still be present. Failure to do so may lead to an increased risk for post-concussion syndrome, another concussion, or a more severe injury which could lead to death, or permanent negative effects on brain function.

Molloy College Concussion Management Protocol. The purpose of this protocol is threefold. First, it will identify all members of the Concussion Management Team. Second, it defines a concussion or traumatic brain injury (TBI), as well as provides a list of signs and symptoms to look for in the event a concussion is suspected. Finally, it will establish a management plan for appropriate evaluation and return to play/return to learn for the NCAA student-athlete with a concussion. This protocol will assure that Molloy College is in compliance with NCAA mandates on concussion management as recommended by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS). This protocol will be reviewed annually by members of the Sports Medicine Team.

Concussion Management Team

Molloy College Assistant AD/Sports Medicine. James Zegers, MA, ATC. O:(516) 323-3604 C:(516) 398-9498
Team Physician/Orthopedic. Dr. Eric L. Freeman, M.D., F.A.A.O.S. South Island Orthopedics, 657 Central Ave, Cedarhurst, NY 11516 (516) 295-0111

Primary Care Team Physician. Dr. Michael Moskowitz, DO. (516) 679-3627

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What is a concussion? Concussion is defined by the Concussion in Sport Group at the 3rd international Conference in Zurich. Their definition is listed below:

Concussion is defined as a complex pathophysiological process affecting the brain, induced by traumatic biomechanical forces. Several common features that incorporate clinical, pathologic, and biomechanical injury constructs that may be utilized in defining a concussive head injury include:

1. Concussion may be caused by either a direct blow to the head, face, neck or elsewhere on the body with an impulsive force transmitted to the head.
2. Concussion typically results in the rapid onset of short lived impairment of neurologic function that resolves spontaneously.
3. Concussion may result in neuropathological changes, but the acute clinical symptoms largely reflect a functional disturbance rather than a structural injury.
4. Concussion results in a graded set of clinical symptoms that may or may not involve loss of consciousness. Resolution of the clinical and cognitive symptoms typically follows a sequential course; however, it is important to note that, in a small percentage of cases, post-concussive forces may be prolonged.
5. No abnormality on standard structural neuroimaging studies is seen in concussion.


Every concussion is different. Each individual’s brain is different. The impact location and force of hit is variable, and the part of the brain affected is different. Therefore, each concussion should be considered unique and it will resolve in its own way. The term “ding” or referring to an athlete as getting their “bell rung” should not be used to describe a sport related concussion. This implies a diminished seriousness of the injury. If an athlete shows concussion-like signs and reports symptoms after a contact to the head or some other part of the body that results in a whiplash-like effect, the athlete has sustained a concussion and will be treated accordingly.

Signs and Symptoms.

<table>
<thead>
<tr>
<th>That the student athlete may report:</th>
<th>That can be viewed by others:</th>
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<tr>
<td>Headache</td>
<td>Blank stare</td>
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Confusion        Slurred or delayed/slow speech
Memory loss        Emotional Lability
Disorientation        Frequent errors or mistakes
Nausea        Amnesia (retrograde a/o anterograde)
Drowsiness        Loss of consciousness
Photophobia
Blurred vision
Feeling “foggy” or “in a cloud”
Dizziness
Poor balance

Evaluation.

1. Concussion history. All student athletes will be asked about concussion history annually as part of their pre-participation physical exam. Questions include number of prior concussions, history of concussion symptoms after a head injury, and any symptoms that persist as a result of prior concussions. This document will be completed by the student-athlete (or with the help of a guardian if a minor) every year and reviewed by the Team Physicians. This document will be kept in the student-athlete’s chart.

2. Responsibility for Reporting Injuries and Illnesses Statement. In compliance with Recommended Best Practices for a Concussion Management Plan from the NCAA Committee on CSMAS, every student-athlete must annually read and sign the Responsibility for Reporting Injuries and Illnesses Statement. Educational material on concussions, their symptoms, and consequences for not reporting them are included. This information is available for all student-athletes via Frontrush. Student-athletes are expected to be aware of and to honestly report concussion symptoms at all times. Research has proven that delayed or dishonest reporting of concussion symptoms is associated with longer recovery times in student-athletes.

3. Sport Concussion Assessment Tool (SCAT) and ImPact Testing will be performed by the Sports Medicine Staff on most student-athletes who have a history of concussion or TBI. Results will be used to determine if further testing/evaluation are necessary, and as a baseline measure of the student-athlete’s typical cognitive function. The Sports Medicine staff will determine which student-athletes will complete baseline neuropsychological and/or Impact testing.

Recognition and Diagnosis.

Any student-athlete with signs, symptoms, or behaviors suspicious for a concussion requires removal from practice or competition immediately and for the remainder of that day, and a full evaluation by a member of the Concussion Management Team, before return to any athletic activity. If unconsciousness, the first step is to immobilize the cervical spine….assume a neck fracture until they wake up and prove otherwise. Immediate assessment also includes ABC’s
(airway, breathing, circulation). Emergency Medical Services (EMT’s) should be activated quickly and the athlete immobilized and transported to a trauma center/emergency room for full evaluation and treatment. As the athlete regains consciousness, record how long they are unconscious. Check to see if they are oriented to name, place, and time. Note their ability to follow commands and if they are able to communicate verbally or not. Assess if the student-athlete can move their arms and legs and if they can feel all areas of their body (touch their hands and shins).

Sideline evaluation includes assessment for cervical spine injuries, skull fracture, and a basic neurologic exam to identify abnormalities (pupillary response, eye movements, coordination, strength, sensation, gait and balance).

Cognitive assessment includes alertness, orientation (day of the week? month? opponent? score? who scored last? quarter?), concentration (months backward, days of the week backwards, digits backwards, spell “world” backwards, serial 7’s) and memory. There are two types of memory loss to look for. There is memory loss of events prior to the injury. Examples of this would be an inability to remember the play they were running or the series of events before the hit. This is called retrograde amnesia. The other type of memory loss is the inability to process new memories, or anterograde amnesia. Examples of this would be giving the student-athlete three words to remember and having them recall them in 5-10 minutes, or simply asking what questions they were asked since being removed from the game on repeat exam.

Things to look for are slow speech, glassy eyes, labored response to questions, blank stare, and any symptoms worsening over time. Sometimes it is how the athlete answers the question that is more telling than the answers they provide. Use of the SCAT3 can help with the objective assessment of the student athlete with a concussion. Calculate a full score and document it as “Day 0” score on the SCAT3 athlete information form.

The site specific Emergency Action Plan (EAP) will be carried out if any of the following conditions present:

- Glasgow Coma Scale < 13.
- Prolonged loss of consciousness (longer than 60 seconds).
- Focal neurological deficit suggesting intracranial trauma.
- Repetitive emesis (vomiting).
- Persistently diminished/worsening mental status or other neurobiological signs/symptoms.
- Spine injury.

**Post-Concussion Management.** Initial physical and relative cognitive rest as part of an individualized treatment plan is the foundation of sport related concussion management. Post injury management also includes daily evaluation by a member of the Concussion Management Team, unless designated change in this protocol by the Primary Care Physician.

**Physician Referral.**

- Any student-athlete with a concussion should be referred to a physician on the day of the injury if he/she lost consciousness for an extended period of time, experienced amnesia lasting longer than 15 minutes, or has any symptoms getting progressively worse over time. Evaluation should be in an emergency room in the event that sideline coverage or access to a physician’s office is not available.
• All student-athletes diagnosed with a concussion will be evaluated by the Primary Care Team Physician as part of basic after-care. This consultation is to determine the appropriate timeline for follow-up care of the student-athlete.

Any student-athlete with stable concussion symptoms that does not require immediate evaluation by a physician in an emergency room or physician office will be sent home with a copy of the Concussion Information Sheet. Instructions will be discussed with a family member, roommate, coach, or responsible friend if possible. It is important that someone has access to the student-athlete and is able to monitor him/her for deterioration of symptoms. The student athlete will be given an appointment to meet with a member of the Sports Medicine Staff within 24-48 hours from diagnosis of a TBI. Follow up neuropsychological testing via the Impact Program will be determined individually as needed. Impact test results, however, will never stand alone in determining a student-athlete’s return to activity or return to learn. Student-athletes with symptomatic concussions who have not started the return to play protocol may not be permitted to attend contests, either home or away, or practices. The need to attend or take part in other Department of Athletics activities will be reviewed by the Sports Medicine Staff as needed. Head and Assistant Coaches and teammates are expected to support the injured student-athlete and respect all aspects of the Concussion Management Protocol. Individual student-athletes medical care and plan will be discussed as needed between members of the Concussion Management Team and the appropriate Head Coach.

Return to Play.

Once student-athletes TBI symptoms return to baseline, they will undergo a stepwise progression of activities leading to return to play. A team approach is used in making return to play decisions, but the final decision regarding athletic clearance will be individualized for each student-athlete and is ultimately to be determined by the Primary Care Team Physician or medically qualified physician designee.

Standard Return to Play Protocol. When symptoms have resolved completely and passed fit test (light aerobic exercise on stationary bike).......  

• Day 1 - 30 minutes of moderate aerobic exercise (70% max predicted HR)  
• Day 2 - Non-contact individual sport specific exercise (running drills, passing, etc.)  
• Day 3 - Non-contact practice (team drills, plays, etc.....no contact)-Restart resistance training  
• Day 4 - Full clearance for practice  
• Day 5 - Full clearance for competition  

****If symptoms of a concussion recur during any step of the protocol, the student-athlete will cease that activity and return to complete rest until symptoms clear for at least 24 hours. The protocol will be re-started from that point only when symptoms have completely returned to normal****

Return to Learn.

Return to academics is a parallel concept to return to play in that it must be individualized, progressive in nature and governed ultimately by the Primary Care Team Physician. The need for academic assistance/support will be reviewed daily.
by members of the Concussion Management Team and Department of Athletics Administrators on a case by case basis. Other parties may include, but are not limited to:

- Vice President for Student Affairs
- Director of Athletics
- Associate Director of Athletics
- Disability Support Services/Success Through Expanded Education Program (DSS/STEEP)
- School counseling services
- Neuropsychologist consultant
- Faculty Athletic Representative
- Academic counselor/advisor
- Course instructors
- Coaches

Some general guidelines that may be followed include relative cognitive rest, not returning to classroom activities on the day of the injury, and possibly modifying the class schedule and academic demands of the student-athlete for up to two weeks. Relative cognitive rest involves minimizing potential cognitive stressors such as school work, video games, reading, texting and watching computers, TV or other electronic devices. If the student-athlete cannot tolerate light cognitive activity, he or she should remain at home or in the residence hall unless they are to be evaluated by medical personnel. Once the student-athlete can tolerate cognitive activity without return of TBI symptoms, he or she should return to the classroom and appropriate assignments. If symptoms of a TBI persist after 2 or more weeks, additional accommodations may be necessary.

**Imaging Studies and Neuropsychological Testing.** The decision to obtain imaging studies or neuropsychological testing will be determined by the Primary Care Team Physician based on the individual student-athlete’s injury, history, clinical presentation and the current research and consensus recommendations. CT scanning can quickly identify acute intracranial bleeding (subdural and epidural hematomas) so it is the imaging study of choice for the concussed student-athlete on the day of the injury with deteriorating symptoms or loss of consciousness. This can be obtained by most emergency departments fairly readily. MRI is helpful for identifying subtle pathology which may not be seen on CT scan. This is typically helpful in the student-athlete with persistent symptoms to identify the rare situation where a prolonged recovery may be expected, like a cerebral contusion or punctuate hemorrhages.

Neuropsychological testing is a helpful tool in concussion management. They can be computer based or hand written testing. Baseline testing is most helpful in assessing post injury effects in every individual student-athlete. Return to play decisions cannot be based upon neuropsychological data alone, and they do not replace the clinical evaluation and data collected by the Concussion Management Team.

**Post-Concussion Syndrome.** After an acute concussion, a persistent constellation of symptoms that are slow to resolve is known as Post-Concussion Syndrome. Symptoms can include headache, dizziness, fatigue, lethargy, irritability, personality changes, impaired memory or concentration, sleep disturbances, feeling slow or “in a fog”, or depression, among others. It
represents a brain that is still recovering from an injury and is vulnerable to further injury. Some research has shown evidence for the benefit of a controlled, non-contact exercise program after a few weeks of persistent post-concussion symptoms. Any decision to initiate an exercise program in an athlete with post-concussion symptoms must be made by one of the Primary Care Physicians.

Medical Records and Release of Information

The Molloy College Department of Athletics operates under all applicable FERPA (Family Educational Rights and Privacy Act of 1974) and HIPAA (Health Insurance Portability and Accountability Act) laws. All medical and insurance records are kept strictly confidential, and can be issued to third parties only under direct permission from the student-athlete. All student-athletes are required to sign a FERPA/HIPAA Release Form prior to the pre-participation physical exams. This form is available via Frontrush and is used to educate the student-athletes and ensure that they understand all appropriate privacy laws. Following New York State law, all medical records are kept for a minimum of seven years after a student-athlete’s graduation or termination of eligibility, at which time they are discarded in an appropriate fashion.

Drug Testing

Each year all student-athletes are required to take part in the Molloy College Drug Testing Program and will be asked to sign a consent form prior to being cleared to play (complete policy and ramifications for positive test results follows.) Consent forms are available on Frontrush or through the Sports Medicine Staff. All forms and test records are kept strictly confidential. The Molloy College Drug Testing Program is a separate policy from the program administered by the NCAA. Student-athletes must also agree to accept the guidelines and sign a consent form via Frontrush for the NCAA Drug Testing Program. The NCAA may test Molloy College student-athletes at any time during the year, including the summer, regardless of which season their sport is being played. Each year, a copy of the NCAA’s list of banned substances will be made available on the College’s website.

Please note it is the responsibility of the student-athlete to be aware of all banned and illegal substances and to understand that over the counter nutritional products and/or supplements are not regulated by the Food and Drug Administration (FDA) and may contain banned substances. If there are any specific questions regarding these drug testing programs, over the counter products, supplements, or any items on the banned substances list, please see the Athletic Training Staff as soon as possible. Ultimately the student-athlete is responsible for any substances found in their body during drug testing and should only continue taking a substance with that in mind.

2017-18 MOLLOY COLLEGE DEPARTMENT OF ATHLETICS DRUG TESTING POLICIES AND PROCEDURES
Molloy College, in conjunction with the NCAA, recognizes the mounting evidence that illegal drug use may be a problem in intercollegiate athletics and society as a whole. In connection, the Department of Athletics supports action designed to assist student-athletes coping with even the slightest substance abuse problems. In order to help us achieve this goal we have implemented a screening program and have outlined the disciplinary actions to be followed in the event of a positive drug test.

THE PROCEDURE WILL BE AS FOLLOWS:

1. Upon signature of the Molloy College Drug Testing Consent Form, all Molloy College student-athletes will be subject to drug testing throughout the entire calendar year.

2. The number of student-athletes tested is determined as a percentage of their team’s roster.

3. Student-athletes will be chosen at random from NCAA squad lists.

4. Student-athletes may be tested more than once regardless of the results.

5. Notification will come from a member of the Athletic Training Staff, either in person or by phone, up to twenty-four (24) hours prior to the test. Student-athletes may be expected to report for a test directly from team events/classes.

6. Failure to report to your assigned appointment is considered a positive test result. There are no excuses for not attending. Sickness is not considered an excuse unless there is a valid physician’s note documenting medical necessity not to attend the test.

7. Testing will be done by urinalysis and shall be administered on campus by independent and qualified personnel, who will accompany the student-athlete throughout the entire specimen collection process. Those who do not provide an adequate sample at the time of their test will be expected to remain on site until they have done so.

8. Failure to behave appropriately or to follow directions given by collectors during the test may result in suspension or other sanctions for the student-athlete regardless of the test results.

9. Student-athletes who provide multiple dilute samples during the collection process may be tested again without random selection regardless of the test results.

10. Test results are sent directly to the Assistant Director of Athletics for Sports Medicine, who will notify the Director of Athletics and the head coach. Student-athletes will be notified of positive results only, either in person or by phone.

IN THE EVENT OF A FAILED (POSITIVE) TEST:

1. The student-athlete will meet with the Director of Athletics, the Assistant Director of Athletics for Sports Medicine, and/or the Associate Director of Athletics for Compliance. They may be required to enter a substance abuse or counseling program as determined by the Department of Athletics.

2. The length of the suspension will be fifteen percent of the NCAA maximum number of allowable contests, effective the first contest date after affirmation of a positive test. In a multiple contest suspension, the student-athlete may not participate in practices for the entire length of the suspension. Contest suspensions do not include scrimmages or contests during non-traditional seasons.
3. Student-athletes who have failed a drug test can be tested at the discretion of the Department of Athletics for the remainder of their stay at Molloy.

4. The athletic grant of the student-athlete will be reduced by fifteen percent for the period of the athletic grant. This includes tests administered by the NCAA. This shall be considered the first warning.

IN THE EVENT OF A SECOND FAILED TEST DURING THE SAME OR SUBSEQUENT YEARS:

*Including tests administered by the NCAA*

1. The student-athlete will be indefinitely suspended from all team activities.

2. Athletic grant and/or scholarship money will be rescinded.

3. There is no second warning.

APPEALS PROCESS:

Student-athletes who test positive for a banned substance by the laboratory retained by Molloy College may, within seventy-two (72) hours following receipt of notice of the laboratory finding, contest the finding. Upon the student-athlete’s request for additional testing of the sample, the Assistant Director of Athletics for Sports Medicine will formally request the laboratory retained by Molloy College to perform testing on specimen B, which is taken at the time of original sample, and kept separate. Specimen B findings, whether positive or negative, are considered final. Any additional testing requested by the student-athlete will be done so at their own expense.

Student-athletes who test positive under the terms of the Molloy College Drug Testing Policy are entitled to an appeal with a Committee consisting of the Associate Director of Athletics, the Assistant Director of Athletics for Sports Medicine, and the Faculty Athletic Representative, prior to the imposition of any sanctions. Requests for such hearings must be made in writing, and received by the Assistant Director of Athletics for Sports Medicine within forty-eight (48) hours of notification of a positive test result. If the 48 hours would end on a weekend or holiday, the request must be made by noon on the next business day. Student-athletes may be withheld from competition during the appeals process if deemed appropriate by the Committee.

The student-athlete may have an advocate, or other representative, present during the hearing if he/she so desires. However, the student-athlete must present his/her own case. The meeting will take place no more than seventy-two (72) hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Committee, who will consider whether to grant the extension upon showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, as well as to review the results of the drug test. The proceedings and any decision made by the Committee shall be confidential, and all sanctions to be imposed shall be final.

It should be noted that the Department of Athletics does not wish to persecute anyone who may have a problem. We simply wish to educate our student-athletes about the pitfalls of using illegal or banned drugs and alert ourselves of any potential dangers within our department. A list of all illegal drugs and NCAA banned substances, along with information on nutritional supplements is available on the NCAA website (www.ncaa.org). Please note it is the responsibility of the student-athlete to be aware of all banned and illegal substances and to understand that over the counter nutritional products are not regulated by the Food and Drug Administration (FDA) and may contain banned substances. The National
Center for Drug Free Sport also provides confidential information to NCAA student-athletes via their website (www.drugfreesport.com). Those with specific questions regarding prescription medication, dietary/over the counter supplements, or any other substances should see a member of the Athletic Training Staff immediately.

The NCAA and Molloy College recognize that some banned substances are used for legitimate medical purposes. Accordingly the NCAA and Molloy College allow exceptions to be made for those participants with a documented medical history demonstrating the need for regular use of such a drug. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, analgesics/opiates, beta blockers, diuretics, and peptide hormones. Information regarding exceptions procedures can be found at www.ncaa.org/health-safety. Medical history must be documented, on file, and approved by the Department of Athletics Sports Medicine Staff prior to use of the drug, and updated as appropriate. If these procedures are not followed and/or the substance was not confirmed a documented medical exception, the student-athlete may utilize the appeals process.

It should be noted that this policy is administered separately from the NCAA Drug Testing Program, although it may contain many of the same banned drug classes.

All persons connected with the administration of this program, including the Director of Athletics, Associate Director of Athletics, Faculty Athletic Representative, Athletic Trainers, coaches, and staff, are bound by the strictest standards to maintain complete confidentiality of any and all information available to them as a result of their involvement with this program.

It is the belief of the administration of Molloy College that participation in intercollegiate athletics is a privilege and not a right. Since the College further believes that implementation of this screening program is necessary to preserve the integrity of the Athletics Program, no student-athlete will be permitted to participate in any phase of intercollegiate athletics until he/she has agreed to the stipulations set forth in this program.

**IMPORTANT INFORMATION FOR STUDENT-ATHLETES WHO ARE BEING TREATED FOR ADHD**

The NCAA has banned certain classes of drugs because they can harm student-athletes and can create an unfair advantage in competition. Some legitimate medications prescribed by physicians contain NCAA banned substances, and student-athletes may need to use these medicines to support their academics and their general health.

Effective August 1, 2009, the NCAA began stricter documentation procedures for student-athletes seeking a medical exception to allow the regular use of a medication that contains a banned substance. Stimulant medications used to treat ADHD such as Adderall and Ritalin, are among banned substances for which a medical exception for a positive (failed) drug test may be granted, provided a student-athlete’s institution (Molloy College) presents documentation that those substances have been prescribed by a physician and is supported by a clinical assessment for educational or health reasons. In order to process a medical exception for a banned substance, the institution must be prepared to submit documentation at the time of confirmation of a positive drug test. Such documentation must include evidence that the
student-athlete has undergone a clinical assessment to diagnose the disorder, is being monitored routinely for use of the stimulant medication, and has a current prescription on file.

If you are currently being treated with stimulant medications for ADHD or any other neurobiological disorder, please see a member of the Sports Medicine Staff BEFORE YOU ARE CHOSEN FOR A DRUG TEST. We will provide a list of criteria that should be addressed and documented by your personal physician who diagnosed and is currently treating the disorder.

If you are not sure if your medication is on the banned substances list, NCAA student-athletes and athletics staff can use Drug Free Sport’s Resource Exchange Center (www.drugfreesport.com/rec) to learn whether a medication has been banned. Any other questions regarding prescription or over the counter medication should be addressed with a member of the Athletic Training Staff as soon as possible.

SICKLE CELL TRAIT AND THE STUDENT-ATHLETE

The NCAA mandates that all Division II student-athletes must provide results of their sickle cell status, take a blood test to determine their status, or sign a waiver releasing an institution from liability if they decline to provide their status or be tested. The legislation applies to all new and returning student-athletes. No student-athlete will be permitted to take part in any team functions until their sickle cell trait status is on file, or a waiver has been signed. This is to make coaches and athletic trainers aware that some athletes may need to take precautions.

The following in an excerpt from the NCAA website: “Though it has recently raised alarm in the athletic community, exercising with sickle cell trait is generally safe and with proper awareness and education poses no barriers to outstanding athletic performance. Most athletes complete their careers without any complications. But it can affect some athletes during periods of intense exercise, when the inherited condition causes red blood cells to warp into stiff and sticky sickle shapes that block blood vessels and deprive vital organs and muscles of oxygen. The trait can affect athletes at all levels, including high school, collegiate, Olympic and professional. But through testing and proper examinations by a physician prior to competition, we can help athletes savor a healthy career.” For more information please visit the NCAA website at NCAA.org/health-safety.

The National Athletic Trainer’s Association advocates a slow buildup of conditioning activities and frequent rest-and-recovery periods for all student-athletes because this approach can reduce adverse effects caused by sickle cell trait and is also a healthier approach overall.

Affirming one’s sickle cell status can be accomplished in a few ways. All those born in United States hospitals should have their status on record from the time of their birth. Sickle cell solubility tests are performed on all newborns so confirmation can be documented by contacting the appropriate hospital and/or pediatrician’s office and forwarding any paperwork to the Sports Medicine Staff.

Student-athletes who are unable to obtain their sickle cell status from a hospital/doctor’s office through medical records may ask their own physician to conduct a test and supply the results. They may also have a blood test at our team physician’s office. Appointments will be made upon request by the Athletic Training Staff. Student-athletes may also
waive their rights to future litigation by signing a waiver declining the test or any affirmation of a prior test. Waivers will be provided upon request by the Athletic Training Staff.

**PARTICIPATION BY THE PREGNANT STUDENT-ATHLETE**

Student-athletes who are or become pregnant during their collegiate athletic careers are expected to follow the same reporting policies as any other athletic injury or illness. This is done to ensure the physical and psychological health of both the fetus and the student-athlete. A pregnant student-athlete’s right to privacy will also be followed in the same manner.

Student-athletes should not assume they must immediately withdraw from their sports. Once informed, the Team Physicians will coordinate a plan based on each individual’s sport and medical condition. The Assistant AD for Sports Medicine will notify the Head Coach if he/she is not already aware. If the student-athlete is not under the care of an OB/GYN, one will be recommended by the Team Physicians.

Scholarships will not be rescinded if the guidelines outlined in this section are followed appropriately. Our hope is to provide an environment where pregnant student-athletes feel free to safely reveal their pregnancy rather than conceal it. Also, NCAA rules allow a one year extension of the traditional five year eligibility period for a female student-athlete for reasons of pregnancy. Applications for a sixth year of eligibility will be filed by the Associate Director of Athletics for Compliance.

References to neutral prenatal counseling services will be provided by the Department of Athletics and the Team Physicians upon request. Student-athletes may also refer themselves, or be referred by the Department of Athletics, to Molloy College’s Student Personal Counseling Service, which provides free, confidential, counseling services to all Molloy College students.

Any male student-athlete involved in a pregnancy will obviously not have the same physical changes as their partner, but may have psychological stress and concern about the health of the mother and the fetus as well as questions about financial responsibility and their personal readiness for fatherhood. Therefore, they are encouraged to seek the help of the Athletics Department and will have the same counseling and support services available to them on request.

Following the pregnancy, medical clearance is required to ensure a safe return to competition. Such clearance will be reviewed by the Team Physicians before a student-athlete is permitted to return to play.

**MEDICAL WAIVERS**

Under Bylaw 14.2.5, student-athletes may be granted an additional year of competition by the NCAA for medical reasons of hardship. Hardship is defined as an incapacity resulting from an injury or illness that has occurred under all of the following conditions:

1. The injury occurs in one of the four years of competition at any collegiate institution.
2. The injury results in incapacity to compete for the remainder of that playing season.
3. The injury or illness occurs when the student-athlete has not participated in more than two contests or dates of competition, or 30% of the team’s total contests, whichever number is greater.

Waivers will be filed by the Associate Director of Athletics for Compliance and the Assistant AD for Sports Medicine.

Student-athletes who are granted a fifth year of competition by the NCAA are not guaranteed to receive a fifth year of scholarship money. That decision will be the direct responsibility of the respective Head Coach.

WORK STUDY

Work Study is a federally funded grant that is awarded to an institution. Eligibility is determined upon completion of FAFSA. Work study is need based. All student-athletes will be notified of their eligibility for work study upon receipt of their award letter from the Office of Financial Aid.

ATHLETIC OPERATIONS WORK STUDY GUIDELINES

REQUIREMENTS:

- Must be committed to frequently work nights, weekends, and extended hours.
- Must be flexible to accommodate last minute changes in schedules for games and events.
- Must be able to work in a fast paced, team oriented environment.

WORK HOURS PROCEDURES:

- Hours determined by athletic event schedules.
- Must report ON TIME to work.
- Hours will be established prior to the start of the sport season (different sports require different reporting times; subject to change).

DRESS CODE:

- Staff MUST wear khakis pants for all athletic events and Molloy College Athletics issued apparel (provided upon hire, if available). For all outdoor sports, khaki shorts & capris are permitted. Rain gear and jackets will be permitted to be worn as weather permits.
For cold weather, work study may wear heavy clothing over Molloy College Athletics apparel.

Sneakers/shoes are to be worn for all events. NO SANDALS, OR FLIP FLOPS!

NO hats or any other head accessories may be worn at work unless weather dictates and site administrator approves.

Anyone who does not follow these dress code procedures will not be permitted to work the event.

CELL PHONE USAGE:

Cell phones are not to be used while working. They are to remain in pockets or purses and not be visible. No viewing of missed calls or texting!

In the event of an emergency, you may seek approval from the Site Administrator.

PLEASE DO NOT:

Bring any iPods, MP3’s or additional electronic devices to work.

Sit around and do nothing. THERE IS ALWAYS SOMETHING TO DO!!!

WEATHER/CANCELLATION PROCEDURES:

In the event of inclement weather, please contact Kevin DesLauriers at 516-323-3603, Brian Lima at 516-323-3630 or stop by the Athletic Offices.

An email/text, or notification through When to Work will be sent.

ABSENTEE/LATENESS PROCEDURES:

If you are going to be late or absent for any reason (i.e., stuck in traffic, emergency, sickness) you must contact Kevin DesLauriers at 516-323-3603, Brian Lima at 516-323-3630 or stop by the Athletic Offices.

PAYMENT:

Work Study students will be paid every other week for the hours worked.

It is your responsibility to contact the Assistant Director of Athletics for Operations with any issues concerning your pay check.

NCAA REGULATIONS:

No smoking/chewing of tobacco products at any athletic events. NO SMOKING BREAKS!

No consumption of any alcoholic beverages permitted.

SPORTSMANSHIP:
• Must remain NEUTRAL at ALL times.
• No cheering for the home team.
• Absolutely NO remarks made towards any opponents or officials.

CROWD CONTROL:
• In the event that spectators begin to become unruly or confrontational with you or other spectators, advise the Administrator on site IMMEDIATELY!
• Do not be the mediator between confrontational spectators. DO NOT try to handle the situation by yourself.

GAME ADMISSION, WEATHER & SPECTATOR GUIDELINES

Admission: Admission is charged for Men’s and Women’s Soccer, Men’s and Women’s Basketball and Men’s and Women’s Lacrosse. All other events are free unless posted. Rates are as follows:

Molloy College Students, Faculty, and Staff: .................................................................Free with Molloy ID
Adults 13 & Over: ...........................................................................................................$5
Visiting College Students (with ID): ..............................................................................$3
Senior Citizens: .............................................................................................................$3
Children 12 & under: ...................................................................................................$2

Inclement Weather: Decisions on postponements and cancellations will be made by the Molloy College Department of Athletics as early as possible on the day of the contest. During East Coast Conference Championship dates, conference policy will be followed.

Spectator Guidelines: Below is a list of guidelines all spectators should follow to ensure the safety of themselves and the participants.

1. The right of admission is reserved by Molloy College Athletic Staff.
2. No money will be refunded or tickets exchanged due to events outside the control of Molloy College and its Athletic Staff. Including weather related issues.
3. Alcohol, drugs, and tobacco products are not permitted at any Molloy College Athletic Event.
4. Spectators are required to remain in the seated areas at all times. At no time are spectators allowed on the playing surfaces.
5. Video and pictures may be taken from the seated areas only. Molloy College reserves the right to confiscate any film and/or video tape if this rule is violated.
6. At no time may spectators enter the designated bench areas of the teams.
7. Throwing of any objects onto the playing surface will result in immediate removal from site.
8. Concessions are not permitted to be sold by anyone other than members of the Molloy College Athletic Staff or athletics teams, without approval of the Department of Athletics.
9. The use of foul or abusive language will not be tolerated and violators are subject to removal from the facility.
10. Open flame, grills, and any other such cooking devices are not permitted at the Rockville Centre Sports Complex.

GAME DAY UNIFORMS

Uniforms will be distributed on game day or the day prior to game day from the equipment room to participating student-athletes. The uniforms will be outside the locker rooms located on the lower level of the Wilbur Building. Coaches must keep the staff updated as to which student-athletes are eligible for game day.

Laundry Service will be provided for Molloy issued game uniforms. Coaches must work with the staff to coordinate the laundry schedule. Uniforms are to be returned to designated bins in the locker rooms immediately after home games or upon arrival back to campus from away contests. Bins are located in the locker rooms on the lower level for this use.
ATHLETIC COMMUNICATIONS

The Department of Athletic Communications is responsible for promoting Molloy College’s 22 athletic programs to the public. The office handles the oversight and upkeep of the athletic website, WWW.MOLLOYLIONS.COM, as well as the social media channels including Facebook, Twitter, Instagram, YouTube, and Flickr. In addition, the Department of Athletic Communications handles game-day communications efforts, including live statistics, public address announcing, warm-up and in-game music, and live streaming of contests.

MUSIC

Each team is required to provide warm-up music to the Director of Athletic Communications at least two weeks prior to the date of their first home game. The music will be played in the order submitted on the playlist. Teams are asked to supply a minimum of 60 minutes of content (baseball/softball requires two hours). Music must be submitted on a CD or flash drive and contain a document titling each track and artist.

Any track that includes language/subject matter inappropriate for a family environment will be removed from the playlist. (Ex: overt references – not limited to – sex, violence, drug/alcohol use, racism, sexism, homophobia, etc.). “Edited” tracks are highly recommended, but please note that a “clean” version of a track may still be removed due to subject matter. If it is questionable, please do not include it.

STATISTICS

The Department of Athletic Communications is responsible for the collection, recording, and management of statistics.

Any question regarding a statistical discrepancy must be respectfully brought to the attention of the Director of Athletic Communications within 48 hours of the contest. All inquiries are to be made through the Head Coach of that team. The final decision will rest at the discretion of the Director of Athletic Communications.

MEDIA REQUESTS

Student-athlete may be requested to do interviews with members of the media before or after contests. All requests should be coordinated through the Director of Athletic Communications and staff. Student-athletes or coaches are required to notify the Director of Athletic Communications of all media inquiries before responding or participating. Where possible, a representative from the Department of Athletic Communications will be present at the time of the interview.
COMPLIMENTARY TICKETS
All Head Coaches will be allowed four complimentary tickets for their ticketed sport. Assistant Coaches will be allowed one complimentary ticket. The requested names for the gate list must be submitted prior to the first competition.
All student-athletes will be allowed two complimentary tickets for their competition. Each student-athlete must submit their names for the gate list prior to the first competition. Each individual guest that is named on the list must show picture I.D.
This applies to the following sports: men’s and women’s soccer, men’s and women’s basketball, and men’s and women’s lacrosse.

SPORTSMANSHIP
The NCAA and the ECC promote good sportsmanship. The mission statements of both Molloy College and the Department of Athletics encourage students and student-athletes to act in a manner reflective of Christian values.

Coaches are expected to lead the way for their teams by demonstrating restraint in conflict situations and by promoting sportsmanship through play that is competitive and within the spirit of the rules of the game. Student-athletes are expected to conduct themselves with honesty and sportsmanship at all times while representing Molloy College. Spectators are encouraged and expected to cheer for their team and not against their opponents. Inappropriate fan behavior will not be a part of our game day environment.

Sportsmanship should be regarded both as a set of attitudes and as behavior that gives expression to those attitudes. It speaks to the concepts of respect and concern for fairness, courtesy, and the ethical conduct of all involved in Division II athletics. It is one of the six core attributes of Division II membership.

Acts in violation of sportsmanship will not be tolerated and will be referred to the Department of Athletics and the ECC for appropriate penalty. Poor sportsmanship includes obscene language or gestures, engaging in fights with opponents, taunting the spectators, coaches and/or opponents, physical contact and verbal attacks.

TRAVEL
Student-athletes traveling as part of a Molloy College sponsored event are to conduct themselves in a responsible manner and are to remember that they are representing the college at all times. Proper dress is required as determined by the head coach. All student-athletes are required to complete all course work missed due to travel. Student-athletes must present their professors at the start of the semester with the dates they will be absent due to travel and competition. Letters indicating dates of contests will be prepared by the Department of Athletics for each sport.

All drug and alcohol policies of Molloy College and the Department of Athletics are to be strictly enforced when traveling. Any violations will be dealt with immediately. Student-athletes under suspension are not allowed to travel with the team to the site of competition. It is the discretion of the Department of Athletics as to whether injured players or those being “redshirted” will travel with the team. Student-athletes are also required to abide by the team rules prepared by the head coach. Student-athletes are required to travel to and from away athletic contests via Molloy College transportation. Any special situation that may arise resulting in the need to travel without the team must be approved by the Department of Athletics. A Student-Athlete Travel Release Form will be required if the special case is approved.

Prior to leaving campus for any team activity including fundraising and community service, a completed Travel Roster Form must be submitted to the Department of Athletics who will file it with Public Safety and the Director of Residence Life.

Student-athletes traveling as part of a Molloy College team will receive either cash allowances or catered food for meals based on departure time and the trip length. Upon receiving a cash allowance, each student-athlete will be required to sign a meal money receipt.

**VAN USAGE**

For safety purposes all occupants of Molloy College vans are expected to wear seatbelts. The vans are used by nineteen varsity teams and three clubs throughout the year so it is essential that each team/club ensure that team/club members remove trash, equipment and all personal belongings at the end of each trip. The Department of Athletics is aware of the huge responsibility to ensure your safety and as a result have required all coaches to participate in a defensive driving course. It is your responsibility to act appropriately as a passenger so as not to distract the driver. If you feel that your safety is of concern while a passenger, please do not hesitate to contact the Department of Athletics. At no time are student-athletes to operate a department van.
BUS USAGE

The Department of Athletics utilizes professional bus companies for long distance travel. Student-athletes are expected to act appropriately while traveling as representatives of Molloy College.

EQUIPMENT PURCHASING

The Molloy College Department of Athletics has entered into an agreement with Adidas and GMA Sales for the supply of all footwear, apparel, accessories, and equipment. All members of the Molloy College Department of Athletics (including coaches, trainers, student-athletes and staff) are prohibited from using any other brand for practice and competition unless otherwise approved by the Assistant Director of Athletics for Operations. All purchases for equipment, apparel, and footwear must be placed by the Assistant Director of Athletics for Operations. Any use of the athletics logo, the Molloy College seal or any logo of Molloy College, must be approved by the Director of Athletics or Assistant Director of Athletics for Operations.

Uniforms and equipment issued by the Molloy College Department of Athletics are property of the Department of Athletics. Failure to return any items requested by the Department of Athletics and its staff will result in a hold placed on your account. This hold will directly affect your ability to register and/or apply for graduation. Misuse or mistreatment of issued equipment and uniforms is the sole responsibility of the student-athlete.

UNIFORM LEASE POLICY

On receipt of issued Molloy College Athletic uniforms and equipment, the following policies are in effect:

STUDENT-ATHLETES are responsible for the game uniform condition throughout the season, as well as returning it after each game to be laundered.

STUDENT-ATHLETES are responsible for all game equipment and practice gear throughout the season. LOSS or DAMAGE will RESULT in a MONETARY FINE.

STUDENT-ATHLETES are responsible for the immediate return of the equipment in the event that they quit the team; are dismissed from the team; leave the team for personal reasons (i.e. academics or...
family) or the Director of Athletics determines loss of eligibility. In addition, student-athletes are responsible to return all issued equipment, within five academic calendar days of the end of their respective seasons.

FAILURE to return the issued athletic equipment on the date designated by the department will result in the following penalties:

1. A “HOLD” will be placed on your bursar account.
2. Your athletic locker will be cleared out, your personal items will be confiscated and lock changed.
3. Potential loss of certain athletic privileges.

STUDENT-ATHLETES are responsible to vacate locker by dates to be determined by the Department of Athletics.

Student-athletes agree to pay for ALL LOST and/or STOLEN items that are missing from the individual uniform distribution sheet, which is kept on file with the Assistant Director of Athletics for Operations.

All athletic “HOLDS” can only be released by the Director of Athletics or by her designee.

DRESS CODE

All members of the Molloy College Department of Athletics represent Molloy College at all times, therefore it is imperative that their attire is appropriate at all times. Only Molloy College practice equipment is to be worn at practice. Each coach will explain the appropriate attire for away contests, however, it is important that street clothes are properly worn at all times while on and off campus. Additionally, student-athletes are not permitted to wear do-rags or bandannas while representing Molloy College Athletics. It is, however, permissible for a student-athlete to wear a do-rag or bandanna under their helmet for practice or game competition.

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)
As stated by the NCAA, “The mission of the National Collegiate Athletic Association Student-Athlete Advisory Committee is to enhance the total student-athlete experience by promoting opportunity, protecting student-athlete welfare and fostering a positive student-athlete image.” Additionally, the NCAA states, “A Student-Athlete Advisory Committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The SAAC also offers input on the rules, regulations and policies that affect student-athletes’ lives on NCAA member institution campuses.”

The SAAC on the Molloy College campus is a recognized group of leaders for the student-athlete body. SAAC is the voice for all student-athletes on issues affecting participation, emotional and physical well-being and educational experiences. The SAAC is composed of both male and female student-athletes representing the nineteen intercollegiate sports, and the equestrian, dance and cheerleading squads. Coaches will encourage participation among their teams and permit student-athletes to miss practice time for scheduled meetings. Each team is required to have at least two student-athletes participate in SAAC.

Molloy College has implemented an NCAA Life Skills program through their SAAC. This program is designed to enhance and expand the goals of our current SAAC.

The Molloy College SAAC is under the direct supervision of Brianna Falese, Assistant Director of Athletics/ SWA. Molloy College expects SAAC to have a strong influence in student government and become involved in student life on campus. Molloy College SAAC will convene twice a month beginning in September and concluding in May.

Molloy College SAAC has played an integral part in community outreach. The coaching staff is expected to promote, support and encourage participation in the SAAC initiated community activities. SAAC makes significant monetary contributions to Make-A-Wish, the NCAA Division II charity of choice. If you are interested in Molloy College SAAC, please drop by the Department of Athletics for further information.
What is the Lions Cup?
The Lions Cup is presented to the team that excels in the 5 components of the NCAA CHAMPS/Life Skills Program. Those areas are Academic Excellence, Athletic Achievement, Career Development, Community Service, and Personal Development. Molloy Athletic teams compete against each other for the Cup. The 2009-10 academic year marked the first year for the Lions Cup. The focus and main objective of the Lions Cup is to develop the complete student-athlete as a whole and create a sense of pride that is Molloy Athletics.

Goals
- To create a competitive environment allowing student-athletes and coaches to take part in various opportunities, while striving to win the Lions Cup.
- To promote student-athlete involvement in department, campus-wide, and community programs.
- Recognize the importance of student-athletes supporting student-athletes by attending other sports games.
- Create a sense of unity as a department, 19 sports = 1 team.
- Recognize coaches, teams, and student-athletes committed to CHAMPS/Life Skills and overall personal development.
- Enhance student-athlete's experience and preparation for life after collegiate athletics.

Point Tracking
- Points for Academic and Athletic Achievements will be tracked and tallied by the Lions Cup Committee.
- Points for Community Service, Personal and Career Development will be organized by coaching staff and SAAC Representatives and tracked by Lions Cup Committee.
- SAAC Representatives will submit their activity to the Athletic Administration on designated forms.
- Points will be updated bi-weekly and reflected on the Lions Cup Board located outside the Athletic Director's Office as well as emailed to coaches and SAAC Representatives.

The Lions Cup Committee
The Lions Cup Committee will be comprised of the Associate Director of Athletics, the SWA/SAAC Coordinator, and the Recruiting Coordinator.

PAST CHAMPIONS
2009-10 – Women's Basketball
2010-11 – Softball
2011-12 – Softball
2012-13 – Softball
2013-14 – Men's Cross Country/Track
2014-15 – Women's Lacrosse
2015-16 – Softball
2016-17 – Softball
Academic Achievement

- Team GPA (Per Semester):
  3.5-4.0 = 100 Points
  3.0-3.49 = 75 Points
  2.5-2.99 = 50 Points
  2.0-2.49 = 25 Points
- Team % on Athletic Director's Honor Roll
  75%-100% = 100 Points
  71%-74% = 75 Points
  66%-70% = 50 Points
  61%-65% = 25 Points
- Individual Academic Awards
  ECC Scholar-Athlete = 100 Points
  Academic All-American = 250 Points
  Team Academic Award = 100 Points

Personal/Career Development

- Speaking events, guest lectures, career fairs, workshops on/off campus (outside of class time)
  Full Team = 100 Points
  51%-99% of team = 75 Points
  26%-50% of team = 50 Points
  1%-25% = 25 Points

Community Service

- Community Service Projects
  Full Team = 100 Points
  51%-99% of team = 75 Points
  26%-50% of team = 50 Points
  1%-25% = 25 Points

Athletic Excellence

- Regular Season ECC Rankings
  (End of Season)
  1st or 2nd = 100 Points
  3rd or 4th = 75 Points
  5th or 6th = 50 Points
  7th or 8th = 25 Points
  ** 100 Additional Points for Regular Season Champions **

- ECC and NCAA Tournaments
  ECC Title = 100 Points
  NCAA Regional Bid = 100 Points
  NCAA Advancement = 100 Points
  NCAA Championship = 500 Points

- Weekly ECC Awards
  Player/Rookie of Week Award = 50 Points

- Weekly Regional and NCAA Rankings
  Regional Ranking = 50 Points/week
  NCAA Ranking = 100 Points/week

- End of Season ECC/NCAA Accolades
  ECC Player/Rookie/Coach Award = 100 Points
  ECC First Team = 100 Points
  ECC Second Team = 75 Points
  NCAA Individual Statistical Leader = 100 Points
  NCAA Team Statistical Leader = 100 Points

- Support the Sport
  Full Team = 100 Points
  51%-99% of team = 75 Points
  26%-50% of team = 50 Points
  Individual = 25 Points

Deductions

- Academic ineligible student-athlete = -25 Points/student-athlete
- Academic dishonesty = -100 Points/incident
- Poor display of sportsmanship = -100 Points/incident
- Suspensions (From officials or Athletic Department) = -100 Points/game
-Lost uniforms/equipment = -100 Points/article
- Poor housing behavior or class behavior = -25 Points/incident
- Missed meetings with advisors/tutors/other academic officials = -50 Points/meeting
- Violation of van and bus policy (Food in vans, dirty buses) = -25 Points/incident

Molloy NCAA Athletic Sports

Baseball
Men’s Basketball
Women’s Basketball
Women’s Bowling
M/W Cross Country
Field Hockey
M/W Indoor Track and Field
Men’s Lacrosse
Women’s Lacrosse
M/W Outdoor Track and Field
Women’s Rugby
Men’s Soccer
Women’s Soccer
Softball
Women’s Tennis
Volleyball
STUDENT PERSONAL COUNSELING SERVICES

The mission of Molloy College’s Student Personal Counseling Services is to help students enhance their academic and personal well-being. Call us at (516)323-3484.

The office is located in Kellenberg Hall, Room 207. For appointments or questions call (516)323-3484.

Office hours:

The Counseling Service is open Monday - Friday during the school year. Day and evening appointment hours are available. Contact our main number,(516)323-3484, for appointment availability.

*Walk-in hours every day from 12 noon to 1 p.m.

*Walk-in hours are not appointment times unless it’s an emergency. Walk-in hours are a time when students can walk into our office, make an appointment, and ask questions or request information or a referral.

For on-campus psychological emergencies contact Public Safety dial ext. 11 from any on-campus phone, or (516)323-3500 BEFORE you contact the Counseling Center.

Off-campus emergencies please contact 911.

Services

The Student Personal Counseling (SPC) is a confidential and free counseling service available to all Molloy College students - both undergraduate and graduate - who require assistance with student or life issues. The SPC offers a variety of short-term counseling and psych educational services. They also offer consultation and training to faculty and staff to assist them in addressing students’ psychological needs.

The SPC is staffed with licensed counselors trained in mental health counseling and clinical psychology. The service also provides mental health materials and offers on-site workshop and training for students.

- Individual and group counseling
- Crisis intervention
- Outreach and consultation
- Workshops and on-campus trainings
- Drug and alcohol prevention programs
- Referrals to both on-campus and off-campus resources
• Consultation with administration, faculty and staff on student needs

Some of the issues addressed in our office include:

• Stress and anxiety
• Relationship/Family issues
• Grief and bereavement
• Depression
• Change and adjustment issues
• Self-esteem issues
• Addictions
• Homesickness
• Dealing with a trauma
• Eating issues
• Time management
• Domestic violence
• Test or presentation anxiety
• Bullying
MOLLOY COLLEGE FITNESS CENTER

The Molloy College Fitness Center is located adjacent to the gymnasium on the ground floor of the Wilbur Arts Center. The Fitness Center is open to Molloy College students, faculty, staff, administration and alumni with a valid Molloy College ID Card.

Hours of Operation:

Please check with the Department of Athletics for hours of operation.

Rules and Regulations:

1. Only Molloy College students, faculty, staff, administration and alumni may utilize the Fitness Center. All individuals must also present their own valid student, faculty, staff, or administration identification card to use the Fitness Center. Visitors are not permitted.

2. Individuals who participate in the Fitness Center will be doing so at their own risk. Molloy College is not responsible for any injury that may occur to individuals participating in any exercise activity. Participation in exercise activity is on a voluntary basis. Report injuries immediately to the Fitness Center Assistant.

3. Individuals are required to use proper Fitness Center etiquette. This includes but is not limited to the following: Return all weights and equipment to their proper location. Weights or dumbbells may not be dropped on the floor or benches. All individuals are required to wipe down cardio and weight room equipment after each use. Individuals must pick up after themselves, discard trash and remove personal items.

4. Report damaged equipment immediately to the Fitness Center Assistant.

5. Failure to comply with the rules and regulations of the Fitness Center will result in loss of Fitness Center privileges. Students are also required to adhere to the rules and regulations of Molloy College. If at any time an individual does not comply with the rules or the Fitness Center Assistant on duty, the individual will be asked to leave and his/her Fitness Center privileges will be revoked.

6. Absolutely no one is allowed in the Fitness Center without a Fitness Center Assistant present. The Fitness Center Assistant on duty is ultimately responsible for enforcing all rules, regulations, and procedures.
HOW DO I........

Qualify for a campus work study job?
• Visit the Financial Aid Office to find out if you are eligible, Wilbur Arts Center 2nd Floor Rm 236

Find a part-time/full-time job or internship?
• Visit the Career Development Center, Public Square Room 320

Join Clubs/Student Government?
• Visit the Student Development Center, Public Square Room 330

Become involved in Campus Ministry?
• Stop by the Campus Ministries Office, Public Square Room 390

Join SAAC?
• See Brianna Falese- SAAC Coordinator Department of Athletics

Find the Office of the Registrar?
• Go to the 2nd floor of the Wilbur Arts Center, Room 235

Find the Office of the Bursar?
• Go to the 2nd floor of the Wilbur Arts Center, Room 234

Find the Financial Aid Office?
• Go to the 2nd floor of the Wilbur Arts Center, Room 236
Become an Ambassador or Open House Tour Guide?

- Go to the Office of Admissions, Wilbur Arts Center, Room 226

Find the Health Services Office?

- A nurse is available daily in Kellenberg, Room 310

Get my Student ID?

- Go to Public Safety, Located adjacent to Residence Life Office

Buy my books?

- Stop by the Molloy College Bookstore located in the Public Square

Receive Academic Support?

- Visit the Academic Enrichment Program (AcE) located in the Casey Building, Room C019
- Visit the Writing Resource Center, located in the Casey Building, Room C016

Get my Physical Education Requirement waived?

- See Brianna Falese in the Department of Athletics for a waiver form
“The greater danger for most of us is not that our aim is too high and we miss it. But that it is too low and we reach it.”

- Michelangelo

GO LIONS!!!