## Table of Contents

- Introduction 1
- Mission Statement 1
- Student-Athlete Expectations 2
- Why Have Separate Policies for Student-Athletes? 2
- Student-Athlete Advisory Committee 2
- Honors and Recognition for Student-Athletes 3
- FERPA 3
- Eligibility 4
- Amateurism 5
- JumpForward 6
- Pre-Participation Requirements 6
- Participation Checklist 8
- Complimentary Tickets 9
- Academic Principles 9
- Academic Excellence 10
- Academic Misconduct 11
- Residence Hall Misconduct 12
- Tobacco Policy 12
- Alcohol Policy 12
- Drug Policy 15
- Student-Athlete Code of Conduct 20
- Team Rules and Team Discipline 21
- Competitive Play Misconduct 21
- Away Contest Conduct 21
- Travel Policy 22
- Non-Academic Misconduct 22
- Student-Athlete Discipline Policy 25
- Strategic Plan for Response to Sexual Assault 31
- Transgender Policy 40
- Anti-Hazing Policy 46
- Social/Media Policy 47
- Grievance Policy 54
- Transfer Policy 59
This handbook has been assembled as an aid to student-athletes attending University of Wisconsin-Whitewater (hereafter UW-W). It will explain the policies and expectations placed on you as a student-athlete.

When you decided to attend UW-W, you made a decision to invest in your future. As a student-athlete, you have chosen a path which offers an excellent education coupled with an equally excellent athletic program. As a student, you will make vocational choices, develop relationships with your peers and professors, and face many academic challenges. Additionally, as an athlete, you will receive more opportunities and inherit greater responsibilities. It is up to you to take advantage of all opportunities presented to you and meet your responsibilities as a means to better yourself. Together, we must strive for a higher level of accomplishment both in the classroom and on the playing field.

You are expected to familiarize yourself with the information contained in this handbook along with all future supplemented information. The Athletic Department wishes you the best of luck in your academic and athletic endeavors.

**Mission Statement**

The UW-W Athletics Strategic Themes are framed in terms of our well-recognized brand of "Powered by Tradition," which is defined by our long-standing and relentless pursuit of excellence by our student-athletes, coaches, and administrative staff. Rather than rest on what we have accomplished in the past, we intend to continue to reach new levels of success through innovative, collaborative, and progressive methods. Warhawk Athletics is dedicated to supporting UW-W campus goals and objectives along with our own strategic themes centered on integrity, sportsmanship, accountability, fiscal responsibility, and financial sustainability.

The UW-W Athletic Department is committed to providing student-athletes with quality coaching, top flight facilities, excellent schedules, and a chance to learn and grow in an athlete’s chosen sport. Beyond athletics, the UW-W Athletic Department is committed to every student-athlete’s academic pursuits, with academics always being the primary concern. Excellence in academics and athletics is an expected result of the Warhawk athletic experience.
Student-Athlete Expectations

Your Obligations as a Student
Your first priority during your time at UW-W should always be towards your responsibilities as a student. This means attending classes, informing your professors about any upcoming athletic events that may cause you to miss class, keeping up with any make-up work when you must miss class for athletic events, studying, completing assignments and tests, and making satisfactory progress towards graduation each semester. It is your duty to make sure you are maintaining your academics, and that you are putting your academic career before your athletic career.

Your Obligations as a Student-Athlete
As a student-athlete, you represent your team, the Athletics Department, and the university as a whole. It is essential that you always remember that participation in athletics at UW-W is a privilege, not a right. Therefore, it is important that you always conduct yourself in a responsible manner, and display good sportsmanship both during and outside of athletic events. It is also your responsibility to follow all UW-W, WIAC, and NCAA rules and regulations, as well as any team rules imposed by your coaches.

Why Have Separate Policies for Student-Athletes?
As a student of UW-W you are obligated to follow all general university policies and procedures. However, your participation as an athlete for UW-W creates more responsibilities, since you are viewed as a representative of the university. Any misconduct on your part affects not just you, but also your team, the Athletic Department, and the university’s reputation as a whole. Since your actions are more firmly connected with the university, it is especially important to ensure that you are following all rules and regulations, and it is equally important to have a specific disciplinary policy in place that reflects your special role as a student-athlete, should you fail to follow any rules or regulations.

Family Educational Rights and Privacy Act (FERPA)
All student records are presumed to be confidential unless determined otherwise by the appropriate University official. All University employees will abide by the regulations regarding privacy and security of student records as issued by the Department of Education and mandated by the Family Education Rights & Privacy Act (FERPA), as well as any other applicable federal, state or local law.

2.7 Health Insurance Portability and Accountability Act (HIPAA)
All University employees will abide by the regulations regarding privacy and security of health information as issued by the Department of Health and Human Services and mandated by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) as well as any other applicable federal, state, or local law.
Student-Athlete Advisory Committee
Student-Athlete Advisory Committee The mission of the Student-Athlete Advisory Committee (SAAC) is to ensure and enhance the student-athlete experience through promoting opportunities within the University, Department of Athletics, and outside community while serving and protecting the interests and images of a student-athlete. The functions of SAAC are as follows:

- To promote communication between athletic administration and student-athletes and build a sense of community.
- To provide feedback and insight regarding Department of Athletics issues.
- To generate a student-athlete voice in the formulation of Department of Athletics policies.
- To promote positive relationships between student-athletes, staff, faculty and the residents of the community.
- To solicit student-athlete responses to WIAC Conference and NCAA legislation.
- To organize community service efforts.
- To promote a positive student-athlete image on campus.

Honors and Recognition of Student-Athletes
UW-W is proud of student-athlete’s accomplishments, both academic and athletic. UW-W and the WIAC recognize these achievements through a variety of awards, including UW-Whitewater Letter Awards, WIAC Max Sparger and Judy Kruckman Outstanding Scholar-Athlete Awards, the UW-Whitewater Student-Athlete Academic Achievement Award, the UW-Whitewater Chancellor Scholar-Athlete Award, UW-Whitewater Academic/Athletic All-Americans, the UW-Whitewater National Player (athlete) of the Year, UW-Whitewater National Champions/National Finalists, the UW-Whitewater Athletic Hall of Fame, and the Warhawk Student-Athlete of the Year Award/Highest Team GPA Award. The majority of the recipients of these awards will be selected either by coaches or by academic GPA, as well as from competition results.

One award, the Marty van Steenderen Sportswoman of the Year, is selected by members of the athlete’s team based on concern for others, capability, performance, adaptability, personality, and teamsmanship. The balloting remains secret, and the winner is announced at the team’s awards dinner.
Eligibility

Eligibility is determined under NCAA Division III rules, WIAC conference rules, and UW-W standards for academic progress and enrollment. The following policies cover standard eligibility rules under these three organizations. More information on eligibility rules can be found in the NCAA Division III manual or in the WIAC conference handbook.

The following rules come from NCAA Division III Article 14, WIAC Handbook Article 13, and UW-W academic policies:

- To be eligible for practice or competition, a student-athlete shall be enrolled in at least a minimum full-time program (12 credits) of studies leading to a baccalaureate or equivalent degree as defined by UW-W.
- You must be enrolled in at least 12 credits each term. Dropping below 12 credits in a term will cause you to become ineligible.
- As a first semester freshman, you must earn at least 9 credits in the fall semester in order to participate in the spring.
- You must maintain at least a 2.0 GPA each term.
- By the start of your second season, you must have earned at least 24 credits with a cumulative GPA of at least 2.0.
- By the start of your third season, you must have earned at least 48 credits with a cumulative GPA of at least 2.0.
- By the start of your fourth season, you must have earned at least 72 credits with a cumulative GPA of at least 2.0.
- You have 10 full time semesters to complete 4 seasons of eligibility.
- You use a season of eligibility if you practice after the first scheduled competition.
  - Division III Athletics does not have a redshirt process.
- It is an NCAA violation to miss or skip class for practice.
  - Intercollegiate competition is an excused absence, meaning you cannot be penalized for missed class time if you have a game that requires you to miss class. However, as per the policies stated in this handbook, it is your responsibility to communicate with your professor prior to the missed class in order to make-up missed class work or schedule a time for any missed assignments or exams.
- If for any reason you are ineligible to compete at the beginning of a regular term, you will not become eligible to compete during that term, unless you have an incomplete grade or a grade change.
  - Specific UW-W policies regarding incomplete grades and grade changes can be found on the Registrar Office’s website: (www.uww.edu/registrar/policies)
- A suspension for either academic or nonacademic reasons will result in your immediate ineligibility under WIAC Rule 13.4.5.
  - While under the suspension, you may practice with your team as long as you are engaged in an appeals process.
• Under NCAA bylaw 14.01.3.3, if you are found to have engaged in any unethical conduct, you will be ineligible for intercollegiate competition in all sports. Some examples of unethical conduct include:
  o Fraudulence in connection with entrance or placement examinations;
  o Engaging in any athletics competition under an assumed name or with intent to deceive;
  o Dishonesty in evading or violating NCAA rules

Amateurism
NCAA Division III Article 12 requires that you maintain an amateur athlete status in order to be eligible to compete in intercollegiate athletics. An individual is no longer an amateur under NCAA rules and regulations if they have:
• Received pay for use of their athletic skills;
  o Prohibited forms of pay include salary, gratuity, or any type of comparable compensation.
• Accepted a promise of pay for use of their athletic skills;
• Signed a contract with a professional sports entity;
  o A student-athlete may conduct negotiations with a professional sports entity to determine their professional market value, but may not sign any type of contract.
• Received any funds from a professional team;
• Entered into a professional draft more than once;
• Made an agreement with an agent;
  o This includes any agreement to have the agent represent you in future negotiations.
  o Talking to a lawyer about a proposed professional contract is not considered meeting with an agent, unless the lawyer would also represent you in the actual negotiation over the contract.
• Received a cash award for participation in an athletic event;
• Received reimbursement for expenses incurred at an athletic event;
• Received expenses above what is considered “actual and necessary” from an outside amateur sports team or organization;
• Received payment based on place finish-team sports;
• Received any expenses from a non-permissible entity;
  o A non-permissible entity is defined as a sponsor other than an individual on whom the athlete is naturally or legally dependent.
• Received payment based on place finish-individual sports outside or during the playing season.
JumpForward Software
JumpForward Software is the official department-wide software solution of the Department of Athletics. JumpForward provides state-of-the-art technologies that centralize the Department’s workflow, recruiting, roster management, reporting, and compliance functions. These technologies give the department the power to electronically process internal workflow and automatically track all prospect contacts and easily generate compliance reports. This ensures adequate monitoring of the process and complete transparency for the Department of Athletics. Coaches and administrative staff members are required to use JumpForward for all recruiting and internal workflow approvals.

Pre-Participation Requirements
Medical Insurance Requirement
All student-athletes participating in intercollegiate athletics at UW-W are required to carry medical accident insurance, which provides coverage for injuries incurred while participating in intercollegiate athletics. You must provide the athletic training staff with a completed insurance form with all necessary information. It is your responsibility to notify the athletic training staff of any changes in personal insurance plans. The UW-W and the Athletic Department are not financially responsible for any medical bills incurred as a result of your participation in intercollegiate athletics. Your health insurance information form must be on file with the certified athlete trainers prior to any participation.

You are required to fill out both a UW-W insurance form, and an NCAA insurance form. Those forms should be completed online through individual student-athlete accounts on JumpForward. Information will be sent through the student-athlete’s campus email (@uww.edu) from JumpForward. You will also need to submit a copy of your insurance card, front and back. This copy may be attached to your UW-W insurance form.

Additional Requirements
You must purchase a Williams Center weight room membership to participate in athletics.

If you are a first year athlete, you must complete a physical form. This form should be printed and presented to your physician during your physical appointment. A physical must be completed no later than six months prior to participation in any activities. You must also fill out a medical history form each year to participate. Part of this form requires a physician’s signature after your physical. After completing your physical and obtaining your physician’s signature on your medical history form, those forms should be attached and submitted online through JumpForward. If you are a returning athlete, complete the returning medical and eligibility forms sent to your JumpForward account. Information about how to attach a document to JumpForward can be found on the Athletic Departments website using this link: http://www.uwwsports.com/sports/2013/9/25/GEN_0925133819.aspx
A list of additional eligibility forms required for participation is listed below. All eligibility forms should be completed online through individual student-athlete accounts on JumpForward. If you are under 18, all consent forms require a legal guardian’s signature.

Required eligibility forms:

- NCAA Drug Testing Consent
- NCAA Student-Athlete Statement
- NCAA Summary of Regulations
- UW-W Student-Athlete Profile
- UW-W Consent and Release
- UW-W Drug Screen Consent Form
- UW-W Injury and Illness Report Form
- UW-W Student-Athlete Handbook

**Student-Athlete Beginning of the Year Mandatory Eligibility Meeting**

At the beginning of the academic year, incoming student-athletes and returning student-athletes are required to attend this eligibility meeting. Topics discussed include the athletics department philosophy, athletics department policies and procedures, drug testing procedures for both the NCAA and UW-Whitewater, concussion information, and NCAA rules and regulations.
**Participation Checklist**

An X in the column that corresponds to your student-athlete status (returning, new, or transfer) means you need to complete that task or document prior to participating in the first practice for your sport.

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<thead>
<tr>
<th></th>
<th>Returning Student-Athlete</th>
<th>New Student-Athlete</th>
<th>Transfer Student-Athlete</th>
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</thead>
<tbody>
<tr>
<td>Athlete Physical Form—Must be completed by doctor or physician assistant uploaded into JumpForward</td>
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<td>X</td>
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<tr>
<td>Freshman-Transfer Health History Questionnaire</td>
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<tr>
<td>UW-Whitewater Insurance Form</td>
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<td>NCAA Insurance Form</td>
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<tr>
<td>Front and Back Copy of Insurance Card—uploaded into JumpForward</td>
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<tr>
<td>Documentation of Sickle Cell status</td>
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<td>ADHD Documentation (if applicable)</td>
<td>X</td>
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<tr>
<td>NCAA Drug Testing Consent</td>
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<td>NCAA Student-Athlete Statement</td>
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<td>NCAA Summary of Regulations</td>
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<td>NCAA Eligibility for International Students (if applicable)</td>
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<td>NCAA HIPPA/Buckley Amendment</td>
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<td>UWW Student/Athlete Profile</td>
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<td>UWW Student-Athlete Handbook</td>
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<tr>
<td>WIAC Form for Student-Athlete</td>
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<tr>
<td>UWW Transfer History Record</td>
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<tr>
<td>Weightroom Membership</td>
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Complimentary Tickets
NCAA bylaw 16.2.1.1 states that an institution may provide four complimentary admissions per home or away contest to a student-athlete in the sport in which the individual participates.

It is UW-W’s policy to provide two (2) complimentary tickets per student-athlete in the sport they are competing in. In certain cases, four (4) tickets may be allowed based on family circumstances. If you wish to request 4 tickets, you need to contact the Assistant Athletic Director of Compliance.

It is your responsibility to request your allowed complimentary tickets via JumpForward for each individual home contest at least two (2) hours prior to the start of the event. Each individual that you provide a complimentary ticket to must provide a signature on the pass list prior to admission to the event in order to claim the ticket.

Academic Principles
Class Attendance
Coaches will attempt to schedule practices and contests so they do not conflict with your class schedules. However, in cases where this is not an option, notifying instructors and arranging for make-up work is your responsibility. At the beginning of each season, you should inform your instructors of possible schedule conflicts because of athletic participation. Each student-athlete missing class for a contest must receive a written excuse from their coach to present to their instructors. You should meet with each of your instructors beforehand so that you are clear on any assignments that might be missed, and aware of any and all deadlines for making up missed exams, presentations, projects, and/or class assignments. It remains at the discretion of your instructors as to how work is to be made up.

In extremely unusual circumstances (usually due to weather), particularly in the sports of baseball, softball, tennis and golf, a contest will be rescheduled with less than a weeks’ notice. It is your responsibility to immediately inform your instructors and arrange for the make-up of missed work prior to the contest.

If you are unable to contact the instructor in person, you must make every attempt to notify the instructor over the phone or through e-mail. If contact with instructors cannot be made directly, you should see that a note is placed in each instructor’s mailbox, explaining the nature of the situation and asking about the effect of the absence on your course work. If that is impossible, you should contact the Dean of the academic department involved. Failure to follow these procedures could result in disciplinary action, as well as the potential inability to make-up missed class assignments or exams, which could potentially negatively affect your overall grade in that class.
**Academic Excellence**
As part of UW-W’s commitment to academics for our student-athletes, we provide a variety of academic support services for athletes to take advantage of. These include study tables, tutor services, and learning communities.

**Study Tables and Tutors**
Study tables are available in Hyland Hall every Monday and Tuesday night from 7-10pm for each varsity sport during fall and spring semesters. Thanks to a partnership with Campus Tutorial Services, these study tables include an opportunity to work with writing and math tutors.

**Learning Communities**
As part of the FreshmanWarhawkLeadershipAcademy experience, student-athletes can participate in learning communities. Learning communities are academic, credit-based opportunities where first-year students complete a sequence of courses together in a cohort. Students can earn 5-8 undergraduate credits for this year-long experience, which includes:
- New Student Seminar-Fall (1 credit)
- Experiential Learning Seminar-Spring (1 credit)
- General education courses by theme (3-6 credits)

Information about the different learning community options (like the Rising Warhawks Learning Community) can be found on the UW-W website at: https://www.uww.edu/fye/learning-community

**Academic Misconduct**
Academic honesty and integrity are fundamental to the mission of UW-W, and the Athletic Department. The consequences for instances of academic misconduct are serious. Information about UW-W’s policies for academic misconduct, including the possible sanctions for academic misconduct, are found in UW-System Chapter 14: Student Academic Disciplinary Procedures. The handbook includes portions of these policies, but if you wish to review the entire document, it is available at the Office of Student Affairs, the Whitewater Student Government Office, on UW-W’s web site (at http://www.uww.edu/student-handbook/system-17intro), or at the library reserve desk.

**Definition of Academic Misconduct**
Academic misconduct is an act in which a student:
- Seeks to claim credit for the work or efforts of another without authorization or citation;
- Uses unauthorized materials or fabricated data in any academic exercise;
- Forges or falsifies academic documents or records;
- Intentionally impedes or damages the academic work of others;
- Engages in conduct aimed at making false representations of a student’s academic performance; or
- Assists other students in any of these acts.
Specific examples of actions which fit this definition include but are not limited to: cheating on an examination; collaboration with others in work to be presented (if collaboration is contrary to the stated rules of the course); submitting a paper or assignment as one’s own work when a portion or all of the paper or assignment is the work of another; submitting a paper or assignment that contains ideas or research of others without appropriately identifying the source of those ideas; and/or stealing examinations or course materials.

Disciplinary Sanctions
There are a variety of possible sanctions that could be imposed if you are found to have committed academic misconduct. These include a lower or failing grade on the particular assignment or test, a lower grade in the course as a whole, a failing grade in the course as a whole, removal from the course, or suspension/expulsion in certain cases.

It is important to keep in mind that along with the above sanctions, which would be imposed by the office of the vice chancellor, you may also face sanctions from the Athletic Department if you commit an act of academic misconduct. Upon notification of any academic misconduct, the Athletic Department will determine sanctions related to athletics at the discretion of the Athletic Director and individual coaches. These sanctions may include temporary or permanent suspension from intercollegiate athletics, depending on the severity of the academic misconduct.

Residence Hall Misconduct
All residence hall disciplinary action will be handled through the Office of Resident Life. Specific residence hall policies can be found online at http://www.uww.edu/housing/policies. The Athletic Department and your coach will be informed of all disciplinary actions. Consequently, the Athletic Department may choose to institute additional disciplinary action, in addition to any disciplinary action imposed by the Office of Residence Life.

Alcohol, Tobacco, and Drug Use
UW-W is concerned about the damaging effects of alcohol, tobacco, and other drugs on the physical, mental, social, emotional, and intellectual well-being of our student-athletes. The use, misuse and abuse of alcohol and other drugs are recognized by the UW-W Athletic Department to be a major deterrent to performance, health, and general well-being. The following policies and procedures are intended to promote responsible decision-making and general awareness within the UW-W Athletic Department among student-athletes, coaching staff, administrators, and support staff. All regulations adopted by the Athletic Department are in accordance with university, local, state, and federal laws and policies. This policy applies to you as long as you are attending UW-W and/or representing UW-W Intercollegiate Athletics.

Participation in UW-W athletics is a privilege with responsibilities. The following defines the standards and expectations for conduct, specific to the student-athlete, related to the use of alcohol and other drugs.
Tobacco Policy
All buildings and vehicles which are owned or leased by UW-W are to be entirely smoke free. “Smoke Free” is an environment in which there is no use of lighted cigarettes, cigars, pipes, or other smoking materials in University buildings and vehicles.

The use of tobacco products by a student-athlete is prohibited during practice and competition. (NCAA bylaw 17.1.6.3). A student-athlete who uses tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition. This includes activities such as meetings, practices, games, or informal workouts on or off the grounds of UW-W. It also includes activities related to athletics which take place in the training rooms, locker rooms, or weight-training facilities.

Alcohol Policy
UW-W does not condone the irresponsible use of alcohol and seeks to promote an environment in which choosing not to drink is socially acceptable. We firmly believe that the use of alcohol can be detrimental to the physical and mental well-being of its student-athletes. The use of these substances can seriously interfere with the performance of individuals as students and as athletes and can be dangerous to the student-athlete and their teammates. The following rules and regulations apply:

UW-W Athletic Department Regulations
A student-athlete who violates any of the general local, state, and federal laws governing alcohol regulations, or the University of Wisconsin system and UW-W regulations will be subject to the penalties outlined in this policy and/or action through the Office of Student Life and Campus Assessment, Response, and Evaluation (CARE) team. No alcoholic beverages will be permitted on UW-W property or at any Athletic Department sponsored event. Exemptions are granted at the discretion of the Chancellor and in accordance with state regulations.

No student-athlete or student-manager, while actively participating in a UW-W Athletic Department sponsored activity (team meals, team practice, away trips, hosting student recruits, etc.) will be permitted to purchase, consume, possess, distribute, sell, or be under the influence of alcohol. Road trips are defined as a period of time starting with your departure from campus and ending with your return to campus or when you are released by the head coach.

Student-athletes serving as hosts for prospective student-athletes are not to take the prospective student-athlete into any environment where alcohol is distributed in an uncontrolled manner. Consumption or possession of any alcoholic beverage in the presence of a prospective student-athlete during a campus visit is prohibited.

During any sports season in which any student-athlete is participating, the use of alcohol is not permitted within forty-eight (48) hours prior to an official contest, game, or scrimmage.
Penalties for Violation of Alcohol Rules/Regulations
Student-athletes who violate the above rules and regulations regarding alcohol will face the sanctions outlined below. Offenses will accumulate throughout a student-athlete’s period of intercollegiate eligibility at UW-W. UW-W’s Athletic Director has the option to increase a suspension or penalty based on the severity of the action(s). Failure to fulfill sanctions may result in suspension from the team’s regular season contests.

First Offense:
1. Student-athlete will have a conference with Head Coach.
2. Student-athlete will be required to apologize to their team.
4. Dean of Students will be notified and a follow-up meeting and other consequences will be required by the Dean of Students Office.

Second Offense:
1. Student-athlete will have a conference with Head Coach and Athletic Director.
2. Student-athlete will be required to apologize to their team.
4. Dean of Students will be notified and a follow-up meeting and other consequences will be required by the Dean of Students Office.

Third Offense:
1. Student-athlete will have a conference with Head Coach and Athletic Director.
2. Athletic Director will determine student-athlete suspension based on the severity of their action(s). Attendance and participation at practice during the suspension period will be required.
3. Dean of Students will be notified and a follow-up meeting and other consequences will be required by the Dean of Students Office.
4. 8-10 page paper on responsibility, life choices, possibility of suspension.
5. Signed statement of understanding of conduct policy and consequences of future violations.

Fourth Offense:
1. Student-athlete will have a conference with Head Coach and Athletic Director.
2. Student-athlete will be suspended from all further intercollegiate athletic participation at UW-W.
3. Suspension from the University for a period of one semester to two years.

The preceding penalties present general guidelines for typical violations; however any single violation may result in more serious sanctions depending on the severity of that specific incident. Coaches retain the ability to enforce additional penalties. Additionally, a minor violation may result in less severe sanctions than the general guidelines since the Leadership
team (the Athletic Director, Assistant Athletic Director, and Senior Woman Administrator) and the head coach of the respective sport have the discretion to review each case and determine if the violation is appropriate to the offense.

Alcohol policy violations committed by students under the age of 21 will also result in notification of the student’s parent(s) or legal guardian(s). Notification will occur in writing, unless the situation warrants a different method.

Disciplinary probation means that a student may remain enrolled at the university as long as the student complies with specified standards of conduct and completes all assigned disciplinary sanctions.

**Drug Policy**
The Athletic Department strongly believes that any use of illicit drugs, excluding those that have been prescribed by a physician to treat a specific medical condition, can be detrimental to the physical health, mental health, and overall well-being of student-athletes. In addition to being against the law, the use of drugs can seriously interfere with academic and athletic performance, and brings serious risk of injury to student-athletes and their teammates, particularly when they are competing in athletic competition or practice.

Membership and participation in UW-W athletic programs is a privilege. UW-W prohibits the use of drugs or substances listed on the NCAA’s Banned Substances List (included below). UW-W is committed to developing and maintaining an environment that encourages and fosters drug-free competition.

**NCAA Banned Substances List**
Per NCAA regulations, it is your responsibility to check with athletics staff before using any substance.

The NCAA bans the following classes of drugs, as well as any substance that is chemically related to one of these classes. Some examples are included for each class, but those lists are not exhaustive:

- **Stimulants**
  - amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; methamphetamine; methylphenidate (Ritalin); synephrine (bitter orange); methylhexanamine (DMAA); “bath salts” (mephedrone); Octopamine; DMBA; phenethylamines (PEAs); etc.
- **Anabolic Agents**
  - Androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; testosterone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenedione; stanozolol; stenbolone; trenbolone; SARMS (ostarine, ligandrol, LGD-4033); etc.
- **Diuretics (water pills) and Other Masking Agents**
• bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.

• Illicit Drugs
  o heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)

• Peptide Hormones and Analogues
  o Growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); IGF-1 (colostrum); etc.

• Anti-Estrogens
  o anastrozole; tamoxifen; formestane; ATD, clomiphene; SERMS (nolvadex); Arimidex; clomid; evista; fulvestrant; aromatase inhibitors (Androst-3,5-dien-7,17-dione), etc.

• Beta-2 Agonists
  o Bambuterol; formoterol; salbutamol; salmeterol; higenamine; norcoclaurine; etc.

Before consuming any nutritional/dietary supplement product, it is crucial that you review the product and its ingredient list with athletics staff. Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test. In the past, student-athletes have tested positive and lost their eligibility using dietary supplements. Since many dietary supplements may be contaminated with banned drugs not listed on the label, taking any product containing a dietary supplement is done at your own risk.

Drug Screening and Discipline Procedures
At the beginning of each athletic year, a student-athlete must sign the NCAA and UW-W drug-testing consent form (to be completed online using JumpForward). These forms allow the NCAA and UW-W to test student-athletes for banned substances. The following rules and regulations apply to you:

1. **Drug Screening Procedure**
   The drug screening program applies to all student-athletes, both during and outside of the athletic season. Participants may be screened for any and/or all of the NCAA banned substances based on reasonable suspicions obtained by any university representative(s). Reasonable suspicion is defined as a suspicion based on specific, personal, and/or direct observations that the university representative(s) can describe which warrants further investigation, concerning any of the following four areas: appearance, behavior, speech, or odor.

2. **Contact Meeting**
   A student-athlete under reasonable suspicion for use of a banned substance will be notified by the Athletic Director or their coach to report within 24 hours for a contact meeting. The meeting will be conducted with the Athletic Director, Certified
Athletic Trainer(s), and the Head Coach, and will outline to the student-athlete the reasons they are considered to be under reasonable suspicion for the use of a banned substance. The meeting will also go over the penalties associated with a positive drug test result. The student-athlete will be provided with the opportunity to admit or deny the allegations. If the student-athlete denies the allegation, they will then be informed about the screening procedure and will have to submit to that procedure.

3. **Specimen Collection/Screening**
   Screening for banned substances is conducted through the use of a urine specimen. Intrusive testing using blood samples is not performed. All tests will be evaluated at the NCAA threshold for each banned substance by Mercy Health Systems. After informing the student-athlete of their test results, all test results will remain confidential and secured by the Athletic Director. The information will be released only to University staff and medical staff on a need to know basis. The possible staff to be informed includes, but is not limited to, the Chancellor, the Athletic Director, Team Medical Personnel, Certified Athletic Trainers, Head Coach(es), and the University Health and Counseling Center.

4. **Penalties**
   The penalty for use of a banned substance varies based on the specific circumstances. Below are examples of possible penalties based on the student-athlete’s conduct/test results.
   
   a. If the student-athlete admits to using a banned substance at the contact meeting, or initiates a self-referral:
      
      a. Immediate suspension for 30% of the team’s regular season contests, which may include post season contest dates, and may carry over into the next semester. If the student-athlete is a multi-sport participant, their suspension carries over into the next sport season. A student-athlete may not sign up for a sport in which they have not previously participated in order to fulfill their suspension. Attendance and participation at practice during the suspension period is required.
      
      b. The student-athlete will be required to attend an AODA assessment by University Health and Counseling Services in order to be reinstated.
      
      c. The student-athlete may be required to submit to future unannounced substance screenings for one (1) year from the date of the contact meeting. If the student-athlete tests positive at any time during that year, then immediate and permanent dismissal from any further athletics participation will result.
b. If the student-athlete denies the use of a banned substance and subsequently tests positive:
   a. The student-athlete will be suspended from all intercollegiate athletics programs for one (1) calendar year from the date of the contact meeting. Attendance and participation at practices during the suspension will be required.
   b. The student-athlete will be required to attend an AODA assessment by University Health and Counseling Services in order to be reinstated.
   c. The student-athlete must submit to a substance screening and test negative in order to be reinstated.
   d. The student-athlete may be required to submit to future unannounced substance screenings for one (1) year from the reinstatement date. If the student-athlete tests positive at any time during that year, then immediate and permanent dismissal from any further athletics participation will result.

c. If the student-athlete denies the use of a banned substance and subsequently tests negative, the allegations of reasonable suspicion will be dropped and no further action will be taken.

5. **Refusal to submit to screening**
   Any student-athlete who refuses to submit to screening will be treated as having had a positive test result for the purpose of imposing disciplinary action pursuant to this policy (see #4, situation b). The student-athlete’s record will reflect the fact that the discipline was based on their refusal to submit to screening rather than as a consequence of a positive test result.

6. **Multiple Infractions**
   a. Any student-athlete with two admissions to substance use/abuse will be immediately and permanently dismissed from any further participation in intercollegiate athletics at UW-W.
   b. Any student-athlete with two positive substance screenings in their career will be immediately and permanently dismissed from any further participation in intercollegiate athletics at UW-W.
   c. Any student-athlete with any combination of a positive substance screening and an admission to substance use/abuse will be immediately and permanently dismissed from any further participation in intercollegiate athletics at UW-W.
   d. Two refusals to submit to screening in a student-athlete’s career will result in immediate and permanent dismissal from any further participation in intercollegiate athletics at UW-W.
Participation in intercollegiate athletics is defined as engaging in duties related to that of a student-athlete, student-manager, student-coach, student athletic trainer, student strength and condition assistant, and/or student administrative assistant.

7. **Payment for Drug Screenings**
   UW-W will fund all initial substance screenings. Following the initial test, the student-athlete is required and responsible for payment of all additional screenings as required by this policy. The screening facility will charge the Athletic Department for all screenings. The Athletic Department will then place these charges on the student-athlete’s campus billing account. Failure to pay for these substance screenings may result in an academic hold being placed on the student-athlete’s records as well as the loss of athletic eligibility until said bill is paid in full.

8. **Appeals Board**
   A student-athlete may submit an appeal in writing to the Athletic Director. Thereafter, an Appeals Board will be assembled. The Appeals Board will consist of the following: Athletic Director, both Head Athletic Trainers, Senior Woman’s Administrator, two Head Coaches, two members of the SAAC, one of the Faculty Athletic Representatives, and the Chair of the Intercollegiate Athletic Committee or their designated representative. The decision of the Appeals Board is final.

9. **Self-Referral Procedure**
   A student-athlete may self-refer themselves to the drug policy’s penalty procedures by initiating a self-referral (informing someone of their drug use/abuse) to any of the following people/groups:
   - Department of Intercollegiate Athletics staff (i.e., the Athletic Director, Certified Athletic Trainer, or Team Physician)
   - University Health and Counseling Services
   - A private drug rehabilitation center

**Student-Athlete Code of Conduct**

**Sportsmanship and Ethical Conduct**

Sportsmanship is defined by the NCAA Sportsmanship and Ethical Conduct committee as “a set of behaviors to be exhibited by student-athletes in athletic competition. These behaviors are based on values including respect, civility, fairness, honesty, and responsibility”.

The committee defines ethical conduct as “a set of guiding principles that each person follows, both to the letter of the rules and by the spirit of the rules. Such conduct reflects a higher standard than law because it includes, among other principles, fundamental values that define sportsmanship”.

It is the expectation of UW-W’s Athletic Department that every student-athlete will behave ethically and with good sportsmanship throughout their entire career at UW-W.
Team Rules and Team Discipline
The head coach is the person most responsible for the total conduct of his/her specific program within the authority defined by the philosophy, goals, and structure of the Athletic Department and UW-W policies and procedures.

Each coach may set forth his/her own team rules (i.e. training, curfew, conduct, etc.). All decisions directly related to individual and team performance (i.e. playing time, position, traveling squad, etc.) are at the discretion of your coach, and their decisions are final. If a team rule is broken, the coach will discipline the student-athlete(s) at his/her discretion. Serious misconduct may result in temporary or permanent suspension from athletics.

As an enrolled student-athlete, you are expected to adhere to team rules as provided by your coach and the Athletic Department. If you feel there is an issue with either the team rules or the way they have been applied, you should follow the grievance procedure outlined in this handbook.

Competitive Play Misconduct
Competitive play misconduct is defined as any physical or verbal abuse of an official, coach, opponent, or spectator, as well as throwing objects or inciting players or spectators into inappropriate actions or behavior. This type of conduct is unacceptable, and may result in temporary or permanent suspension from athletics, as deemed appropriate based on the circumstances.

Under WIAC Bylaw 10.3, the commissioner of the WIAC is authorized to investigate cases involving competitive play misconduct by any participant on a team who represents a member institution, and the commissioner may impose penalties they believe to be appropriate should they find sufficient evidence of competitive play misconduct.

Beyond those penalties imposed by the commissioner, the Athletic Department may also choose to institute separate disciplinary action.

Away Contest Conduct
While representing UW-W at away contests, you are expected to uphold the outstanding reputation of the Athletic Department. While traveling, you are very visible and are easily identifiable as a UW-W student-athlete. Remember to represent UW-W appropriately in all situations at all times. This means acting with honesty, respect, and integrity, and displaying good sportsmanship throughout the time you are away.
Travel Policy
You are expected to travel to and from any away event in transportation provided by the Athletic Department. Only under unique circumstances will a student-athlete be allowed to return from an away contest by any other means. In order to do so, permission must be obtained in advance of the team’s departure for the away contest, and a University System Athletic Travel Release Form must be completed. The Travel Release Form is available online or from your coach. There are no exceptions to this policy.

Non-Academic Misconduct
The Athletic Department strongly believes that the teaching, learning, research, and service activities of UW-W can only succeed in an environment that is free from violence, harassment, fraud, theft, disruption, and intimidation. The Athletic Department and UW-W have a responsibility to identify basic standards of non-academic misconduct, and to implement procedures to effectively deal with instances of misconduct.

UW-W standards for misconduct are set by UW-System Chapter 17: Student Nonacademic Disciplinary Procedures. The handbook includes portions of these policies, but if you wish to review the entire document, it is available at the Office of Student Affairs, the Whitewater Student Government Office, on UW-W’s web site (at http://www.uww.edu/student-handbook/system-17intro), or at the library reserve desk.

Conduct Subject to Disciplinary Action
The university may discipline a student for engaging in, attempting to engage in, or assisting others to engage in any of the following types of nonacademic misconduct:

- Conduct that endangers the health or safety of oneself or another person;
- Sexual assault;
- Stalking;
  - Stalking is defined by Wisconsin Statue 940.32, and refers to a series of two or more of the following acts carried out over time. This list of acts is not exhaustive: maintaining a visual or physical proximity to the victim; approaching or confronting the victim; appearing at the victim’s workplace or contacting the victim’s employer or coworkers; appearing at the victim’s home or contacting the victim’s neighbors; contacting the victim by telephone; monitoring the activities of the victim through photographs or other means, etc.
- Harassment;
  - Harassment is defined by Wisconsin Statute 947.013, and refers to engaging in a course of conduct or repeatedly committing acts with the intent to harass or intimidate another person, including physical contact or threatening to cause physical contact.
- Illegal use, possession, manufacture, or distribution of alcohol or controlled substances;
• Unauthorized use of or damage to property (including possession of, use of, moving of, tampering with, damage to, or destruction of university property or the property of others);
• Disruption of university-authorized activities (any conduct that obstructs or impairs university-run or university-authorized activities, or that interferes with or impedes the ability of a person to participate in university-run or university-authorized activities);
• Disorderly conduct (any type of violent, abusive, indecent, profane, boisterous, unreasonably loud, or otherwise disorderly conduct, where the conduct tends to cause or provoke a disturbance in university buildings or on university lands);
• Forgery or falsification of any university or government document, record, key, electronic device, or identification;
• Misuse of computing resources (conduct that involves failure to comply with laws, license agreements, and/or contracts governing university computer network, software, and hardware use; use of university computing resources for unauthorized commercial purposes or personal gain; failure to protect a personal password or university-authorized account; breach of computer security, invasion of privacy, or unauthorized access to computing resources);
• False statement or refusal to comply regarding a university matter;
• Violation of criminal law;
• Serious violations of municipal law;
• Violation of university rules;
• Noncompliance with disciplinary sanctions;
• Dating violence;
• Domestic violence; or
• Sexual harassment.
  o Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

**Conduct Outside of University Property**
The disciplinary sanctions under UW-System Chapter 17.10 may still apply to student conduct that occurs outside of university property, if that conduct is determined to adversely affect a substantial university interest. Conduct will be found to adversely affect a substantial university interest if it:

• Constitutes or would constitute a serious criminal offense, regardless of the existence of any criminal proceedings;
• Indicates that the student presented or may present a danger or threat to the health and safety of themselves or others; or
• Demonstrates a pattern of behavior that seriously impairs the university’s ability to fulfill its teaching, research, or public service missions.
**Conduct Regarding Athletic Events**

Gambling and Bribery: UW-W and the NCAA oppose all forms of legal and illegal gambling. Sports gambling and bribery has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes and the intercollegiate athletics community. Under NCAA bylaw 10.3, student-athletes are not allowed to knowingly participate in sports gambling and bribery activities, or provide information to individuals involved in or associated with any type of sports gambling or bribery activities concerning intercollegiate, amateur, or professional athletics competition. If you have concerns regarding gambling or bribery activities, you should immediately bring these to the attention of the Athletic Director.

Ticket Scalping: Tickets to any UW-W event, or general University of Wisconsin system event, are only transferrable according to the terms and conditions on the ticket or any other evidence of right of entry. No one may buy or sell a ticket or other evidence of right of entry for more than the price printed upon the face of the ticket.

Athletic Events Conduct: No person may enter onto the playing surface of an officially sanctioned athletic event while the event is in progress without prior authorization. An event is in progress from the time when teams, officials, trainers, support staff, or bands first reach the playing surface until the time when they have left.

**Disciplinary Sanctions**

Depending on the severity of the misconduct, any of the following sanctions may be imposed:

- Denial of specified university privileges;
- Required restitution payments;
- Education or service sanctions, including community service;
- Disciplinary probation;
- Removal from a course in progress;
- Enrollment restrictions on a course or program;
- Suspension; or Expulsion

Outside of the UW-W imposed sanctions, the Athletic Department will deal with non-academic misconduct on a case by case basis. Any misconduct may result in temporary or permanent suspension from intercollegiate athletics.

**Violations of State or Federal Law**

Any student-athlete who violates state or federal laws may face prosecution in appropriate courts. Specifically, any student-athlete charged with a felony will be suspended from athletics indefinitely until the issue is resolved. Any student-athlete issued a citation or charged with a misdemeanor will be subject to appropriate penalties as determined by the head coach and/or Athletic Director. Upon notification of any legal incidents involving a student-athlete, the head coach and/or Athletic Director will investigate as is necessary and appropriate, before making a decision regarding possible penalties. Due process will be acknowledged. Student-athletes should be aware that more restrictive penalties may be handed down by UW-W, in addition to any penalties handed down by the Athletic Department.
**Student-Athlete Discipline Policy**

This policy specifies the procedure that the Athletic Department will use to respond to allegations of misconduct by student-athletes. As previously mentioned, arrests or charges of specified crimes will result in immediate suspension and factual inquiry. A four-person group, composed of Athletic Department and university officials, will decide if the facts support disciplinary action, and if they do, what the discipline should be. The student-athlete has the right to appeal that decision to the UW-W Athletic Department Discipline Review Committee.

**Why have a separate discipline policy for student-athletes?**

All UW-W student-athletes, like other students, are subject to UW-System Chapter 17: Student Nonacademic Disciplinary Procedures. Student-athletes are also subject to the team rules developed by the head coach of their respective sports. As a student-athlete, there are special responsibilities created because the student-athlete is viewed as a representative of the university. Therefore, a separate discipline policy outside of UW-System Chapter 17 is necessary because as university representatives, misconduct by student-athletes is likely to receive more public attention. That increased public attention means the university must not appear to condone any misconduct, which is accomplished by taking allegations against student-athletes very seriously. Any failure to seriously address allegations can result in lower public trust, harming the university’s ability to carry out its mission of teaching, research, and public service. A separate disciplinary policy also ensures fairness to the student-athlete regarding discipline.

2. **Purposes of the Policy**
   a. To provide procedures that will demonstrate that the university will not appear to condone misconduct, and will take allegations of misconduct seriously.
   b. To provide procedures for developing the facts, to ensure actions taken under this policy are based in sufficient information.
   c. To clarify and reinforce the standards of behavior expected of student-athletes.
   d. To ensure student-athletes are treated fairly.
   e. To assure confidence in the integrity of the process by minimizing the potential for conflict on the part of administrators, coaches, and student-athletes.

3. **When the Policy Applies**
   f. This policy applies when a student-athlete has been charged with or arrested for a crime based on conduct involving:
      i. Causing serious physical injury to another person.
      ii. Creating a serious danger to the personal safety of another person.
      iii. Making a credible threat of serious physical injury to another person.
      iv. Sexual assault.
      v. Felony theft or felony criminal damage to property.
      vi. “Stalking” as defined by Wis. Stat. §940.32.
1. Wis. Stat. §940.32 is explained in more detail on page 9 of this handbook, under the heading **Conduct Subject to Disciplinary Action**.

   vii. Repeated violations of criminal law that raise the concerns addressed by the policy.

   g. If there is a good faith question as to whether the policy applies, the Athletic Director shall decide in consultation with the Discipline Review committee whether the policy applies.

4. **If the Policy Applies: Immediate Suspension Pending Factual Inquiry**
   h. If the policy applies, the student-athlete will be suspended immediately from competition and practice with his/her team.
   i. Any financial aid will remain in place.
   j. The student-athlete’s name will remain on the squad list and with Student-Athlete Services.
   k. The student-athlete will have access to weight training, sports medicine facilities, and academic support services.
   l. The coach for the student-athlete does not make the suspension decision.
   m. Suspension will be immediately followed by prompt factual inquiry.

5. **Prompt Factual Inquiry**
   n. A prompt inquiry should be conducted to develop the facts, so that actions taken under this policy are based on sufficient information. The policy recognizes that knowledge of the facts may never be perfect.
      i. The facts matter if the use of this policy is to serve the interests of the university and treat student-athletes fairly.
      ii. The facts of the alleged misconduct are often described most accurately or most well-developed when the misconduct first becomes known.
      iii. The regular criminal process may take a considerable period of time to develop the facts.
   o. The Athletic Director shall promptly appoint a person to inquire into the facts, including but not limited to the following:
      i. Whether the student-athlete was arrested, and if so, for what offense.
      ii. Whether the student-athlete was immediately arrested or detained.
      iii. Whether charges have been issued or are likely to be issued, and if so, for what offense.
      iv. What facts are alleged in support of the arrest or charge.
      v. If known, what the outcome of the case is likely to be.
      vi. In some cases, certain information may not be available for a considerable period of time after the arrest, because police records are not accessible and a criminal complaint has not been filed. In
those cases, the Athletic Director, in consultation with the Athletic Discipline Review committee, may:

1. Refer the case for decision under Section 7 of the policy based on the available facts, or reinstate the student-athlete until sufficient facts are available.
2. If two weeks have elapsed since the date of the suspension, and the student-athlete has not been reinstated or the case has not been referred for decision under Section 7 of the policy, the student-athlete may request that a decision be made within 3 days.

6. **Student-Athlete Participation in the Factual Inquiry**
   
   p. The student-athlete shall be given the opportunity to provide information and to respond to any facts offered by others.
   
   q. The facts are important, and the student-athlete is an important source of those facts.
   
   r. However, the potential of pending criminal prosecution may affect the level of participation in which the student-athlete is able to engage.

7. **Decision About Discipline**
   
   s. When the inquiry has been completed, the Athletic Director and the Athletic Discipline Review committee shall decide by consensus.
   
   t. The first decision of the Athletic Director and Athletic Discipline Review Committee will be whether the allegations of misconduct are supported by sufficiently reliable facts.
   
   u. If the allegations of misconduct are sufficiently supported, the next decision will be what disciplinary action is necessary and sufficient to serve the purposes of this policy. The following is the potential range of actions that can be taken:
      
      i. Reprimand
      
      ii. Apology
      
      iii. Imposition of reasonable terms and conditions on continued status as a team member
      
      iv. Counseling, and/or participation in a program of training [e.g., drug or alcohol abuse, sexual harassment, etc.]
      
      v. Community Service
      
      vi. Restitution
      
      vii. Other measures suggested by the athlete’s coach
      
      viii. Reinstatement
      
      ix. Continued suspension
      
      x. Dismissal from the team

8. **Student-Athlete Right to Appeal the Decision**
v. The student-athlete may appeal the disciplinary decision by requesting a hearing before the Appeal Review Committee.

w. The request for appeal must be made in writing to the Athletic Director within 5 days of the disciplinary decision.

x. The committee members will be selected to avoid actual or apparent conflict of interest and includes:
   i. Assistant Athletic Director
   ii. Student Athlete Advisory Committee Designee
   iii. A coach
   iv. Faculty Athletic Representative
   v. Intercollegiate Athletics Committee Member

y. The committee will schedule the appeal hearing within a reasonable period of time.

z. The committee may be advised by counsel from the Dean of Students Office or their designee.

aa. The student-athlete may be represented by counsel or other advisor.

bb. The student-athlete’s counsel or other advisor may only address the committee.

cc. The Athletic Director or a designated member of the Athletic Board shall appear before the committee to explain the decision and its basis.

dd. The formal rules of evidence do not apply.

eе. The hearing is closed to the public.

ff. The committee will decide whether to affirm the original decision or modify it.

gg. If the committee modifies the original decision, it may impose any of the dispositional alternatives set forth in Section 7(c) of this policy, except dismissal from the team or increasing the length of the suspension.

9. **Review After Disposition Of a Criminal Prosecution**

   This policy permits review of the discipline after the criminal case, if any, has been disposed of. The policy addresses the most common situations, those beginning with an arrest and issuance of charges. It may take a considerable period of time for the charge to be resolved by the criminal justice system. When the final resolution does occur, the discipline decision may be reviewed because the resolution of the criminal case may reveal different facts that are relevant to the disciplinary action taken under this policy.
**Athletic Department Discipline Review Committee**

The following individuals and/or their designees shall serve as members of the UW-W Athletic Department Discipline Review Committee:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Todd Garzarelli</td>
<td>Athletic Director</td>
<td>262-472-4661</td>
<td><a href="mailto:garzarellit@uww.edu">garzarellit@uww.edu</a></td>
</tr>
<tr>
<td>Keri Carollo</td>
<td>Assistant Athletic Director/Senior Woman Administrator</td>
<td>262-472-5782</td>
<td><a href="mailto:carollok@uww.edu">carollok@uww.edu</a></td>
</tr>
<tr>
<td>Steve Hillmer</td>
<td>Head Athletic Trainer</td>
<td>262-472-1150</td>
<td><a href="mailto:hillmers@uww.edu">hillmers@uww.edu</a></td>
</tr>
<tr>
<td>Susan Johnson</td>
<td>Faculty Athletic Representative</td>
<td>262-472-4766</td>
<td><a href="mailto:johnsons@uww.edu">johnsons@uww.edu</a></td>
</tr>
<tr>
<td>Artanya Wesley</td>
<td>Dean of Students</td>
<td>272-472-1531</td>
<td><a href="mailto:wesleya@uww.edu">wesleya@uww.edu</a></td>
</tr>
</tbody>
</table>
Strategic Plan for Response to Sexual Assault
In accordance with its mission and institutional values, the University of Wisconsin-Whitewater is committed to creating and maintaining a community environment that is free from any form of gender discrimination, including sexual harassment and sexual violence. This policy sets forth the definitions, reporting requirements, procedures, remedies and resources that are available to the campus community in regard to allegations and/or incidents of sexual harassment, sexual violence, gender-based stalking, dating violence and domestic violence.

Title IX Notice of Nondiscrimination
The University of Wisconsin-Whitewater does not discriminate on the basis of sex in its education programs, activities or employment practices. Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 et seq., and its implementing regulations, 34 C.F.R. Part 106, prohibit discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. Title IX and Title IX regulations also apply to employment in and admission to the recipient’s education programs and activities. Sex discrimination is prohibited by Title IX. Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination. A number of different acts fall into the category of sexual violence: rape, sexual assault, dating violence, domestic violence, stalking, sexual battery and sexual coercion. Sexual harassment is defined as unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature. The following are examples of types of conduct that may constitute sexual harassment:

- Inappropriate touching, patting, or pinching
- Physical assault or coerced sexual activity
- Demands or subtle pressure for sexual favors
- Obscene phone calls, texts, emails, or gestures
### Leadership

<table>
<thead>
<tr>
<th>Role</th>
<th>Contact Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletics Contact</td>
<td>Keri Carollo, Assistant AD for Compliance/Senior Woman’s Administrator&lt;br&gt;<a href="mailto:carollok@uww.edu">carollok@uww.edu</a>&lt;br&gt;262-472-5782</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Margaret Wheeler, Immigration Specialist/ AA-EO&lt;br&gt;<a href="mailto:wheelerm@uww.edu">wheelerm@uww.edu</a>&lt;br&gt;262-472-1494</td>
</tr>
<tr>
<td>Athletic Director</td>
<td>Todd Garzarelli, Athletic Director&lt;br&gt;<a href="mailto:garzarellit@uww.edu">garzarellit@uww.edu</a>&lt;br&gt;262-472-4661</td>
</tr>
<tr>
<td>Chancellor</td>
<td>Beverly Kopper, Chancellor&lt;br&gt;<a href="mailto:kopperb@uww.edu">kopperb@uww.edu</a>&lt;br&gt;262-472-1918</td>
</tr>
<tr>
<td>Student Athlete Advisory Board</td>
<td>Jake Santellano, President&lt;br&gt;<a href="mailto:SantellaJR04@uww.edu">SantellaJR04@uww.edu</a>&lt;br&gt;Kelley Berk, President&lt;br&gt;<a href="mailto:BerkKM04@uww.edu">BerkKM04@uww.edu</a></td>
</tr>
</tbody>
</table>
Federal Regulations:
- Title IX- 1972 prohibits discrimination on the basis of sex, including gender-based harassment and sexual harassment, in educational institutions receiving federal funds.
  - 2011 Dear Colleague Letter on Sexual Violence requires immediate and effective responses to sexual violence.
  - 2013 Dear Colleague Letter on Retaliation reminds institutions that retaliation for reporting sexual violence is prohibited.
- Clery Act, established in 1998 and formerly known as the Campus Security Act, requires campuses to publish and annual report of campus crime and designates directors of athletics and coaches as campus security authorities (CSAs) who are required to report when they become aware of potential sexual misconduct.
- The Violence Against Women Act (VAWA) was reauthorized in 2013 and included the Campus Sexual Violence Elimination Act (SaVE Act), which expands and defines sexual misconduct that must be reported, and requires training and education to all incoming students and new employees.

Commitment:
- Comply with campus authorities and ensure that all athletics staff, coaches, administrators, and student-athletes maintain a hostile-free environment for all student-athletes regardless of gender or sexual orientation; know and follow campus protocol for reporting incidents of sexual violence; immediately report any suspected sexual violence to appropriate campus offices for investigation and adjudication;
- Educate all student-athletes, coaches and staff about sexual violence prevention, intervention and response;
- Assure compliance with all federal and applicable state regulations related to sexual violence prevention and response; and
- Cooperate with but not manage, direct, control or interfere with college or university investigations into allegations of sexual violence ensuring that investigations involving student-athletes and athletics department staff are managed in the same manner as all other students and staff on campus.

Accountability:
In furtherance of the principles stated above, UW-W Athletics will:
- Review and renew this strategic plan on an annual basis;
- Make sexual assault prevention, response, and education a priority with the Student Athlete Advisory Committee, athletic coaching staff, athletic administration, and support staff;
- Support and encourage coaches, staff, and/or student-athletes to participate in University and Department sponsored trainings on sexual misconduct, sexual assault, and sexual harassment;
• Ensure compliance by holding coaches, staff, and athletes to all standards established for responding to reports of sexual assault as required by federal mandate and UW-W policy.

Protocols:

Responsible Employees:
All coaches, athletic staff and training staff are deemed responsible employees. The role of a responsible employee is to report allegations of sexual harassment/violence that takes place on or off campus to the Title IX Coordinator. These individuals are trained to do the following:

• Explain to student-athletes that they are NOT a confidential resource before a student-athlete reveals something that they may want to keep confidential;
• In emergency situations, where a person’s health or safety is in immediate danger, call 911;
• Be familiar with the definitions of relationship violence and sexual harassment;
• Be familiar with this and other policies;
• Be prepared to respond should an individual report an incidence of relationship violence or harassment to them;
• Be familiar with resources on campus to refer a reporting individual to.

Filing a Complaint or Report:
A. Any individual who has been subjected to or witnessed an incident of Sexual Harassment or Relationship Violence may file a complaint or report through any of the following methods:
   1. Student Online Reporting Form:
      a. Click, complete, and submit this form if the allegations involve or are against a student at UW-W:
         https://cm.maxient.com/reportingform.php?UnivofWisconsinWhitewater&layout_id=4
         or contact the Dean of Students Office at:
         Dean of Students/Deputy Title IX Coordinator
         800 W. Main, Hyer Hall Room 200
         Whitewater, WI 53190
         Phone: 262-472-1533
   2. Employee Online Reporting Form:
      a. Click, complete, and submit this form if the allegations involve or are against an employee at UW-W:
         https://cm.maxient.com/reportingform.php?UnivofWisconsinWhitewater&layout_id=4
         or contact the Office of Human Resources & Diversity at:
         Director of Human Resources & Diversity/Deputy Title IX Coordinator
         800 W. Main, Hyer Hall Room 330
         Whitewater, WI 51390
         Phone: 262-472-4672
3. A complaint involving a student, employee, or individual affiliated with the campus community may also be filed with the Title IX Coordinator at:

**Title IX Coordinator**
Office of the Chancellor
800 W. Main, Hyer Hall Room 425
Whitewater, WI 51390
Phone: 262-472-1910

4. A complaint involving a student, employee, or individual affiliated with the campus community may also be filed with UW-W Police Services at:

**UW-Whitewater Police Services**
Chief/Director of Police Services
Goodhue Hall
734 W. Starin Road
Whitewater, WI 51390
Phone: 262-472-4660

B. In addition to the reporting methods above, an individual who has been subjected to conduct as defined by this policy may file a complaint with the U.S. Department of Education, Office for Civil Rights:

https://www2.ed.gov/about/offices/list/ocr/docs/howto.html. A complainant may also file a report with the local law enforcement agencies which may have jurisdiction over criminal proceedings against the accused individual(s). Filing a report or complaint under this subsection shall not satisfy an employee's responsibility to file a report with one or more of the offices or officials designated under subsection (A) herein.

C. Knowingly making a material misstatement of fact in connection with reporting under this policy may subject the individual to disciplinary action. Anyone who believes that they have been the subject of a false complaint may meet with the Title IX Coordinator to discuss the allegations. The filing of a complaint that does not result in a finding of prohibited conduct is not alone evidence of the intent to file a false complaint.

**Protocols for Recruits:**
Visiting prospective student-athletes, (PSA’s) are the responsibility of the student host, the athletic team and the entire university community during their visits to UW-W. Good judgement regarding where and how to entertain a PSA not only reflects well on the program but ultimately may affect the PSA’s decision to enroll at UW-W. You are expected to provide the PSA with a positive experience and abide by the following guidelines:
Prohibited recruiting activities, practices and conduct by any institutional staff member including PSA hosts and other student-athletes, include but are not limited to:

a. Allowing the PSA to purchase, or serving/providing the PSA with alcohol, illicit substances or drugs. NOTE-offenders are subject to criminal and campus judicial processes in addition to athletic department and team disciplinary actions.

b. Providing extravagant meals, housing or transportation during the visit. Transportation must be provided only in the host or PSA’s car and may not include a location greater than 30 miles from UW-W campus.

c. Entertaining the PSA at a bar, an adult entertainment facility (i.e. with escorts or exotic dancers), or placing him/her in situations where he/she may later feel taken advantage of.

d. Involving the PSA in an activity or event at any location that might discredit the team or have the appearance of impropriety.

e. Providing the PSA with any material benefit (such as cash souvenirs, clothing, or gifts).

f. Having contact with boosters or otherwise publicizing the visit of a prospect.

g. Entertaining or providing any material benefit to anyone accompanying the PSA on his/her visit.

h. Sport specific physical activity arranged by, reported back to, or viewed by a member of the coaching staff.

**Education:**
In order to promote an atmosphere of compliance, the UW-W Athletic Compliance Office along with the UW-W campus provide educational sessions with all departments in athletics, coaches, support staff, and student-athletes. The educational sessions are meant to empower student-athletes through education, training, and involvement to affect positive culture change with their peers, on their teams in athletics and across campus. During the sessions, the individuals involved are encouraged to ask questions on the topics discussed and we welcome feedback on the information discussed to improve our educational efforts.

Attendance is compelled and enforced through the Athletic Director, Assistant Athletic Director for Compliance, and the UW-Whitewater Title IX Office. Student-athletes are required to participate in programming designed to work in partnership with campus colleagues to address these issues.
Ensuring college environments are safe and healthy is the responsibility of every individual in the department in the campus community. The Athletic Department educates athletics administrators, coaches and other paid or unpaid staff in athletics so they develop competency in preventing and responding to sexual violence and harassment. These programs are selected by the Senior Staff and are required of coaches and staff and are reviewed and approved by the Assistant Athletic Director for Compliance and the Athletic Director.

The following is a list of some of the topics covered in the educational series or sessions scheduled on a monthly basis. These will vary year by year:

- Healthy Relationships
- Consent
- Sexual Violence Prevalence and Attitudes
- Harassment
- Relationship between sexual violence and alcohol
- Bystander Intervention
- Active listening and making a referral process
- Respectful communication in healthy relationships
- Substance abuse prevention
- Compliance, accountability and sanctions for non-compliance with federal law, state law, institutional policies
- Hazing and Bullying
- Discrimination
- Athletics department policies
- How negative language choices adversely impact team cultures
- How positive language choices can contribute to respectful and healthy environments

**Annual Webinar for Student-Athletes and Staff**

UW-System and the UW-W campus requires all students, faculty, and staff to take the CampusClarity course online on an annual basis. This training covers many topics such as:

- Healthy Relationships
- Consent
- Sexual Violence Prevalence and Attitudes
- Harassment
- Relationship between sexual violence and alcohol
- Bystander Intervention
- Active listening and making a referral process
- Respectful communication in healthy relationships
- Substance abuse prevention
- Compliance, accountability and sanctions for non-compliance with federal law, state law, institutional policies
Monthly coaches’ educational sessions: occur monthly during the academic year and all coaching staff members (head coaches, assistant coaches, volunteers, graduate assistant coaches, and undergraduate assistant coaches), are required to attend. These sessions will provide legislative updates, education on select bylaws, and other relevant updates.

New staff member educational session: occurs prior to or early on in their new role as a head coach, assistant coach, graduate assistant coach, undergraduate assistant coach, volunteer coach, or manager. These sessions will cover NCAA, WIAC, and UW-W rules relevant to their role in intercollegiate athletics, as well as the UW-W Athletic Compliance Office philosophy, policies and procedures, expectations in regards to promoting an atmosphere of compliance.

NCAA Rules Test: this will be done annually for all athletic staff that has recruitment responsibilities and kept on file in the compliance office.

Student-athlete beginning of the year eligibility meeting: occurs at the beginning of the academic year. Incoming student-athletes, returning student-athletes, coaches, select team support staff, and select athletic administrative support staff are required to attend. There will be other representatives from Athletic Training and Strength and Conditioning in attendance to discuss their roles with the team during the student-athletes time at UW-W. Topics discussed include the athletics department philosophy, athletics department policies and procedures, drug testing procedures for both the NCAA and UW-W, Concussion Information, NCAA rules and regulations. During this session we will also spend time on Sexual Assault Harassment and Violence.
Transgender Policy

Principles

• Participation in intercollegiate athletics is a valuable part of the education experience for all students and transgender student-athletes should have equal opportunity to participate in sports.

• Policies governing the participation of transgender students in sport should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.

• The legitimate privacy interests of all student-athletes should be protected.

• The medical privacy of transgender students should be preserved.

• Athletics administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.

• Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

Definitions and Terminology

Language has immense power to shape our perceptions of other people. Using accurate language can help to overcome many misperceptions associated with gender and transgender people. Although the vocabulary related to transgender people continues to evolve, here are some working definitions and examples of frequently used (and misused) terms.

• Biological/Anatomical Sex: The physical characteristics typically used to assign a person’s gender at birth, such as chromosomes, hormones, internal and external genitalia, and reproductive organs. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

• Gender: The complex relationship between physical traits and one’s internal sense of self as male, female, both, or neither as well as one’s outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one’s physical anatomy.

• Gender Identity: One’s inner concept of self as male, female, both or neither. One’s gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages of 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.
• **Gender Expression**: Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearances-congruent with their internal gender identity through clothing, pronouns, names, and in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

• **Transgender**: Sometimes used as an “umbrella” term to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation (attraction to people of a specific gender). Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

• **Sexual Orientation**: Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

• **Genderqueer**: This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

• **Gender Nonconforming/Gender Variant**: Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as “gender nonconforming” is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.

• **Gender Fluidity**: Gender fluidity conveys a wider, more flexible range of gender expression, with interests or behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

• **Intersex**: An estimated one in 2,000 babies is born with an “intersex” condition, or Disorders of Sexual Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e., chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.
• **FTM (Female to Male)/Affirmed male/transboy**: A child or adult who was assigned to the female gender at birth but has a male gender identity.

• **MTF (Male to Female)/Affirmed female/transgirl**: A child or adult who was assigned to the male gender at birth but has a female gender identity.

• **Transition**: The process by which transgender individuals live consistently with their gender identity, and which may (but does not necessarily) include changing the person’s body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hair style, name and/or pronouns; hormonal transition through the use of medicines such as hormone “blockers” or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual’s body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition. Most transgender people in the United States do not have genital reconstructive surgery.

• **Transsexual**: An individual whose gender identity does not match the person’s sex at birth. The individual usually desires to physically alter their bodies surgically and/or hormonally. This physically transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. The precise treatments required vary from person to person.

• **Transphobia**: Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

**NCAA Policy on Transgender Student-Athlete Participation**

The following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

1. A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition, may compete on a men’s team, but is no longer eligible to compete on a women’s team without changing that team status to a mixed team.

2. A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men’s team but may not compete on a women’s team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.
Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may compete on a men’s or women’s team.
- A trans female (MTF) student-athlete who is not taking hormone treatments related to gender transition may not compete on a women’s team.

**Mixed Teams**
A mixed team is a varsity intercollegiate sports team on which at least one individual of each gender competes.

- NCAA rules state that a male participating in competition on a female team makes the team a “mixed team”. The mixed team can be used for sports sponsorship numbers, and count towards the mixed/men’s team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women’s NCAA championship but is eligible for a men’s NCAA championship.
- A female on a men’s team does not impact sports sponsorship in the application of the rule- the team still counts towards the mixed/men’s numbers. Such a team is eligible for a men’s NCAA championship.
- Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.

**The Student’s Responsibilities**
1. In order to avoid challenges to a transgender student’s participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit a request to participate on a sports team in writing to the director of athletics upon matriculation or when the decision to undergo hormonal treatment is made.

2. The request should include a letter from the student’s physician documenting the student-athlete’s intention to transition or the student’s transition status if the process has already been initiated. This letter should identify the prescribed hormone treatment for the student’s gender transition and documentation of the student’s testosterone levels, if relevant.

**The School’s Responsibilities**
1. The Athletic Director should meet with the student to review eligibility requirements and procedures for approval of transgender participation.
2. If hormone treatment is involved in the student-athlete’s transition, the director of athletics should notify the NCAA of the student’s request to participate with a medical exception request.
3. All discussions among involved parties and required written supporting documentation should be kept confidential, unless the student-athlete makes a
specific request otherwise. All information about an individual student’s transgender identity and medical information, including physician’s information provided pursuant to this policy, shall be maintained confidentially.

Use of Banned Substances
NCAA Bylaw 31.2.3 identifies testosterone as a banned substance, and provides for a medical exception review for demonstrated need for use of a banned medication. It is the responsibility of the NCAA institution to submit the request for a medical exception for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression.

Best Practices for Student-Athletes
Best practices for student-athletes who have transgender teammates focus on respectful behavior, safety, and valuing diversity.

- Use respectful and preferred language and terminology when discussing transgender student-athlete participation or interacting with a transgender teammate.
- Become familiar with departmental and school policy governing the participation of transgender student-athletes in athletics.
- Learn about school non-discrimination and harassment policies that include gender identity and expression.
- Encourage other student-athletes to use respectful language when discussing transgender issues in sports or interacting with a transgender student-athlete.
- Respect the right to privacy of all student-athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression.
- Ask your coach or the Athletic Director for team and departmental education training concerning transgender student-athlete participation.
- If taunting or harassment from spectators or opponents occurs during competition, take the approach that these actions are never acceptable for any reason. Make your coaches aware of discriminatory or harassing behavior and ask them to arrange a meeting with the opposing school’s athletic director to address the behavior.
- Ask your student-athlete advisory committee (SAAC) to plan an activity that focuses on the participation of transgender athletes in sports and frame the issue as one of equal opportunity in sport and fair treatment for all.
**UW-Whitewater Anti-Hazing Policy (Zero Tolerance)**

Athletic teams, as well as other students and student organizations, are strictly prohibited from engaging in any type of hazing activity. Hazing is defined as “any action taken or situation created intentionally, whether on or off campus, that produces mental or physical discomfort, embarrassment, harassment, or ridicule in relation to initiation or admission into, or affiliation with, a university recognized or affiliated group”. Any activity that endangers the health or well-being of an individual, that is personally degrading, that has an adverse effect on the academic performance of a student, or that violates any federal, state, or local statute or UW-W policy will be considered hazing. Individual or group consent to a hazing activity in no way validates the activity, and it will not prevent those perpetuating it from being disciplined or potentially charged with a crime. The Athletic Department takes hazing very seriously, and has zero tolerance for hazing activities. Anyone violating this policy will be dealt with severely and may be permanently dismissed from his/her team.

Examples of activities or situations that may meet the definition of hazing include, but are not limited to, the following:

- Keeping the date of initiation/induction secret; requiring signatures for initiation
- Any form of forced physical activity and/or exercise (not including the physical activity and exercise set by coaches and required as a result athletic participation), whether extreme or not (i.e. push-ups, sit-ups, or other calisthenics, runs, walks, etc.)
- Physical harassment such as paddling, hitting, beating, slapping, pushing, or striking
- Personal servitude of any kind (i.e. phone duty, cleaning, yard work, doing errands, etc.)
- Forcing or encouraging ingestion of any type of liquid or solid matter, whether edible or non-edible
- Verbal abuse such as yelling or screaming, or labelling with silly or embarrassing nicknames
- Any activity that interferes with a student’s academic pursuits (class attendance, studying, etc.)
- Requiring anything of one group member or multiple group members that is not required of another.

More examples of activities that may meet the definition of hazing can be found online (at http://www.uww.edu/student-handbook/policies-organization) in UW-W’s student handbook, under “Student Organization Policy and Procedure”.
Social Media Policy

Generally

a. The UW-W Department of Athletics and Recreation recognizes and supports student-athlete’s first amendment rights, including freedom of speech, expression, and association. This includes the right each student-athlete has to use social media.

b. Social media, if used correctly, can be a constructive, efficient, and positive way of communicating information to your peers, finding people who have similar interests, and helping to form friendships and friend groups. Social media can expand one’s reach globally.
   • For purposes of this policy, “social media” platforms include but are not limited to: Facebook, MySpace, Twitter, YouTube, LinkedIn, Flickr, Foursquare, Instagram, Vine, Pinterest and any type of blogs.

c. Not all forms of speech are protected under one’s freedom of speech rights. Speech that can be considered threatening, vulgar, lewd, or that invades the rights of others is and will not be protected—including in the online social networking world.

d. Here at UW-W, we care for each student-athlete and everyone’s safety and well-being. UW-W is an educational institution first—educating and protecting our student-athletes is of the utmost importance.

e. We remind our student-athletes that playing for UW-W is a privilege, not a right. Once you decide to don the purple and white and the Warhawk logo, you take on the responsibility of being a representative of the university, and therefore you are always in the public eye.

f. As a representative of the University, you take on the responsibility of being held to the highest standard and regard, and being seen as a role model by fans and others within the University, surrounding communities, and the country. You are expected to hold yourself in a manner that reflects the value of the University, which means conducting oneself with honesty, dignity, and good sportsmanship. THIS INCLUDES WHEN ONE IS ON SOCIAL MEDIA. Sometimes this means doing things that are a personal inconvenience, but that benefit the university and the athletic program.

g. This policy was developed and is here to offer direction and to educate our student-athletes, coaches, and staff so that we can use the tools of online and social media to one’s most positive benefit.

Guidelines

a. Student-athletes should not post information, photos, or anything else online that could embarrass them, their team, or the Athletic Department. This includes
not posting any information about team activities and teammates. Student-athletes are also not allowed to post any information that is considered property of the Athletic Department which includes private information such as tentative or future schedules, or information that is sensitive or personal in nature such as injuries, travel plans, or itineraries.

b. Student-athletes should not infringe on the privacy of their friends or teammates. They should never post personal information of others. Do not post embarrassing photos of others, teammates, or the university. Student-athletes should ask friends and teammates to respect their dignity and privacy as well.

c. Student-athletes should not post any negative or derogatory comments about teammates or coaches. The university believes that posting negative comments about teammates or coaches undermines the culture and can have a very divisive effect on team chemistry and/or healthy coach/student-athlete relationships.

d. Student-athletes are personally responsible for committing any copyright violations, such as posting photographs, audio, or video that are not the student-athlete’s personal property. This includes the use of any and all logos and marks of UW-W and the UW-W Department of Athletics and Recreation. Student-athletes are personally liable for any violations of other students or student-athletes’ privacy rights, especially those that fall under federal privacy laws (FERPA or HIPPA) or that violate UW-W student codes of conduct or codes of computing practices.

e. The malicious use of online social networks, such as derogatory language about any member of the UW-W community (including teammates), demeaning statements about or threats to any third party (examples: derogatory comments regarding another institution, taunting comments aimed at a student-athlete, coach, or team at another institution, and derogatory comments about race and/or gender), and incriminating photos or statements involving racial slurs, hazing, sexual harassment, items of a sexual nature (this includes links to websites of a pornographic nature and other inappropriate material), vandalism, stalking, drinking (e.g., no holding cups, cans, shot glasses, etc.), illegal drug use (this includes, but is not limited to, images that portray the personal use of marijuana and drug paraphernalia) or other inappropriate behavior will not be tolerated.

f. Anything posted online must comply with federal and state laws, and the rules, regulations, and policies of the team and the Athletic Department.

g. Student-athletes are responsible for understanding and using the privacy settings on social media. Student-athletes should understand that anything
posted online is potentially accessible to anyone in the world. Anything that is placed online is completely out of the student-athlete’s control the moment it is placed online, even if they limit access to their social network. Student-athletes should keep in mind that postings (including pictures, videos, comments and posters) may be accessible even after you remove them.

h. Student-athletes should be aware that third parties (including media, faculty, future employers, NCAA officials, university and athletic department personnel, law enforcement officers, fans, opposing fans, stalkers/predators/criminals, and/or graduate school admissions officers) can easily access their profiles and view all of their personal information. This includes all pictures, videos, comments, and posts. Inappropriate material found by third parties affects the perception of the student-athlete, the athletic department, and the university. This can be detrimental to a student-athlete’s future employment options.

i. Steve Jones, communications professor at the University of Illinois predicts that 20 years from now, a political candidate will be in hot water due to something posted on Facebook.
   - Do not allow yourself to be photographed in a compromising situation. A photo could be “tagged” to you, leaving you with little control over the content or usage of the photograph. Also do not join groups that do not promote positive behavior.

j. Student-athletes should also not post anything that would constitute a violation of NCAA rules (i.e. commenting publicly about a prospective student-athlete, a prospective student-athlete’s campus visit prior to the time the recruit has signed a written commitment to UW-W, providing information related to sports wagering activities, and/or soliciting impermissible extra benefits).

k. Coaches reserve the right to implement more specific social media policies for student-athletes on their own teams. Head coaches have the authority to limit their team’s access to and use of social media during specified time periods.

l. Student-athletes should be aware that the Athletic Department may monitor internet sites for the sole purpose of determining whether you are in compliance with this policy. The Department does not intend to monitor student athletes’ social media sites on a systematic basis, but Athletic Department administrators may periodically conduct random checks of student-athletes’ social media sites.

m. Department personnel have the authority to check student-athletes’ websites, if they desire, for any violations of the above rules and policies.

n. If you post photos of yourself in your UW-W uniform or team gear, please post the following disclaimer: “The material located at this site is not endorsed,
sponsored, or provided by or on behalf of the University of Wisconsin-Whitewater”.

o. If you discover any inappropriate information on the networking page of any UW-W student-athlete, be a good teammate, talk with the student-athlete and express your concern. If you need assistance with the matter, reach out to a coach, your sport administrator, or any other athletic department staff member for assistance.

p. For tips and advice on positive ways to use social media, or if there is an issue in regards to controversial posts or crisis situations, please reach out to the Assistant Athletic Director for Strategic Communications/Branding.

Potential Consequences for Irresponsible Use

a. Predators, stalkers, and/or criminals may use this information to target student-athletes for harassment or criminal attacks, or to engage in identity theft;

b. Media may use this information to project student-athletes in a negative light;

c. Opposing fans may use this information to taunt or harass student-athletes;

d. Agents or “runners” may utilize these sites to contact student-athletes, which may adversely affect NCAA eligibility;

e. Potential employers may use this information adversely if they perceive a student-athlete’s site to be immature or unprofessional as they gather information for a background check;

f. Graduate school admissions officers may use this information to ascertain maturity and professional growth;

g. Law enforcement personnel (on and off campus) may use information to prosecute a student-athlete criminally if they are displaying behavior that violates the law, have admitted to breaking the law, or have used threatening, harassing, or defamatory language;

h. UW-W personnel may use information posted on a student-athlete’s site to ascertain whether they have violated any provisions of the UW-W Student Code of Conduct, and to bring subsequent disciplinary action.
Sanctions

a. If it is determined that you have violated these expectations, you may be asked to remove the posting from the social media outlet or be subject to the loss of athletics privileges and other sanctions as appropriate, including non-renewal or reduction in grant-in-aid or dismissal from a team. Violators are subject to any and all of the following penalties: (a) meet with the Athletic Director and head coach, (b) community service, (c) dismissal from your team, (d) other sanctions as determined by the coaching staff and/or university administration. Discipline will be at the discretion of the head coach and Athletic Director.

b. Violators of this policy are also subject to referral to appropriate university and law enforcement officials, as well as to regional and national affiliated offices, for action or prosecution.

c. Athletic department personnel (including coaches) may take disciplinary action against a student-athlete for any violation of federal, state, or local law, the UW-W Student Code of Conduct, the UW-W Student-Athlete Code of Conduct, team, NCAA, or WIAC rules that is apparent from the information given or the photos displayed on a social media account.

d. The Athletic Department may take action before university disciplinary and/or other external authorities have concluded disposition of the alleged violation. You may appeal, in accordance with the Department’s student grievance procedure, as described in this handbook.

Tips and Best Practices

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

1. Set your security settings so that only your friends can view your profile -- including photos, information, links, shares and posts.

2. Do not add a “friend” unless it is actually someone you know. Many people are looking to expose student-athletes and/or gain information about your team that will assist in gambling activities or provide material for unsportsmanlike behavior from opposing fans. Be especially careful about allowing members of the media to “friend” or follow you.

3. You should not post your home address, local address, social security number, phone numbers, birth date, or other personal information such as your whereabouts or your plans. By doing so, you could be opening yourself up to predators and unwanted attention, stalking, and identity theft.

4. Be careful in responding to unsolicited emails asking for passwords or PIN numbers. Reputable businesses do not ask for this information in emails.
5. Be deliberate with your messaging... Who are you trying to reach and why?

6. Be thoughtful... When exercising your right to freedom of speech ask how it impacts others. There is no such thing as a truly private social media site. Search engines can turn up posts and pictures years after the publication date. Comments can be forwarded or copied. Archival systems save information even if you delete a post.

7. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including pictures, videos, comments and posters).

8. Be a good team member. Remember your teammate’s right to privacy.

9. Be aware! Items you remove from sites can still be saved, archived and retrieved.

10. Be respectful. Ask before posting!

11. Strive for accuracy: Get the facts straight before posting them on any social media platform. Review content for grammatical and spelling errors and make sure the posting cannot easily be taken out of context.

12. Ensure your accounts are as secure as possible: create unique passwords that use a combination of words, numbers, and symbols. Do not choose passwords that include personal information (e.g. birth date, Social Security number, phone number). Avoid using the same password for multiple accounts and occasionally update the password for each account.

13. Be authentic and transparent: Be honest about your identity. In personal posts you may identify yourself as a UW-W student and student-athlete. However always be clear that you are sharing your personal views and are not speaking as a representative of your team, UW-W Athletics, or University of Wisconsin-Whitewater. If you identify as a UW-W student-athlete, ensure your profile and related content is consistent with the code of conduct and how you wish to present yourself to your family, friends, teammates, coaches, faculty, staff, and friends.

14. Does it pass the Publicity Test? If the content of your message would not be acceptable for face-to-face conversation, over the telephone, or in another medium, it will not be acceptable for social media. Ask yourself, would I want to see this message or image as the result of a Google search tomorrow or 10 years from now? Would I want my mother or grandmother to see it? Remember, too, that comments made via social media can be and have been used by members of the media as attributed quotes.
Grievance Policy and Procedures
This policy sets forth an internal grievance process in which a student-athlete may seek a resolution or response to a decision, action, or issue that is directly related to the student athlete’s participation in a UW-W Department of Intercollegiate Athletics program. The goal is to provide a framework and process under which an informal, objective review and resolution of a grievance may occur. Many issues can be handled quickly and informally once the Department is aware of the issue or concern. If the problem cannot be resolved informally, the student-athlete should follow the formal complaint or grievance process of the institution.

Definition of Grievance
A. A grievance is defined as a concern, disagreement, or dissatisfaction with a University or Department policy, the application of a policy to a specific situation, or unfair or inappropriate treatment by a fellow student-athlete, a coach, or any other Department or University staff member.

B. The decisions and determination of the eligibility and/or participation level of a student-athlete is the responsibility and at the discretion of the Department coaching staff and administration. Any grievance that relates to the Department’s determination of a student-athlete’s eligibility or participation in a program or event shall not be subject to this grievance policy unless there is credible evidence to indicate that such decision or determination involved intimidation, harassment, or unprofessional treatment of students, or was in conflict with Department or University policies or procedures.

C. Any issue or concern relating to a student’s financial aid, scholarship, or other monetary award or denial is not subject to the grievance policy, and those issues or concerns should be directed to the Department Administration or Financial Services.

D. If the grievance involves an allegation of a violation of UWS Chapter 17 or 18 (relating to nonacademic misconduct and misconduct of university lands), or UW-W policies relating to any form of discrimination or harassment, the student-athlete should contact the Office of Human Resource & Diversity (if a university employee is involved), and/or the Dean of Students Office (if another student is involved).

Grievance Rights and Responsibilities
A. The Department will address grievances promptly, effectively, and fairly through the internal resolution process described in this policy. The process is intended to be impartial and fair to all parties involved, carried out with transparency and consistency, accessible and available to all students, handled within established timelines, and respect the privacy of all parties involved.

B. To ensure quick and effective resolutions, the Department will attempt to resolve a grievance directly with the individual(s) involved in the dispute or concern, unless such an approach is not reasonably likely to lead to resolution. The Department may
set limits on its handling of a grievance under this policy and/or discontinue any process if the student making the complaint or grievance engages in behavior, which because of its nature or frequency, raises substantial health, safety, or equity issues, or if the complaint is frivolous or lacking in substance or credibility.

C. A student making a complaint or grievance is expected to cooperate with the review of the complaint or investigation of the grievance. This includes providing all relevant information that the student has in their possession at the time of making the complaint or grievance, or as soon as possible thereafter. Failure to do so may result in the investigation or review of the complaint being discontinued.

D. A student making a complaint or grievance is expected to treat staff with courtesy and respect. Failure to do so may result in the investigation or review of the complaint being discontinued.

E. Only the student who may benefit from a resolution and/or who is directly impacted by the concern may file a grievance under this policy.

F. All Department staff are responsible for giving serious consideration to student grievances that relate to a decision, an event, any action or inaction that is within the responsibility of the staff member, responding to student complaints in a timely manner and with courtesy and respect, and respecting the privacy of students involved in the grievance.

G. Any form of retaliation toward a student-athlete in response to filing a grievance or participating in the grievance process is strictly prohibited and may result in disciplinary action against the person(s) who commit such act(s).

Grievance Process
A. Before engaging in this process, students are encouraged to resolve a grievance in an informal manner by engaging in a conversation or meeting with the individual involved in the grievance. If a student is uncomfortable or unable to discuss the issue with that individual, then the student may file the grievance with any Department staff member or administrator whom the student-athlete feels comfortable, using the following process:

   a. A student-athlete may filed a grievance under this policy by submitting a written statement describing the nature of the dispute, the action taken, if any, and whether any informal resolution was pursued with the other individual(s) involved to the Intercollegiate Department Compliance Officer
within fifteen (15) working days from the date of the event or incident causing the grievance.

b. Upon receipt of the grievance, the Compliance Officer shall review the statement and determine whether it involves issues that can be addressed under this policy or should be directed to other appropriate University officials for further review and response. If this policy applies, the Compliance Officer will meet with the student-athlete to discuss the grievance. The Compliance Officer will then meet with the other involved individual(s) to determine whether the matter can be mutually resolved. If there is resolution at this level, the Compliance Officer will collect and document all actions taken and conclude the case.

c. If no resolution is reached under subsection (b), the Compliance Officer will forward the grievance and all related documents to the Grievance Review Committee (membership listed below). Within ten (10) working days from receipt of the grievance, the Grievance Review Committee will meet to discuss the grievance. The student-athlete and the individual(s) who are the subject of the grievance will be invited to attend the Committee’s meeting and offered the opportunity to provide a written and/or verbal statement to the Committee, along with a proposed remedy. Within fifteen (15) working days after the meeting, the Committee will prepare a written report and submit its findings to the Athletic Director for a review on the record. Within ten (10) working days from receipt of the Committee’s findings, the Athletic Director will issue a determination in writing and provide a copy to the Compliance Officer, the Committee, the student-athlete, and the individual(s) involved.

d. If the Athletic Director determines that further consultation and review is necessary under other applicable University policies or procedures, the Athletic Director shall contact the Office of Human Resource & Diversity and/or the Dean of Students to seek their consultation on the matter. Within fifteen (15) working days from such consultation, the Athletic Director shall either issue a final decision or forward the matter to the Office of Human Resource & Diversity and/or the Dean of Students in accordance with university policies.
Grievance Review Committee

<table>
<thead>
<tr>
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Transfer Policy
The following section describes the policy from NCAA Article 14.5, which dictates transfer rules and regulations. If you have any further questions about the process for transferring, please contact your coach and/or a member of the Athletic Department.

Four-Year College Transfers (14.5.5)
Generally, a student who transfers to a member institution from a four year institution is not eligible to participate in athletics until they have completed one year of residency at the institution where they wish to participate in athletics. Residence is defined in Article 14.02.10 as enrollment in a full-time academic program as defined by the institution, during a regular academic year. Enrollment during summer terms, or admittance after the 12th day of class may not be used to satisfy this requirement. Exceptions to this requirement include:
(a) Students who have never participated in intercollegiate athletics at their prior institution,
(b) The student transfers from another 4 year institution, and would have been academically and athletically eligible if they had not transferred,
(c) The student transfers from a four year institution that did not sponsor their sport, and the student has completed at least 24-semester credit hours and at least 2 full time semesters, or
(d) The student has not practiced or competed in intercollegiate athletics or organized noncollegiate amateur competition for a consecutive period of 2 years.

Two-Year College Transfers (14.5.4)
Generally, a student who transfers to a member institution from a two year institution is not eligible to participate in athletics until they have competed one year of residency at the institution where they wish to participate in athletics. Exceptions to this rule include:
(a) Students who have never participated in intercollegiate athletics at their prior institution,
(b) The student transfers from a 2 year college of a branch school that has an intercollegiate athletics program without having been enrolled full time at a four year institution, and would have been academically and athletically eligible had they remained at the original institution. This exception includes students who have exhausted their athletics eligibility at a two year college.
(c) The student has not practiced or competed in intercollegiate athletics or organized noncollegiate amateur competition for a consecutive period of 2 years.

Condition Which Do Not Affect Transfer Status (14.5.3)
The student has been enrolled or attended class only in a summer school, extension course, or night school (unless the night school is considered to be a regular term, the same as attendance during the day).
Conditions Which Affect Transfer Status (14.5.2)

- The student was officially registered and enrolled in a minimum, full-time program of studies in any quarter or semester of an academic year, and they attended class.
- The student attended a class or classes in any quarter or semester in which the student was enrolled in a minimum full-time program, but was later determined to not be admissible.
- The student was enrolled in a minimum full-program of studies in a night school that is considered to have regular terms (semesters or quarters) the same as the institution’s day school, and the student was or is considered by the institution a regular student.
- The student reported for regular squad practice (including practice or conditioning activities that occurred before certification), announced by any member of the athletics department staff, before the beginning of any quarter or semester, as certified by the Athletic Director.
- The student participated in practice or competed in a given sport even though the student was enrolled in less than a minimum full-time program of studies.