

Bryant University

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TELEPHONE LIST

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Chris Flint, Assistant Director of Athletics/Women's Soccer	6511
Jason Sullivan, Assistant Director for External Affairs	6072
Beth Wandyes, Compliance Coordinator	6277
Kelley Tiarks, Academic Services Coordinator	6986
Jennifer DiPrete, Wellness Coordinator	6703
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Melanie Gran, Assistant Athletic Trainer	6530
Student Intern Athletic Trainer	20701
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Dwayne Pina, Assistant Men's Basketball	6902
Mary Burke, Women's Basketball	6075
Mark Caruso, Assistant Women's Basketball	6809
Marty Fine, Football	6808
Marc Klaiman, Assistant Head Football Coach	20706
Trish Hillery, Men's & Women's Cross Country/Track & Field	6526
Arthur Boulet, Men's Golf	6222
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Katie Cameron, Men's & Women's Swimming	6828
Barbara Cilli, Women's Tennis	6468
Ron Gendron, Men's Tennis	6354
Mark Hodgkin, Marketing & Promotions	6513
Brad Davis, Communications Assistant	6958
Linda Martin, Office Manager	6215
Ruth Nicastro, Athletics Data Coordinator	6071
Lindsey Trahan, Athletics Secretary	6559
Chris Brown, Equipment Manager	6942

Other Important Numbers

Intercollegiate Athletics Office	6070
Sports Information	6072
Wellness Center	6560
Sports Medicine	6530
Equipment Room	6942

STUDENT-ATHLETE HANDBOOK

Dear Bulldog Student-Athletes,

Welcome to our incoming student-athletes and welcome back to our returning student-athletes. Congratulations on the success that has led you to Bryant University as a member of the intercollegiate athletics program. Bryant is proud to offer a broad-based athletics program of 22 varsity sports for over 500 student-athletes. Providing a positive experience as a student-athlete both academically and athletically is our first priority. The Bryant intercollegiate athletics program is dedicated to enriching your educational experience and academic success. We believe you can be a successful in the classroom, in the competitive arena, and as a positive leader in the community.

Bryant athletics is a Division II member of the National Collegiate Athletic Association (NCAA). This national association governs eligibility rules and championship opportunities. Bryant is also a charter member of the Northeast-10 Conference, which provides regular season and championship play for 22 of our intercollegiate athletic programs.

Northeast-10 Conference Championships

Baseball
Men's Basketball
Women's Basketball
Men's & Women's Cross Country
Field Hockey
Football
Men's Golf
Men's & Women's Indoor Track & Field
Men's Lacrosse
Women's Lacrosse
Men's & Women's Outdoor Track & Field
Men's Soccer
Women's Soccer
Softball
Men's & Women's Swimming
Men's Tennis
Women's Tennis
Volleyball

Northeast-10 Conference Members

American International
Assumption
Bentley
Bryant
Franklin Pierce
Le Moyne
UMass Lowell
Merrimack
Pace
Saint Anselm
Saint Michael's
Saint Rose
Southern Connecticut
Southern New Hampshire
Stonehill

As a member of the NCAA and Northeast-10 Conference our intercollegiate athletics program and our student-athletes must adhere to specific rules and policies. Informing student-athletes of these requirements, through this handbook, is an essential part of this compliance. Please take the time to review and utilize the Student-Athlete Handbook. If you ever have any questions or concerns about rules or policies described in the handbook, please ask a member of the athletic department staff.

You have earned the privilege of being a Bryant University student-athlete through hard work and determination. Remember that you represent your family and the University as a Bulldog student-athlete – make us all proud.

All of the coaches and administrators are committed to providing you with the opportunity to excel as a member of the Community, as an important part of your educational experience at Bryant University. We look forward to your total commitment to your academics, your team, and achieving your personal best. I am looking forward to watching all of you compete this year, and bring the NE-10 President's Cup back to Bryant University, where it belongs!

Best wishes for a successful year,

Bill Smith

Director of Athletics

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STATEMENT OF PHILOSOPHY

Through the sponsorship of 22 intercollegiate sports and comprehensive intramural and club sports programs, the Athletics Department shares with other programs on campus, the responsibility to contribute positively to the development of each student. We believe that through sports, students develop enduring values, in particular, the importance of striving toward excellence, dedicating effort to team goals, and testing oneself. As is stated in the Knight Commission Intercollegiate Athletics Report, March 1991, we value the education students gain through their experiences in sports.

Games and sports are educational in the best sense of that word because they teach the participant and the observer new truths about testing oneself and others, about the enduring values of challenge and response, about teamwork, discipline and perseverance. Above all, intercollegiate contests - - drive home a fundamental lesson: Goals worth achieving will be attained only through effort, hard work and sacrifice, and sometimes even these will not be enough to overcome the obstacles life places in our paths.

Knight Foundation Commission
Intercollegiate Athletics Report
March 1991

Role of the NCAA Faculty Athletics Representative

The Faculty Athletics Representative plays an interactive role of liaison between the Athletics Department and Bryant faculty. As the Faculty Representative, David Ketcham will assist in the maintenance of an educational balance between academics and athletics.

BALANCING ACADEMICS/ATHLETICS

Scheduling

Every effort will be made to assist students to coordinate their academic and athletic schedules without major conflict. Students have enrolled at Bryant University to pursue their major and obtain a degree; this priority guides the efforts of the Athletics Department in the scheduling of practice and events for each sport.

Team practices are held during the 1-8 p.m. time slot. As a result, students usually are successful in scheduling classes, which do not conflict with practice.

An academic **class cannot** be missed for practice.

Events, which require significant travel, such as competitions, are primarily scheduled for weekends to avoid conflict with the academic schedule. Home events should not cause a student to miss a class. Away events are scheduled as late as possible and on various days to avoid serious absence from class. It is the responsibility of the student-athlete to inform their professor(s) at least one week in advance if a class will be missed due to an away competition. The NCAA and Bryant University **prohibit** student-athletes in team sports from **missing an academic class for competition** during the non-championship season.

STUDENT-ATHLETE HANDBOOK

Registration

After student-athletes have completed the registration process, those with irreconcilable schedule conflicts should consult with Coni Fichera, Assistant Director of Athletics, for advisement. In the event no alternative time is available for a class in conflict with practice, the student should plan to miss practice to attend class that semester. Class **CAN NOT** be missed to attend a team practice.

Add/Drop Procedure

For student-athletes to be eligible, **they must maintain full-time status (12 credits) throughout the semester**. Any student-athlete dropping below 12 credits will immediately become ineligible; this includes withdrawals described in the Bryant University Student Handbook as W, WP, and WF. In the event of adding/dropping a class, you **must** meet with the Assistant Director of Athletics. Those student-athletes with questions regarding add/drop should contact Coni Fichera, Assistant Director of Athletics, prior to making schedule changes.

Missing Class

In accordance with the University attendance policy: Student-Athletes will receive a copy of a letter to present to the professor of each of their classes. The letter will detail the student-athlete's competitive travel schedule. Student-athletes **MUST** present this letter to their professor the **FIRST** week of class. Student-athletes are advised to set-up an appointment with their professor, during office hours to discuss options for making-up assignments, quizzes, exams for classes missed due to competition. Student-athletes **MUST** meet with their professors **PRIOR** to the missed class to make arrangements for missed classes.

Student-athletes who have need assistance with missed class time should inform Coni Fichera, Assistant Director of Athletics cfichera@bryant.edu IMMEDIATELY. Delays in getting assistance for missed class issues will likely result in penalties for the student-athlete in the missed course.

Student-Athlete Life Skills Program

The goal of the student-athlete enrichment program is to provide Bryant student-athletes with the tools for success. As with any support program, it is the responsibility of the student-athlete to utilize the tools available. Academic support, mentorship, career counseling, and educational programs are all elements of the Life Skills program.

Academic Support Programs

As always your professor is the best source for assistance in their course. In addition there are campus-wide support services designed to assist students in their academic endeavors.

ACE Center	Office of Undergraduate Programs – Academic Advisors
Tutorial Assistance	Faculty Advisors
Counseling Services	The Writing Center
Career Services	FFL Course

The Athletics Department encourages the use of these services, especially in the areas of development of study skills, time management skills, as well as peer tutoring opportunities.

Study Hall

All freshmen, and any student-athlete with a cumulative GPA below 2.4, are required to attend **MANDATORY** study hall. Study hall will be held Monday through Friday 7am -1pm and Sunday thru Thursday evenings from 6-11pm. Student-athletes attend study hall for a minimum of six hours per week. Student-athletes should plan to bring work to study hall. Sleeping, socializing, reading magazines, watching movies, personal e-mail, instant messaging, games/puzzles, myspace, facebook and other non academic activities are not acceptable in study hall. Student-athletes not properly prepared for study hall or those who exhibit disruptive behavior will be asked to leave study hall with no credit received for their attendance. Members of the Bryant

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coaching staff monitor study hall, your ID is required for study hall attendance. Study hall attendance is reported to all head coaches on a weekly basis.

Progress Reports

Each coach has the opportunity to monitor their student-athletes' progress throughout the semester with the utilization of progress reports. Progress reports may be sent out one or more times during the semester.

Mentorship

Selected freshmen student-athletes, and any student-athlete on academic probation are assigned a mentor. Student-athletes are required to meet with their mentors on a weekly basis. The mentor's role is to provide guidance in your academic pursuits and assist you in monitoring your academic progress. It is YOUR responsibility to arrange and keep appointments with your mentor. Missed mentor appointments will be reported to your head coach on a weekly basis.

Tutoring

Student-athletes are encouraged to utilize the free peer tutoring services offered by the ACE Center. All tutoring appointments must be made in advance. Student-athletes are responsible for keeping tutoring appointments; any cancellation must be done so with 24 hours notice for the tutor.

Any student-athlete with questions regarding the Life Skills program should contact Coni Fichera, Assistant Director of Athletics at x6975 or via email at cfichera@bryant.edu

ATHLETICS ELIGIBILITY AND ACADEMIC PROGRESS

NCAA Eligibility

Initial-Eligibility for incoming freshmen (and Transfer students not previously certified) must be certified by the NCAA Initial-Eligibility Clearinghouse. Student athletes must complete this process prior to participation

Amateurism for incoming freshmen (and Transfer students who did not previously attend an NCAA Division I or II institution) must be certified by the NCAA Initial-Eligibility Clearinghouse. Student athletes must complete this process prior to participation.

Satisfactory Progress is mandatory for continuing eligibility, which is certified on a yearly basis by the Assistant Director of Athletics, the Compliance Coordinator and the Faculty Athletic Representative, in accordance with NCAA criteria. Each student is also responsible for maintaining the standards necessary to remain in good academic standing at Bryant University. Student-athletes must be enrolled in a minimum of twelve (12) credits in order to be eligible for athletics aid, practice and competition. In addition, they must earn a minimum of twenty-four (24) credits per year, which count toward their degree program. NCAA regulations also require that a student-athlete declare a major prior to their fifth semester of study.

NCAA minimum GPA requirements are as follows:

At the completion of 24 semester hours -	1.80
At the completion of 48 semester hours -	1.90
At the completion of 72 semester hours -	2.00
At the completion of 96 semester hours and beyond -	2.00

Warning, Probation, Dismissal

Whenever a Bryant University student receives a grade point average of less than 2.0, the student is subject to notification of academic deficiency. The judgment will be based upon a combination of courses taken at Bryant plus credits transferred from other institutions. Any one of the following academic actions could occur:

- ACADEMIC WARNING
- ACADEMIC PROBATION
- ACADEMIC DISMISSAL

Warning indicates that a student's record is below standard. Students are strongly directed to review their study habits and outside time obligations in order to show academic improvement. This is a warning that good student standing is in jeopardy.

In this situation, the student has achieved a **semester** GPA < 2.0 but has a cumulative GPA ≥ 2.0 .

Probation serves as a serious indication that a student's record is deficient. Students receiving formal notification of their probation from the Assistant Dean of Undergraduate Studies shall also receive notification to visit an academic advisor at least twice during the succeeding semester. Students on Academic Probation are given specific academic standards they must meet in-order to re-establish satisfactory academic progress. Failure to show improvement or eliminate academic deficiencies will result in dismissal from the College.

There are three types of probation:

Probation 1 -- This indicates that the student has entered the first phase of academic difficulty with a cumulative GPA < 2.0 and a semester GPA < 2.0 .

Probation 2 -- The student has made "satisfactory" progress toward the degree by earning a semester GPA ≥ 2.0 ; however, his or her cumulative GPA is still below 2.0.

Probation 3 -- The student has made some progress by earning a semester GPA ≥ 2.0 once again; the cumulative GPA is still below 2.0.

Academic Dismissal occurs when the student's record indicates a low possibility of continued success. Students are notified of their dismissal by the Assistant Dean of Undergraduate Studies who will indicate the appeal process to the College Committee on Scholastic Standing (CCSS). Final decisions on appeals rest with the Committee.

Dismissal occurs when any of the following happens:

1. the student has had **two consecutive semesters** with a semester GPA lower than 2.0; **OR**
2. the student has been through Probation 1, 2, and 3 without having successfully raised the cumulative GPA to 2.0 or better; **OR**
3. the student has been through Probation 1 and 2 and earns a semester GPA less than 2.0 and a cumulative GPA less than 2.0.

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Academic Dismissal If the student is academically dismissed from the College, he/she may appeal before the Committee for readmission to the College after one semester hiatus. The appeal must be in writing and in person to the CCSS. If conditions set forth by the Committee are not met, no further appeal is allowed. If readmitted, the Committee may choose to restrict a student-athlete's participation on a team.

In the event of extenuating circumstances, final decisions of the CCSS may be appealed to the Assistant Dean of Undergraduate Studies. The student will request, in writing, a review of the case by the Assistant Dean of Undergraduate Studies. The Assistant Dean reviews the case with all parties involved, and either grants or denies an appeal. If granted, the student appeals in writing and in person to the Assistant Dean. Final disposition of the case rests with the Assistant Dean of Undergraduate Studies.

Academic Performance in Major/Non-Major Charts

The following charts have been established as a warning system to alert students to any deficiencies in their academic progress and to provide a vehicle for corrective action.

Academic Standards for Cumulative GPA in Major Courses

<u>Credits Attempted in Major</u>	<u>Major GPA</u>	<u>Academic Performance</u>
3 - 6	Less than 2.0	Unsatisfactory Progress in Major
7 - 12	Less than 2.0	Deficiency in Major
More than 12	Less than 2.0	Dismissal from Major
Degree Program Completed	Less than 2.0	Degree Deficient

Academic Standards for Cumulative GPA in Non-Major

<u>Credits Attempted in Non-Major</u>	<u>Non-Major GPA</u>	<u>Academic Performance</u>
3 or more, & a major GPA is established	Less than 2.0	Dismissal--Non-Major
Degree Program Completed	Less than 2.0	Degree Deficient

Athletics Policies & Procedures

Physicals

All student-athletes must have a physical prior to their yearly participation. Freshman and transfer students should have met this requirement with their pre-admission physical. Students will not be permitted to practice or compete without a medical physical. Health information is also required from each athlete every year. A complete copy of the medical policies regarding athletics participation is displayed at the end of this manual. Should you become injured, consult with the Athletic Trainer and refer to these policies.

Uniform Return

A student who has failed to return uniforms or equipment at the arranged time at the end of a sport season will not be eligible for participation in any sport. The student will be billed for twice the cost of the item. Should the bill remain unpaid further assistance will be sought from the College--e.g. withholding grades, etc.

Transfer

Should a student-athlete wish to transfer to another institution, he or she **must request a transfer release** from the Bryant University Athletic Compliance Coordinator, Beth Wandyes at 6277 or via email **bwandyes@bryant.edu**. The athlete should also inform the Bryant head coach that he or she is considering transfer.

Should a student transfer to Bryant University and wish to participate in intercollegiate athletics, he/she should notify the head coach immediately. Eligibility for participation in varsity athletics is rather complex. It should not be assumed that each student will be cleared for immediate participation, athletic aid, and/or competition.

NCAA Limits on Athletic-Related Activities

During the playing season, NCAA regulations mandate that a total of 20 hours per week regardless of the number of sports in which a student-athlete is involved is the maximum amount of time that a student-athlete should be involved in C.A.R.A. (Countable Athletically-Related Activities) hours. Including:

- | | |
|------------------|---------------------------------|
| practices | conditioning |
| meetings | weight training and competition |
| viewing of tapes | |

All activities, including travel connected with competition on the day of event, shall be counted as a maximum of three (3) hours regardless of the actual time involved. In addition to maximum hours per week, student-athletes shall have at least one day off per week, in which no required C.A.R.A. (Countable Athletically-Related Activities) are conducted.

Activities and/or meetings, outside of the playing season, initiated by the student-athlete shall be deemed as voluntary and are limited in time to a maximum of eight hours per week, of which not more than two hours a week may be spent on individual skill related workouts as set forth by the NCAA. NCAA regulations require the coach to record each student's C.A.R.A. on a daily, weekly and monthly basis.

Dress Code

When representing Bryant, student-athletes are expected to present a clean and neat appearance, as deemed appropriate by the Athletic Director and disseminated down through the respective head coach.

The team uniform is to be worn in the proper manner. During an event the complete uniform must be worn. Team uniforms are not to be worn around campus in an informal manner.

Travel Release

Students shall travel to and from competition with the team and will only be released with prior approval from their parents. A copy of the Travel Release Form is located at the end of this handbook should a student need one.

Scholarships

Athletic grants-in-aid (scholarships) are awards based upon athletic talent, commitment to the program, potential for growth, and a positive attitude. The only other institutional aid a "full scholarship" athlete may receive is a Pell Grant and that amount is limited.

The Athletic grant-in-aid Award is contingent upon:

1. Admission to Bryant University
2. Meeting NCAA eligibility requirements prior to the start of the academic year and spring semester if a mid-year enrollee.
3. Not accepting any other financial aid (University, private, other) without receiving written approval from the Athletic Director. Otherwise, you and your respective team may be in violation of NCAA Grants-in-aid limitations.
4. Participation on the team. Participation includes, but is not limited to practice, conditioning, meetings, and post-season events throughout the academic year.
5. Successful completion of the Athletic Department's physical and clearance to participate by the College's Sports Medicine physician.

NCAA regulations stipulate that an athletic grant-in-aid can be awarded for a period of one year only, requiring either annual renewal or notice of cancellation. Students must be notified of their status no later than July 1. A student whose grant-in-aid is not renewed may appeal the action to the Director of Financial Aid.

Renewal of your grant-in-aid on or before July 1 does not preclude it from being null and void if you fail to meet eligibility (academic, medical, other) requirements prior to the start of the academic year. This includes not passing the College's physical due to prior injuries, injuries sustained outside the sports season, or non-sport related injuries.

If you sustain an injury while participating in your sport during the season, the grant-in-aid contract remains in effect for the period of the award, i.e. that academic year. If your injury precludes your physical clearance and participation for the next academic year you may petition the department for equivalent funding. This funding is based on work-related activities within the department.

The grant-in-aid will be cancelled or reduced during the period of award if you:

1. Render yourself ineligible for athletic competition.
2. Misrepresent information on your application, Letter-of-intent or Financial Agreement.
3. Engage in misconduct that results in arrest by campus, local, or state police.
4. Voluntarily withdraw from your sport for personal reasons.

Note: Absence or tardiness for practice, competition, or meetings is defined by the department as your voluntarily withdrawal from the team. In other words, it will constitute as you have quit the team and your membership and athletic grant-in-aid will be terminated immediately.

The Grant-in-aid may be discontinued for the reasons stated above as well as if you: demonstrate an inability to reach reasonable performance goals, exhibit problems of motivation or incompatibility with the coaching staff or teammates, or engage in misconduct serious enough to warrant disciplinary action.

The Renewal/Non Renewal of Athletics Aid

An athletics grant-in-aid (athletics scholarship) may only be granted for a one-year period. It is generally renewed at the end of each year unless the student has become academically ineligible for competition, has violated the rules of conduct for student behavior cited in this handbook and/or the Student Handbook, has participated in an illegal activity, has severed ties with the sports program, has failed to follow the specific team rules, or no longer demonstrates a full commitment to the program.

The number of years a student could receive an athletics scholarship will generally not exceed a total of four years. Athletics scholarships are granted by the Office of Financial Aid; upon the recommendation of the coach and the Director of Athletics.

Should an student-athlete's aid not be recommended for renewal, or be lowered in value, the athlete shall receive written notification by the Director of Financial Aid by July 1. If student-athletes feel they have been unfairly treated in the process, or that the reason for non-renewal, cancellation or gradation is unjustified, they may request a review of the recommendation by a committee of the Office of Financial Aid. The request for the appeal must be in writing and must be received by the Director of Athletics and the Director of Financial Aid within two weeks of the date of the notice of non-renewal or gradation.

Athletics Awards

An awards banquet is held in the spring of each year. All teams and individuals who participated on a College team are recognized at this time. Special athletics awards listed below are also presented at this event:

Athlete of the Year (Male and Female)

Selected by a vote of the coaching staff recognizing outstanding athletic achievement.

Dr. William T. O'Hara Award (Male and Female)

A senior who has demonstrated leadership qualities, integrity, and above-average athletic talent.

Scholar-Athlete of the Year (Male and Female)

Presented to the graduating senior student-athlete with the highest cumulative grade point average.

Bulldog Award

Each team will name a Bulldog Award recipient who will be recognized at the Athletics Banquet. The award's criteria may vary (i.e. Most Valuable Player, Most Involved, Unsung Hero, etc.) and will be determined by each team and their coach. An appropriate memento will be given to each recipient.

Omar Shareef Spirit Award

Given in memory of former Bryant men's basketball player Omar Shareef ('96) killed tragically the summer prior to his junior year. The award is selected by the Student-Athlete Advisory Committee and presented to a senior student-athlete who personifies the spirit of Bryant University athletics, through their demonstrated loyalty and dedication to their sport and the entire Bulldog athletic community.

Student-Athlete Advisory Committee (SAAC)

Each varsity program will have one or more student-athletes represent their teams and all student-athletes at Bryant University on the Student-Athlete Advisory Committee. The SAAC will serve as a forum for the discussion of issues of interest to student-athletes, as well as perform community service to enhance the educational experience at Bryant. It is recommended that the committee meet once a month. The Assistant Director of Athletics for Student-Athlete Enrichment or her designee shall serve as advisor. Co-chairs (male and female) and an

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executive committee will be elected by the SAAC membership to lead the Committee. Teams are not limited to the number of representatives which may attend meetings, but each team will have only one vote. Teams are required to send a designated representative to monthly SAAC meetings. SAAC attendance and participation in community service initiatives will be reviewed by Head Coaches and the Director of Athletics.

Intramural Participation

All Bryant Student-Athletes are allowed to participate in intramural athletics with the following provisions:

1. Received permission from their head coach.
2. Only 3 individuals from the same sport are allowed to participate in the same sport that they compete as a member of a Bryant intercollegiate team.

Equipment Room Policies and Procedures

1. All equipment that is assigned to each player will be signed for at the beginning of the season. All equipment will be issued from the equipment room window.
2. Each team will pick up his its equipment and uniforms at a designated time before each game. All equipment will be returned to the equipment room at the conclusion of the contest. This procedure is the same for practices as well.
3. The following is a list of equipment that will be washed by the equipment room:
 - Uniforms
 - Practice Jersey
 - T-Shirt
 - Sport Bras
 - Athletic Supporters
 - Shorts
 - Socks
 - Towels
 - All Bryant issued equipment

NO PERSONAL GEAR WILL BE WASHED BY THE EQUIPMENT ROOM. All articles of personal gear found will be put aside. Students must come back and claim it within 15 days.

All equipment must be returned at the conclusion of the season. A player must see the Equipment Manager if he/she would like to use the equipment past the season. If equipment is not returned there will be 3 penalties:

- A financial hold will be put on your account.
- A student will not be issued any other equipment.
- A charge will be given to the student

SPORTS MEDICINE POLICIES AND PROCEDURES

SPORTS ACCIDENT MEDICAL INSURANCE

1. All athletes are required to prove to the sports medicine staff that they are covered under appropriate medical insurance before being permitted to participate in anything that requires physical activity associated with a Bryant University varsity athletic team (see insurance information form attached).
2. The sports accident insurance at Bryant provides coverage for students while participating in the play or practice of intercollegiate sports. It is designed to cover medical charges in EXCESS of the student's primary medical insurance coverage. It does not cover non-varsity, non-athletic related sports injury or medical illness. It is the responsibility of the athlete to provide this insurance coverage and give appropriate insurance information to the athletic training staff.
3. The Athletics Department coverage is an EXCESS injury policy, which means that your personal insurance must be billed before ours coverage comes into effect. Therefore, the Athletics Department requires that bills be submitted first to your health insurance. The sports accident insurance will pay benefits only after those amounts covered and payable under any other health insurance plan are considered first. And only if appropriate rules of the primary insurance companies have been followed (see insurance information attached).
4. Students who are not covered by their parent's insurance, have insurance that does not cover them out of state, or are from other countries and have insurance that is not valid in this country are urged to purchase the college endorsed student health insurance. Insurance coverage is required before being eligible to workout with any team.

FRESHMAN/RETURNING ATHLETES HEALTH REVIEW

1. Freshmen and transfers are required by Bryant University to provide recent health information prior to enrollment by completing our health and medical history questionnaire. Also, it is required that each new student-athlete to Bryant get a physical from his or her home physician medically clearing them to participate in intercollegiate athletics at Bryant University. In addition, athletic training provides an orthopedic examination on campus for these student-athletes to be cleared for participation in intercollegiate athletics at Bryant University. This examination is done soon after the student-athletes comes to school.
2. Also, each year a current medical questionnaire/update must be completed and filed with the athletic trainer by all returning athletes. If, upon review, follow-up with a physician is indicated, the athletic trainer will schedule an appointment with an appropriate physician. Again, proper health/medical insurance information must be on file in the Athletics Department office at all times.

INJURY OR ILLNESS MEDICAL TREATMENT

1. Initial First-aid Treatment

- A. The athlete must report to a representative of the athletic training staff all injuries or illnesses associated with the athletic competition as soon as possible but at least within two days from the time it was incurred.

- B. No payment of charges will be accepted if the injury is not properly recorded.
- C. The athlete is not permitted to seek medical attention without prior authorization from a representative of the athletic training staff – the only exception is in cases of emergency.
- D. In case of an emergency or a medical problem outside of regular training room hours, the athlete is advised to contact the athletic trainer for assistance or advice. If an athletic trainer is unavailable, the athlete should contact his or her coach for assistance. If the athlete is unable to reach the coach or athletic trainer, he or she should try to call Health Services or Public Safety for advice/treatment. It is recommended that all athletes use the athletic training staff for all medical problems.

2. Follow-up Physical Therapy Treatment and Rehabilitation

- A. Treatment will be available to all athletes with injuries, in the athletic training room, but those “in-season” and who sign up for appointments will be served first. Failure of an athlete to keep treatment appointments will be interpreted as an indication that the athlete is not interested in playing or is no longer injured and the coach will be notified.
- B. Treatments will be given under the direction of the team physician by the athletic training staff. Decisions on the availability of an athlete for practice or game competition shall be the sole responsibility of the Athletic Trainer. Failure to comply with this decision bars the athlete from participation in upcoming games or contests.
- C. Rehabilitation and treatments off campus will be arranged and in conjunction with the athletic trainers. If prior arrangements are not made the physical therapy visits become the financial responsibility of the student-athlete.
- D. All braces and orthotics must be used as a result of an injury or after surgery. No brace is used to prevent an injury or lessen a problem unless an athlete wants to purchase it.
- E. At the end of the school year or before any long break, an injured athlete must be evaluated by an athletic trainer to chart athlete's progression while away from Bryant University before leaving. Any additional treatments must be approved by the athletic training staff.

3. REFERRAL TO MEDICAL SPECIALIST

- A. If, in the opinion of the team physician and or/ the Athletic Trainer, an athlete should be referred to a medical specialist for consultation due to an athletic injury, the referral will be made by the athletic trainer in consultation with the team physician. At no time will an athlete make arrangements to see a specialist and expect the Athletics Department to pay for the expense. Referrals made without knowledge of the team physician and athletic training staff will become the financial responsibility of the student-athlete.
- B. Athletes are required to carry medical insurance. Medical expenses will first be charged to the athlete's primary insurance. The sports accident insurance coverage will be financially responsible for excess expenses once the appropriate steps have been taken with the student's insurance policy. Except in the cases of an

emergency, Bryant will not pay medical expenses incurred without approval of the athletic trainer.

- C. Any athlete who seeks a second opinion from another physician does so at her/his own expense. And such opinion will be taken under advisement by the team physician and athletic training staff for athlete's subsequent clearance for return to play
- D. The athlete, who chooses to ignore the directions of the athletic trainer, and or medical consultant, does so at his or her own risk, and where possible, will not participate in any games or practices for Bryant University.

4. DENTAL CARE AND CONTACT LENSES/GLASSES

- A. The Athletics Department will be financially responsible only for injury to sound natural teeth incurred while participating in an official practice session or game. Dental caries, extractions, and normal dental care not directly related to an athletic injury shall be the financial responsibility of the student-athlete. The maximum amount per tooth our insurance will pay is \$300.
- B. The replacement of contact lenses lost or repair of eyeglasses broken during official practices or games will not be covered by the Athletics Department. Athletes are encouraged to keep a copy of their correction prescription on file in the Athletic Training Room. A spare set of contacts/glasses is also advisable. The Athletics Department is only financially responsible for injuries to the EYE that occurs while participating in an official practice session or game.

5. NON- ATHLETIC RELATED INJURY OR ILLNESS

The Athletics Department will not be responsible for injuries incurred when the student-athlete is not actively engaged in a formal, supervised, official game, practice or workout during the year. The athletic training staff will give advice wherever feasible. Illnesses are not a result of athletic participation, therefore, are not covered by the athletic department.

6. FINAL PAYMENT

Arrangements for payment for medical expenses involving treatment of injuries after an athlete's drop out, graduation, or loss of eligibility must be made prior to her/his leaving. Specifically:

- A. Upon involuntary termination of participation on a team the athletic policy ends for an injury and all treatment for an injury ends in 30 days thereafter. Upon voluntary termination from an athletic team all treatments for any injuries stop IMMEDIATELY. The athlete is no longer allowed treatments in the athletic training room or by the athletic training staff.
- B. Upon graduation, treatment for an injury ends in 30 days.

OUTLINE FOR DISPOSITION OF BILLS RELATING TO ATHLETIC INJURIES

Any questions about procedures should be directed to the Head Athletic Trainer (401)232-6073 or the Director of Athletics: or (401) 232-6078

7. BILLS SENT DIRECTLY TO ATHLETICS DEPARTMENT

- A. Athletics Department verifies the athletic injury and completes claim form for athletic department's secondary insurance company.
- B. Bill sent to policyholder (either parent or student if student is policyholder).

- C. Policyholder submits bill to insurance company (if not already submitted by health care provider).
- D. Insurance Company acts on claim and sends payment either to medical facility/hospital or to policyholder. (If payment is sent directly to policyholder this check MUST be forwarded to the appropriate health care provider).
- E. Policyholder sends copy of explanation of Benefits (EOB) to Athletics Department along with a copy of the bill. If there is a remaining balance, the Athletics Department submits the excess to the sport accident insurance carrier and payment is made UPON APPROVAL to the appropriate medical facility/hospital or to policyholder.

8. BILLS SENT DIRECTLY TO POLICYHOLDER (PARENTS OR ATHLETES)

- A. Presuming the charge is for an athletic injury, the policyholder submits the bill to her or his own insurance company. The athletic training staff completes and files a claim form with secondary athletic insurance company.
- B. Insurance Company acts on claim and sends payment either to medical facility/hospital or to policyholder. Also sends written notification (EOB) of actions on claim to policyholder.
- C. Policyholder sends copy of written claim notification (EOB) and copy of bill to Athletic Department if there is any balance due. If balance is due, bill and EOB are forwarded to secondary athletic insurance policy for approval of payment to health care providers or policyholder.

9. BILLS SENT DIRECTLY TO ATHLETE WHO IS NOT POLICYHOLDER

- A. Athlete must bring bills to athletic trainer where it will be verified as an athletic injury. Claim form will be completed by athletic trainers and sent to secondary (athletic) insurance company.
- B. Bills will be sent to the policyholder as indicated above. Athlete MUST NOT ignore bills received. Medical bills are sent only to the student-athlete or his or her family. The athletic department is not sent separate bills for these services. If the student-athlete does not bring the bill to the attention of the policyholder or the athletic training staff, the bills will not be the financial responsibility of the athletic department.

10. BILLS SENT BY MEDICAL FACILITY/HOSPITAL DIRECTLY TO INSURANCE COMPANY

When written notification of claim action (EOB – Explanation of Benefits) is received by policyholder, policyholder should follow procedure outlined above.

11. SUPPLEMENTS AND DRUG TESTING

- A. The NCAA performs drug testing randomly for football at Division II and other sports as decided at the NCAA championships.
- B. Be aware the FDA does not require companies to list all ingredients in nutritional supplements. There may an ingredient in a supplement that you are taking that is a banned substance by the NCAA. The Bryant University athletic training staff discourages use of supplements for this reason. This banned substance list can be found on the NCAA's web site as well as obtained from the athletic administrators and the athletic training staff. Please refer to the NCAA's position statement on nutritional supplements at the end of the handbook.

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Please note that the list of banned drugs is subject to change by the NCAA Executive Committee, and the institution and student-athlete shall be held accountable for all banned drug classes on the current list. Updates to the list of banned drugs can be found via the NCAA Web site (www.ncaa.org).

The term "related compounds" comprises substances that are included in the class by their pharmacological action and/or chemical structure.

No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example.

The following is the list of banned-drug classes, pursuant to NCAA Division I Bylaw 31.2.3.1.

(a) Stimulants:

amiphenazole	doxapram	pentetrazol
amphetamine	ephedrine	phendimetrazine
bemigrade	ethamivan	phenmetrazine
benzphetamine	ethylamphetamine	phentermine
bromantan	fencamfamine	phenylpropanolamine (PPA)
caffeine ¹	meclofenoxate	picrotoxine
chlorphentermine	methamphetamine	pipradol
cocaine	methylene-dioxymethamphetamine (MDMA, also known as Ecstasy)	prolintane
cropropamide	methylphenidate	strychnine
crothetamide	nikethamide	and related compounds *
diethylpropion	pemoline	
dimethylamphetamine		

(b) Anabolic Agents:

anabolic steroids	fluoxymesterone	oxandrolone
androstenediol	mesterolone	oxymesterone
androstenedione	methandienone	oxymetholone
boldenone	methenolone	stanozolol
clostebol	methyltestosterone	testosterone ²
dehydrochloromethyl- testosterone	nandrolone	and related compounds*
dehydroepiandrosterone (DHEA)	norandrostenediol	Other anabolic agents
dihydrotestosterone (DHT)	norandrostenedione	clenbutero
dromostanolone	norethandrolone	

Athletic Training Room and Insurance Administrative Procedures

EVERY STUDENT AT BRYANT UNIVERSITY IS REQUIRED TO HAVE A PRIMARY INSURANCE POLICY IN EFFECT DURING THE ENTIRE ACADEMIC YEAR. BRYANT'S ATHLETIC INSURANCE COVERAGE IS AN EXCESS POLICY, AND OUR PROVIDER ONLY PAYS BENEFITS AS A SECONDARY CARRIER AFTER A CLAIM HAS BEEN PROCESSED (AND PAID) THROUGH YOUR PRIMARY INSURANCE CARRIER.

- 1) **If you have a pre-existing injury or condition that you are currently being treated by a doctor** for (e.g. shoulder surgery, knee surgery, herniated/bulging discs) **you MUST get a note from that doctor stating you are cleared to participate in athletics at Bryant University.** Our company will not pay for clearance of any pre-existing conditions. If you fail to get this note and need to get cleared by one of our doctors in order to participate, the financial responsibility of those visits is up to you.
- 2) If your primary insurance carrier is an HMO or requires prior approval for out of network services our insurance company will only pay 50% of bills if no prior authorization from your company is attained. **Please obtain prior approval for your son/daughter to see our doctors by contacting your insurance company and informing them your son/daughter is at college out of state and may be seeing doctors out of network.** If the necessary prior approval or authorization is not obtained the remainder of the bills become your financial responsibility.
- 3) If your primary insurance company will not grant approval for your son/daughter to see doctors out of network while he/she is at Bryant University, **it is strongly encouraged that you purchase the school's student insurance policy, which will allow for medical coverage for your son/daughter while he/she is here at Bryant University.**
- 4) **If your primary insurance status changes at any time throughout the calendar year (e.g., change in coverage or lapse in coverage) we ask that you notify us of the change within 30 days of the turnover or termination.** Be advised that should your son/daughter's coverage lapse and you fail to notify this department, any and all bills resulting from athletic participation will be forwarded to you and will be your financial responsibility.
- 5) We respect your right to seek a second opinion, however, we ask that this be done in consultation with the athletic training staff so proper lines of communication can be established to help facilitate the athlete's follow up care. **Please note, it is Bryant University's policy to not be held financially responsible for these second opinions. Also, any visits to a doctor, hospital, x-ray facility, etc., that the athletic training staff is not made aware of is not the financial responsibility of Bryant University.**
- 6) In order for any payment to occur from our insurance company, the student-athlete must see a physician within 30 days of the injury date. If the student-athlete does not see a physician within this time period, our insurance company will not pay any of the bill and the financial responsibility is on the student-athlete and his or her guardians/parents.

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Team Physicians and Insurance Carrier Information

We are pleased to announce a new team physician relationship with Orthopedic Group, Inc., and We are continuing to work with Orthopedic Group, Inc. as our team physicians, specifically, Drs. Michael Feldman and Jonathan Gastel. Below please find their office information in the event you may need it for pre-approval with your insurance company. If you would like to check them out online, their web address is www.ogi-docs.com.

Orthopedic Group, Inc.
Dr. Michael Feldman
Dr. Jonathan Gastel
588 Pawtucket Avenue
Pawtucket, RI 02860
401.722.2400

We do have many more doctors we use for referrals, however, we will use this group most frequently. We strive to provide the best services possible for the student athletes at Bryant University, but parental responsibilities in matters such as these are vital and cannot be neglected.

We thank you very much for your time and careful attention to this matter. Please feel free to call with any questions: Dan Gavitt, Athletic Director, 401.232.6215; or Nicole Piette, L/ATC, Head Athletic Trainer, 401.232.6530.

Thank you again, we look forward to working with your son or daughter in the fall.

For your information and records, our Insurance Company is as follows:

Diversified Group Administrators
P.O. Box 6540
Harrisburg, PA 17112
Contact: Carol Wilson, 800-877-6490 x3024

Bryant Student-Athlete Code of Conduct

Participation in intercollegiate athletics at Bryant University is a privilege and a unique opportunity. Along with this privilege come certain responsibilities. In addition to representing yourself, you represent Bryant University, the Athletic Department and your team at all times. Therefore, you are expected to conduct yourself in a courteous, conscientious manner that reflects positively on the University, your team and yourself.

Student-athletes are expected to comply with the policies and procedures of the following governing authorities:

A. The National Collegiate Athletic Association (NCAA)

Student-athletes are subject to the rules and regulations of the NCAA, which govern unsportsmanlike behavior, non-therapeutic drug use, non-permissible awards, benefits and expenses, gambling and bribery, and other forms of misconduct. All such rules and regulations are found in the NCAA Manual. For access to the NCAA Manual contact the Compliance Coordinator or the Athletic Director.

10.1 Unethical Conduct

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

- (a) Refusal to furnish information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution;
- (b) Knowing involvement in arranging for fraudulent academic credit or false transcripts for a prospective or an enrolled student-athlete;
- (c) Knowing involvement in offering or providing a prospective or an enrolled student-athlete an improper inducement or extra benefit or improper financial aid;
- (d) Knowing furnishing the NCAA or the individual's institution false or misleading information concerning the individual's involvement in or knowledge of matters relevant to a possible violation of an NCAA regulation; or
- (e) Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner").

10.4 Disciplinary Action

Prospective or enrolled student-athletes found in violation of the provisions of this regulation shall be ineligible for further intercollegiate competition, subject to appeal to the Academics/Eligibility/Compliance Cabinet for restoration of eligibility. Institutional staff members found in violation of the provisions of the regulation shall be subject to disciplinary or corrective action as set forth in Bylaw 19.5.2.2 of the NCAA enforcement procedures, whether such violations occurred at the certifying institution or during the individual's previous employment at another member institution.

B. NE-10 Conference

The University and Department of Athletics fully endorse the policies of the NE-10 Conference as they relate to student-athlete conduct, conference championships play and the intraconference transfer of student-athletes. The NE-10 rules and regulations are found in the NE-10 Conference Manual. For access to the NE-10 Manual contact the Compliance Coordinator or the Athletic Director.

C. Bryant University

STUDENT-ATHLETE HANDBOOK

Student-athletes are subject to University rules and regulations specified in the University Student Handbook. Nothing herein shall supercede the Handbook. When there may be any ambiguity or conflict the Bryant Handbook shall control.

D. Department of Athletics

Student-athletes must abide by all rules and guidelines set forth by the Department of Intercollegiate Athletics as published in the Department's Student-Athlete Handbook. Additionally, team rules may be established by each individual sport's head coach and his/her staff within parameters set by the Director of Athletics and the University.

As a student-athlete, you are expected to familiarize yourself with these policies and procedures. If you have specific questions about these policies and procedures, contact your coach, an Athletic Department administrator or your academic advisor for assistance.

Academic Expectations

- Attend classes and complete all academic assignments in a timely manner.
- Communicate to instructors in a timely manner when an academic/athletic conflict exists.
- Consult with Student-Athlete Counselor and attend learning center and tutoring sessions as directed.
- Maintain an academic load of at least 12 hours per semester and make satisfactory progress toward a degree.
- Accept personal responsibility for maintaining academic progress.
- Strive to earn a college degree within five years.
- Understand and adhere to the academic regulations of Bryant University as described in the Bryant University Bulletin.

Classroom Conduct

If you follow these guidelines, you will give a good impression of yourself and increase your ability to learn.

- Be on time for every class. Be in your seat when class begins and have your notebook open so that you can take notes.
- Get to know your instructors and their expectations for the classes.
- Participate appropriately in class discussions.
- Hand in all assignments on time.
- Leave the classroom with a clear idea of what you have to do before the next class meeting; then be sure you do the work before the next class.
- Abide by all team, Athletic Department, University, NE-10 Conference and NCAA rules.
- Read, understand and follow all policies and procedures specified in the Bryant University Student-Athlete Handbook.
- Achieve and maintain an optimum physical condition within accepted health standards.
- Take proper care of equipment and return it in good condition.

Sportsmanlike Conduct

Sportsmanlike conduct means more than the absence of negative actions in public. Athletic administrators and coaches will provide you with instruction on appropriate conduct including positive techniques for handling the following situations:

- Communicating with officials and opponents on routine matters during athletic events.
- Maintaining control during emotionally charged situations, including assisting a teammate or colleague who appears to be losing control.
- Reacting in a positive manner to an aggressive action by an individual or group.

Through discussions with coaches, student-athletes are expected to know what constitutes inappropriate behavior and to conduct themselves in a manner which avoids such behavior.

Unacceptable behavior on the playing field includes, but is not limited to the following:

- Physically abusing or taunting officials, coaches, opponents or spectators.

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- Engaging in any public criticism of game officials, conference personnel, another institution, its student-athletes or its personnel.
- Throwing objects.
- Seizing equipment from officials or the news media.
- Inciting players or spectators to negative actions or to any behavior which insults an opponent.
- Using obscene or otherwise inappropriate language or gestures.
- Participating in excessive celebration.
- Fighting with fans or opposing players. Never leave the bench area while a fight is taking place on the field or court.

Community Conduct

Student-athletes are representing themselves, their team and their University and their behavior in the community is expected to reflect the standard set forth by the University. This code of conduct is not limited to face-to-face encounters, but includes the internet. Understand and expect that online subject matter is subject to review by the Department of Athletics, as well as University officials. Violations of state, local, and federal laws, University and Athletics Department code of conduct violations depicted in online mediums are subject to disciplinary action.

Behaviors include, but are not limited to:

- Personal postings on sites such as myspace, facebook, personal blogs, or personal web pages which display illegal activities or activities which violate team, Athletic Department or University policies
- Inappropriate language/behavior directed at another individual, group, or institution posted online or in personal away messages
- Displays of inappropriate behavior which are in direct conflict with the University, Athletic Department or team philosophy regarding code of conduct.
- Incidents of hazing activities or online gaming

Representing Bryant University

Many of the following policy statements serve to set acceptable limits on behavior for anyone connected with the intercollegiate athletics program. In addition to student-athletes and their coaches, this includes anyone traveling with the team in any professional capacity, including student trainers, managers and volunteer coaches. These policies are in effect any time the team is representing Bryant University.

On an away trip, the athletes are considered to be "representing Bryant University" from the time the team leaves for the competition to the time the team has returned to campus. If the team is required to stay overnight, all are expected to adhere to these guidelines throughout the duration of the trip, including the stay at the hotel.

At home contests, athletes are expected to follow these guidelines from the time they gather at the site of competition prior to the beginning of the first event, until following the last event that is to be held on that site.

There is No True Victory Without Honor. As a Bryant student-athlete you are expected to pursue victory with honor and the six pillars of character.

1. **Trustworthiness.** Bryant student-athletes will act with integrity by telling the truth and nothing but the truth. You are expected to keep your promises, be sincere, forthright and candid. Bryant student-athletes keep their word and demonstrate good work habits by being on time, prepared and ready to do their work until the job is done well.
2. **Respect.** Bryant student-athletes treat others the way they want to be treated. You will use good manners and be courteous and polite to everyone. When cheering for other Bryant sport programs our student-athletes will cheer positively and refrain from using

- profanity or making offensive comments regarding the opponent or officials. You agree to resolve disagreements, respond to insults, and deal with anger peacefully and without violence.
3. Responsibility. Bryant student-athletes exercise self-control by taking charge of their own life, setting realistic goals, and keeping a positive outlook. Always think about the consequences of your actions to others and yourself before you act.
 4. Fairness. Bryant student-athletes do not make a judgment that favors or discriminates against individuals based on improper factors. You agree to listen with an open mind and treat people fairly, justly, and equitably to the best of our ability.
 5. Caring. Bryant student-athletes possess sympathetic and generous qualities implying an inclination to be charitable and do good. You will be thankful and express gratitude for what others do for you.
 6. Citizenship. Bryant student-athletes are good citizens and good neighbors. Be a volunteer, help your school, and community be better, cleaner and safer. Play by the rules. Obey parents, administrators, teachers, coaches and the law.

Drugs, Alcohol and Tobacco

The use and abuse of alcohol, tobacco and other drugs, including performance-enhancing drugs such as central nervous system stimulants and anabolic steroids, are harmful to the physical and mental fitness of student-athletes. At no time while representing Bryant University shall a coach permit the possession, consumption or use of alcoholic beverages, tobacco or other controlled or illegal substances, by current students, prospective students, coaching staff, or anyone connected with that team.

The use of substances which may endanger the health and safety of both the user and other team participants is strictly prohibited; a student-athlete using prohibited substances will be subject to department and Bryant University disciplinary action. The use of chewing tobacco is prohibited by NCAA regulations and will not be permitted in the Bryant intercollegiate athletics program.

Bryant student-athletes hosting prospective student-athletes during official and/or unofficial visits are prohibited from providing individuals alcohol and/or drugs. Also hosts are required to stay with their prospect(s) at all times during the campus visit.

Sanctions for violations of drugs, alcohol, and tobacco policies may include:

- Suspension from participation in events
- Loss of team membership
- Removal of scholarship support, or
- Other appropriate disciplinary action.

The Intercollegiate Athletics Department reserves the right to administer a drug testing program should it be deemed necessary. In the event of a required NCAA random drug-testing program, the Department will administer such a program.

The Department recognizes that various therapeutic interventions are often needed in the treatment of athletic injuries. With respect to administering drugs by the team physicians to the athletes to alleviate pain or inflammation, it is the policy of the Department that the long-term health interests of the individual athlete will be placed ahead of the desirability of performing in a specific event.

All coaches and Department staff are expected to educate, inform, and counsel student-athletes to the dangers of drug abuse. Any coach or staff member found to be allowing or encouraging the use of prohibited drugs will be subject to disciplinary action.

Sexual Harassment

A goal of Bryant University is to maintain an atmosphere, which is conducive to a healthy working and learning environment. Sexual harassment will not be tolerated. Any colleague who sexually

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harasses another colleague or student will be subject to disciplinary action up to and including termination. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other physical or expressive behavior of a sexual nature where:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, admission, academic evaluation or education.

Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual.

Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance, or creates an intimidating hostile or offensive employment, educational or living environment even if it does not result in job or promotion loss.

Because of the private nature of most sexual harassment incidents and the emotional and moral complexities surrounding such issues, colleagues and students are encouraged to report alleged incidents of sexual harassment either through the grievance procedure or directly to the director of human resources. Students may bring such concerns to the vice president for student affairs.

Hazing

Bryant University and the Athletics Department do not condone or tolerate any form of hazing. Report incidents of hazing to a member of the coaching staff or administration.

What is Hazing?

Hazing is defined as any action taken or situation created intentionally to produce psychological or physical discomfort, embarrassment, or ridicule. It is assumed that all Bryant University groups are interested in the intellectual and social development of individual members; therefore, in activities no action shall be taken which tends to endanger the health of the individual, or demand undignified conduct of him/her, or in any way jeopardizes his or her scholastic standing or general well-being.

Holding or transporting another person under physical restraint even if the holding or transporting is done as part of a "friendly" group or individual rivalry, is prohibited. For those reasons, all forms of hazing on the part of an individual or individuals, or student groups, whether on or off university and/or residence premises, are expressly prohibited.

In a National Study conducted by Alfred University (1999):

They define hazing as "any activity expected of someone joining a group that humiliates, degrades, abuses or endangers, regardless of the person's willingness to participate. This does not include activities such as rookies carrying balls, team parties with community games, or going out with your teammates, unless an atmosphere of humiliation, degradation, abuse or danger arises."

- More than 250,000 student-athletes (out of the 325,000 surveyed) experienced some form of hazing to join an intercollegiate athletic team.
- One in five were kidnapped, beaten, tied up and abandoned, forced to commit crimes, or destroyed property.
- Half were required to participate in drinking contests or alcohol-related hazing.
- Two-thirds were subjected to humiliating hazing, such as being yelled or sworn at, forced to wear embarrassing clothing or forced to deprive oneself of sleep, food, or personal hygiene.

Examples of Hazing:

Include, but are not limited to:

- Depriving a person of sufficient sleep.
- Paddling or beating a person.

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- Requiring or encouraging a person to consume alcohol, drugs, or foreign or unusual substances.
- Kidnapping or confining a person.
- Subjecting a person to cruel and unusual psychological conditions.
- Requiring a person to do an activity against their will (i.e. haircuts, shaving heads).

Violations of Hazing:

- Report incidents of hazing to your coach, athletic director, or local law enforcement.

Gambling

The NCAA opposes all forms of legal and illegal sports wagering. Sports wagering has the potential to undermine the integrity of sports contests and jeopardize the welfare of student-athletes and the intercollegiate athletics community. Sports wagering demeans the competition and competitors alike by a message that is contrary to the purposes and meanings of "sport." Sports competitions should be appreciated for the inherent benefits related to the participation of student-athletes, coaches, and institutions in fair contests, not the amount of money wagered on the outcome of the competition.

A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins (e.g. "point shaving") or who solicits or accepts a bet or participates in any gambling activity through a bookmaker, a parlay card or any other method employed by organized gambling that involves wagering on the student-athlete's institution shall permanently lose all remaining regular-season and postseason eligibility in all sports; and a student-athlete who solicits or accepts a bet or participates in any gambling activity that involves intercollegiate athletics or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling, shall be ineligible for all regular season and postseason competition for a minimum of a period of one year from the date of the institution's determination that a violation has occurred and shall be charged with the loss of a minimum of one season of competition. A request for reinstatement may be submitted on behalf of the student-athlete who has participated in such activity only upon fulfillment of the minimum condition indicated above. If the student-athlete is determined to have been involved in a subsequent violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.

In accordance with NCAA rules and regulations, a student-athlete cannot knowingly provide information to assist individuals involved in organized or informal gambling activities concerning intercollegiate athletic competition, solicit a bet on any intercollegiate team, accept a bet on any team representing the University or participate in any gambling involving intercollegiate athletics through a bookmaker, a parlay card or any other method employed by organized or informal gambling. If a student-athlete has any concerns regarding gambling activities, he or she should bring these immediately to the attention of his or her coach or the athletic administration.

(The following is from the NCAA's *Don't Bet On it*, 1999 Brochure)

That means:

- No wagers on ANY professional or college sports event, even those that don't involve your college.
- No sports "pools," even those run by your friends in the dorms.
- No Internet gambling on sports events.
- No sports wagering using "800" numbers.
- No exchange of information about your team with ANYONE who gambles. In other words, no information about injuries, new plays, team morale, discipline problems or anything else.

The Consequences:

If you have been discovered as someone who:

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- made a bet of any kind on any college or professional sport.
- gave information to someone who does gamble.

Then the Following Will Happen:

- You will be declared ineligible to compete in college sports. You are off the team.
- It is then up to your college to review your case and impose a penalty (suspension, permanent removal, etc.).
- If your college wants you back on the team, the NCAA must review the case to determine if you can come back.
- You also run the risk of being arrested and charged with a crime. Sports wagering is illegal in every state except Nevada. Sports bribery is also illegal.

What To Do If:

- You are approached by someone with gambling interests.
- You think someone on your team is gambling.
- You are already in trouble with gamblers or are in debt.

You Should:

- Go immediately to your Head Coach, Athletic Director, NCAA official, local law enforcement or FBI.
- You will have to face the consequences, but your college, the NCAA and the law will take into consideration the fact that you came forward on your own.
- If you hide the problem, you'll be in much worse trouble and in danger if organized crime is involved.
- The only safe way out of a gambling trap is to admit you made a mistake and have the courage to get help.

A Note About Organized Crime

- Don't get hooked on a small bet, because they will come back asking for more and will blackmail you or worse.
- It can start with a student bookie and taking bets from other students.

Agents

It is essential that student-athletes know the NCAA rules related to professional sports. A violation of the rules concerning agents could have severe negative consequences for the University and the student-athlete. NCAA rules make a student-athlete ineligible for participation in an intercollegiate sport if:

- He or she ever has agreed, orally or in writing, to be represented by an agent for the purpose of marketing his or her athletics ability or reputation in that sport.
- An agency contract, not specifically limited in writing to a sport or particular sports, shall be deemed applicable to all sports, and the student-athlete shall be ineligible to participate in any sport.
- He/she enters into a written or verbal agreement with an agent for representation in future professional sports negotiations that are to take place after the student-athlete has completed his/her eligibility in that sport.
- He/she, or his/her relatives or friends, accepts transportation or other benefits from any person who wishes to represent the individual in the marketing of his/her athletic ability.

For assistance with the selection of professional agents or any question related to a professional sports association, student-athletes should be directed to talk with their Head Coach or Compliance Coordinator.

Student-Athlete Suspension and Dismissal Policies

Violations of the University's "Student Code of Conduct" are under the jurisdiction of the Vice President for Student Affairs with recommendations for disposition of the case obtained from the College Student Disciplinary Committee and the appropriate hearing officers or panels. Violations should be reported immediately to the Office of the Vice President for Student Affairs.

Any violation of the "Student-Athlete Code of Conduct" should be reported immediately to the Director of Athletics, who is ultimately responsible for investigating all such charges and enforcing sanctions imposed for conduct violations. The Athletic Department may suspend or dismiss a student-athlete from participation in intercollegiate activities for violation of the Bryant University Code of Conduct, the Student-Athlete Code of Conduct, team rules, or the law. Suspensions or dismissals for violations of NCAA or NE-10 Conference rules will be governed by that organization's guidelines and procedures. If the behavior also violates the University's "Student Code of Conduct" the Office of Judicial Affairs may investigate and adjudicate the matter.

Particular Violations

All student-athletes are expected to comply with Athletic Department, University, Conference, NCAA, and team rules as well as local, state, and federal law.

Interim Suspension for Criminal Violations

If a student-athlete violates a local, state or federal law which involves a violent action (e.g. rape, assault resulting in injury, serious destruction of property) or felony charge, and charges are filed, the student-athlete shall be automatically suspended by the Athletic Director from participation in intercollegiate athletics until the charges have been resolved by the legal system. By suspending the student-athlete, the Athletic Department and the University are in no way prejudging the situation; rather, such an action is taken in order to safeguard the student-athlete(s) and the intercollegiate athletics programs.

Other Legal Violations

The Athletic Director has the authority to suspend any student-athlete from the intercollegiate program who has been arrested or cited for any violation of law.

Notice of Suspension or Dismissal

When the Athletic Department issues a suspension, the Athletic Director shall immediately inform the student-athlete and the head coach of the suspension or dismissal by written notice. This notice of suspension or dismissal shall contain information regarding the process by which the suspension or dismissal can be appealed.

Suspension/Dismissal Guidelines

While on suspension, the student-athlete may not practice or compete; however, financial aid will remain in place for the term of the award. Further, the student-athlete's name will remain on the squad list and with Student-Athlete Services. The use of the weight training rooms and academic support will continue to be available. Student-athletes and staff may not address the student-athlete's case with the media in order to protect the accused and to limit media attention. All questions concerning the situation should be referred to the Director of Athletic Media Relations for a prepared statement release.

If dismissed, the student-athlete will not practice or compete. The student-athlete will be removed from the squad list and may not continue to utilize the weight training rooms or academic support. The student-athlete's financial aid may or may not continue through the period of the award, as determined by NCAA regulations and Bryant University policy and procedures.

Appeal of Suspension/Dismissal

The student-athlete may appeal an Athletic Director's suspension or dismissal to the Appeals Committee. Only the student-athlete may file an appeal of suspension or dismissal. An appeal of a suspension or dismissal must normally be submitted in writing to the Athletic Director within three calendar days or seventy-two (72) hours of the issuance of the notice of suspension or dismissal. However, if the 72 hours expires during a time when the University is not open for business, the appeal may be submitted before the hour of 9:00 a.m. of the next business day.

Appeals Process

The written appeal must present all of the reason(s) for the appeal. For appeals of the Athletic Director's suspension or dismissal, the Faculty Athletics Representative shall call together the Committee for purposes of hearing the appeal. It shall be the sole charge of the Committee to, upon appeal and presentation of all relevant information, lift or modify the suspension or dismissal or leave it in place. The Committee may impose any penalty deemed appropriate.

Appeal hearings shall generally take place within five business days of the receipt of the appeal request. At any time prior to the hearing, the student-athlete may review his or her athletic discipline file in the Athletic Director's office.

Appeals Committee

The Appeals Committee shall be a committee of the Athletic Department whose membership shall be appointed by the Athletic Director and the Faculty Athletic Representative as follows:

- (1) The Senior Associate Athletic Administrator, in the event this individual is unable to attend the appeal hearing, the Athletic Director may appoint another member of the Athletic Department's senior staff for that particular hearing.
- (2) The Senior Woman's Administrator, in the event this individual is unable to attend the hearing or the student-athlete appealing is a member of her team, the Athletic Director may appoint another member of the Athletic Department's senior staff for that particular hearing.
- (3) The University's Faculty Athletic Representative, in the event this individual is unable to attend the hearing, the Faculty Athletic Representative may appoint another faculty member for that particular hearing.
- (4) Two head coaches of intercollegiate sport programs at Bryant, but neither shall be the head coach of the suspended or dismissed student-athlete.
- (6) Two (2) student-athletes shall be appointed by the Athletic Director from a pool of six (6) student-athletes serving on the Student-Athlete Advisory Council for each hearing. The pool shall not consist of any members of the suspended or dismissed student-athlete's intercollegiate sport. The member of the "pool" shall be recommended for the appointment by the Student-Athlete Advisory Council prior to each academic year.
- (7) The Compliance Coordinator and the Assistant AD for Academic Services shall serve in an advisory role to the committee and shall be non-voting members of the Committee (ex-officio). The Faculty Athletic Representative or the alternate for that appointment shall serve in the capacity of Committee Chair.

A quorum of four committee members shall be required for the committee to hear and decide the appeal. The Athletic Director shall prepare, for Committee use, a written document containing relevant information regarding the suspension. Every effort should be made to provide the student-athlete with the same information at least 48 hours prior to the hearing.

In handling the appeal, the Committee and the Athletic Director shall abide by principles of confidentiality and be diligent in protecting the rights of the student-athlete to a fair appeal hearing. Athletic Department, University, Conference and NCAA violations, and violations of the University's "Conduct Code" are reported to the Dean of Students and are handled in accordance with the judicial process published in the Student Handbook. Violations of Athletic Department, Conference or NCAA conduct rules are reported to the student-athlete's head coach and/or Director of Athletics.

Committee Decision

It shall be the sole charge of the Committee to, upon appeal and presentation of all relevant information, lift or modify the suspension or dismissal or leave it in place. If the Committee decides to lift or modify the suspension/dismissal, they may impose a penalty. The penalty imposed is dependent upon the severity of the offense and may include the following:

- Written warning.
- Disciplinary probation.
- Behavioral agreement.
- Cancellation or gradation of financial aid if appropriate.

Right to Advisor

The student-athlete may be assisted by a member of the campus community. The accused student may only have an attorney as advisor when the attorney is a member of the campus community, or when criminal or civil charges are pending. Attorneys are subject to the same restrictions as other advisors. Prior to the hearing, the student-athlete shall disclose the name of his/her advisor to the Committee Chair.

The "advisor" may:

- Advise the student-athlete on the preparation and presentation of the appeal.
- Accompany the student-athlete to the appeal hearing(s). Under no circumstances may the advisor appear in front of the Committee without the student-athlete present.

The Committee proceedings are not judicial, therefore some legal rituals will not be observed.

The "advisor" may not:

- Present the appeal for the student-athlete.
- Speak in the hearing.
- Conduct direct or cross-examination of any person appearing before the committee.
- Present a summary of the appeal for the student-athlete.

An advisor not complying with these procedures may be removed from the hearing by the Chair.

Witness Support

The student-athlete may present witnesses in support of his/her appeal with the approval of the Committee Chair. Such approval shall not be unreasonably withheld; however, the Committee shall have the power to limit such testimony to that which is relevant to the Committee's charge.

Hearing Guidelines

During the hearing, the student-athlete, and his/her advisor shall be present, except that upon the request of a committee member, the student-athlete and his/her advisor shall be directed to leave the hearing while a witness testifies.

Hearing Procedures

The Committee Chair shall inform the student-athlete of:

- (a) The hearing procedures.
- (b) His/her rights.
- (c) Shall answer any questions the student-athlete may have on these matters.

The Athletic Director shall present the case leading to the suspension or dismissal of the student-athlete to the Committee. At the conclusion of the Athletic Director's presentation of the case, that person shall leave the hearing.

For interim suspension or suspension for other violations of the law, the Chair shall ask the student-athlete to present information as to why the Committee should lift or modify the suspension pending resolution of the charges by the legal system. The student-athlete may make a statement and/or may present witnesses on this question.

The Committee Chair shall have the power to limit testimony to the issue of lifting, modifying or maintaining the suspension or dismissal. Any witnesses shall, at the request of the Chair, wait outside the hearing room until their testimony is to be heard. Committee members may question witnesses for the purpose of clarifying the testimony.

The student-athlete may limit his/her participation to the presentation of a written statement. The student-athlete may choose to not answer any question(s) posed by the Committee members. The Committee shall make its decision based on the information presented in the hearing.

Closed Hearing

The hearing shall be closed unless circumstances warrant otherwise.

Hearing Conclusion

At the conclusion of the hearing, the Committee shall deliberate in private and decide by majority vote to lift, modify or maintain the suspension or dismissal. The Committee has the discretion to impose any penalty relating to athletic participation, as deemed appropriate.

Final Decision

The Chair shall send written notification of the Committee's decision to the Athletic Director, the student-athlete's head coach and to the student-athlete within one business day of the decision being adopted by the Committee. All deliberations of the Committee are final and shall remain confidential.

Violations of Team Rules

Each coach and team may develop their own set of team rules. These rules may be more restrictive than Athletic Department, University, Conference or NCAA rules.

Team rules must be presented, by the head coach, to the Athletic Director for approval each fall. Team rules are to be enforced by the coaching staff of the sport. Any appeals of team rules are to be resolved by the Athletic Director.

Your head coach will review the standards for team conduct which you should observe when you travel with your team. Specific requirements for dress, individual conduct, curfews and free time activities will be discussed. Regardless of your sport, the Athletic Department does not allow student-athletes to use alcohol, tobacco or illegal drugs (under any circumstance) when representing their teams. The Athletic Department also does not allow student-athletes to participate in any gambling activities.

Head coaches have the authority to suspend or dismiss any student-athlete on his/her team if the student-athlete violates team rules and/or the Student-Athlete Code of Conduct.

Notice of Suspension or Dismissal for Violation of Team Rules

If the head coach exercises his/her authority to suspend or dismiss a student-athlete, the head coach shall immediately provide a written statement to the student-athlete indicating the team rule or rules that were violated and the penalty imposed. This notice of suspension or dismissal shall contain information regarding the process by which the suspension or dismissal can be appealed.

Appeal of Suspension/Dismissal for Violation of Team Rules

The student-athlete has the right to appeal a head coach's suspension or dismissal to the Athletic Director. The appeal must be submitted, in writing, to the Athletic Director within 72 hours of the notice of suspension. However, if the 72 hours expires during a time when the University is not open for business, the appeal may be submitted before the hour of 9:00 a.m. of the next business day. The Athletic Director will review the appeal and hear input from the head coach, the student-athlete and anyone else deemed appropriate. The Athletic Director will make the final decision regarding the appeal.

**BRYANT UNIVERSITY
DEPARTMENT OF ATHLETICS
TRAVEL RELEASE FORM**

Students will only be released from traveling with the team following an away contest when they will be traveling with their parents.

This form will be signed by both the student and the head coach on the day of the contest and will be turned in to the Athletics Director.

TEAM _____ DATE _____

STUDENT'S NAME _____

REASON FOR TRAVEL RELEASE _____

TIME OF RELEASE FROM TEAM ACTIVITIES _____

PARENT SIGNATURE *

STUDENT SIGNATURE

HEAD COACH SIGNATURE

* If a parent signature is not available, a phone call verification is required.