2014-15
IUP Athletics
Student-Athlete Handbook
# Table of Contents

1. NCAA Mission Statement/DII Positioning Statement
2-3. NCAA DII Philosophy Statement
4. PSAC Mission/Vision Statement
5. IUP Vision/Values Statement
6. IUP Mission Statement
7. IUP Statement of Nondiscrimination
7. IUP Civility Statement
8. IUP Sexual Harassment Policy
8. IUP Reporting Allegations of Abuse Assault
9. IUP Athletics Mission Statement
10. IUP Athletic Directory
11. IUP Athletic Directory (Coaches)
12. Academic Calendar
13. Counseling, Medical and Emergency Contacts
14. NCAA Compliance Statement
15. NCAA Unethical Conduct
16. Amateurism
17. Employment Information for Student-Athletes
17. Speaking Engagements (Student-Athletes)
17. Outside Competition
18. Per Diem
18. Gambling
18. Boosters and Student-Athletes
19. IUP Pregnant Student-Athlete Policy
20. Transfer Policy
21. Student-Athlete Transfer Appeal Process
22. IUP Athletic Grant-in-Aid
23. Grant-in-Aid Appeal Process
24. Types of Grant-in-Aid Award Letters
25. Student-Athlete Advisory Committee
26-30. PSAC Policy on Sportsmanship and Ethical Behavior
31-33. IUP Hazing Policy
34. Anticipated Class Absence
35. IUP Athletics Emergency Action Plan
36. Phone Location/EMS Access
37. Emergency Maps
34. Emergency Action Plan
35. EMS Access
36. Emergency Maps
NCAA Mission Statement

To govern competition in a fair, safe, equitable and sportsmanlike manner, and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount.

DII Positioning Statement

Life in the Balance. Higher education has lasting importance on an individual’s future success. For this reason, the emphasis for the student-athlete experience in Division II is a comprehensive program of learning and development in a personal setting. The Division II approach provides growth opportunities through academic achievement, learning in high-level athletic competition and development of positive societal attitudes in service to community. The balance and integration of these different areas of learning opportunity provide Division II student-athletes a path to graduation while cultivation a variety of skills and knowledge for life ahead.
NCAA Division II Philosophy Statement  
(Revised 1/14/97)

In addition to the purposes and fundamental policy of the National Collegiate Athletic Association, as set forth in Constitution 1, members of Division II believe that a well-conducted intercollegiate athletics program, based on sound educational principles and practices, is a proper part of the educational mission of a university or college and that the educational well-being and academic success of the participating student-athlete is of primary concern. *(Revised: 1/14/08 effective 8/1/08)*

Higher education has lasting importance on an individual's future success. For this reason, the positioning statement for the division and the emphasis for the student-athlete experience in Division II is a comprehensive program of learning and development in a personal setting. The Division II approach provides growth opportunities through academic achievement, learning in high-level athletics competition and development of positive societal attitudes in service to community. The balance and integration of these different areas of learning provide Division II student-athletes a path to graduation while cultivating a variety of skills and knowledge for life ahead.

Members support the following attributes in the belief that these attributes assist in defining the division's priorities and emphasize the division's position within the Association: Learning; Service; Passion; Sportmanship; Resourcefulness; and Balance. The positioning statement and the attributes shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs, initiatives and policies by member institutions, conferences and the Division II governance structure.

Furthermore, a member of Division II believes in a set of common features, which assist in defining the division. Such features include exceptional teacher-to-student ratios that provide student-athletes with a quality education, a unique model of staffing in which coaches provide additional services such as teaching and mentoring, and the development of community partnerships and student-athlete participation in community engagement activities.

A member of Division II also believes in the following principles, which assist in defining the division: *(Revised: 1/14/97)*

(a) Promoting the academic success of its student-athletes, measured in part by an institution's student-athletes graduating at least at the same rate as the institution's student body; *(Revised: 1/12/04 effective 8/1/04)*

(b) That participation in intercollegiate athletics benefits the educational experience of its student-athletes and the entire campus community; *(Revised: 1/12/04 effective 8/1/04)*
(c) Offering opportunities for intercollegiate athletics participation consistent with the institution's mission and philosophy; (Revised: 1/14/97, 1/12/04 effective 8/1/04)

(d) That championships are intended to provide national-level competition among eligible student-athletes and teams of members institutions; (Revised: 1/9/06 effective 8/1/06)

(e) Preparing student-athletes to be good citizens, leaders and contributors in their communities; (Revised: 1/12/04 effective 8/1/04)

(f) Striving for equitable participation and competitive excellence, encouraging sportsmanship and ethical conduct, enhancing diversity and developing positive societal attitudes in all of its athletics endeavors; (Revised: 1/14/97, 1/12/04 effective 8/1/04)

(g) Scheduling the majority of its athletics competition with other members of Division II, insofar as regional qualification, geographical location and traditional or conference scheduling patterns permit; (Revised: 1/14/97)

(h) Recognizing the need to "balance" the role of the athletics program to serve both the institution (e.g., participants, student body, faculty-staff) and the general public (e.g., community, area, state); (Revised: 1/12/04 effective 8/1/04)

(i) Offering an opportunity for participation in intercollegiate athletics by awarding athletically related financial aid to its student-athletes; (Revised: 1/14/97, 1/14/02, effective 8/1/02)

(j) That institutional control is a fundamental principle that supports the educational mission of a Division II institution and assumes presidential involvement and commitment. All funds supporting athletics should be controlled by the institution. The emphasis for an athletics department should be to operate within an institutionally approved budget and compliance with and self enforcement of NCAA regulations is an expectation of membership; and (Adopted: 1/14/02 effective 8/1/02, Revised: 1/12/04 effective 8/1/04)

(k) That all members of Division II should commit themselves to this philosophy and to the regulations and programs of Division II. (Revised: 1/14/97)
Pennsylvania State Athletic Conference
Mission Statement

The mission of the PSAC is to provide an organizational structure that enhances intercollegiate athletics competition among member institutions in an environment that recognizes the student-athletes' academic experience as the vital part of the educational process.

Pennsylvania State Athletic Conference
Vision Statement

The PSAC will maintain a highly competitive athletics atmosphere while encouraging outstanding academic achievement. The conference will continue to place primary emphasis on the welfare of the student-athlete and the development of individual life skills while promoting gender and racial equity. Conference institution personnel will be encouraged to seek opportunities to provide leadership in the national governance structure.
Indiana University of Pennsylvania

The following vision statement was approved by the University Senate and the Council of Trustees in December 2013:

**The Vision for IUP’s Future**

Indiana University of Pennsylvania is a community where teaching, research, and service empower students to become innovative leaders while enhancing communities throughout the world. Remaining true to its traditions, IUP assesses society’s needs and opportunities and meets them.

Students are hardworking, ready to learn, and come from diverse cultures, places, and backgrounds. Energetic, dedicated, and diverse staff and faculty members welcome them to a personal, vibrant college home. Students participate in many intentional and interconnected learning experiences in their studies, in their lives, and in the world.

Professors are active scholars and teachers in their disciplines who work together to expand their impact. They engage students in carefully designed open-ended, hands-on experiences to reinforce and enrich what students learn in the classroom. Professors use technology to enhance student learning and augment the face-to-face and peer-learning experiences that are the foundation of excellent education.

Alumni say their student experience was the best preparation for work and life. They continue to find joy in the bonds they built as students and the new connections they make with faculty and staff members, students, and other alumni. They are proud and they choose to invest in IUP's future.
IUP and the communities it serves work together to build a strong society and robust economy. IUP uses partnerships and activities to connect community members, students, faculty and staff members, and alumni, building a commitment to their shared future.

**IUP values**

- Demonstrating an excellent return on educational investment.
- Knowing students as individuals who work closely with faculty and staff members.
- Responding to the needs of students and society with a range of innovative programs and scholarship.
- Employing evidence in decision making and in demonstrating results.
- Drawing on IUP’s tradition in Indiana and western Pennsylvania to serve students worldwide.
- Enjoying historic, inspirational, and functional campuses and facilities.
- Using technology to reach place-committed students and enhance learning for all.
- Celebrating engaged, successful alumni.

**Mission**

Indiana University of Pennsylvania is a leading public, doctoral/research university, strongly committed to undergraduate and graduate instruction, scholarship, and public service.

Indiana University of Pennsylvania engages students as learners and leaders in an intellectually challenging, culturally enriched, and contemporarily diverse environment.

Inspired by a dedicated faculty and staff, students become productive national and world citizens who exceed expectations personally and professionally.
Indiana University of Pennsylvania
Statement of Nondiscrimination

Indiana University of Pennsylvania is committed to equal opportunity and affirmative action for its students, employees and applicants. The University is committed to providing equal educational and employment rights to all persons without regard to race, color, sex, religion, national origin, age, disability, sexual orientation, or veteran’s status. Each member of the university community has a right to study and work in an environment free from any form of racial, ethnic, and sexual discrimination. In accordance with federal and state laws, the university will not tolerate racial or ethnic discrimination or discrimination on the basis of disability.

This policy is placed in this document in accordance with state and federal laws including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the Civil Rights Act of 1991 as well as all applicable federal and state executive orders. This policy extends to disabled veterans and veterans of the Vietnam era.

Please direct all general inquiries regarding equal opportunity and affirmative action to:

Office of Social Equity and Civic Engagement
Susan Snell Delaney Hall, Suite B17
920 Grant Street
Indiana, PA 15705
Indiana University of Pennsylvania
Civility Statement

As a university of different peoples and perspectives, IUP aspires to promote the growth of all people in their academic, professional, social, and personal lives. Students, faculty, and staff join together to create a community where people exchange ideas, listen to one another with consideration and respect, and are committed to fostering civility through university structures, policies, and procedures. We, as members of the university, strive to achieve the following individual commitments:

- **To strengthen the University for Academic Success**, I will act honestly, take responsibility for my behavior and continuous learning, and respect the freedom of others to express their views.

- **To foster an environment for personal growth**, I will honor and take care of my body, mind, and character. I will be helpful to others and respect their rights. I will discourage intolerance, hatred, and injustice, and promote constructive resolution of conflict.

- **To contribute to the future**, I will strive for the betterment of the community: myself, my university, the nation, and world.

Indiana University of Pennsylvania
Sexual Harassment Policy

Indiana University of Pennsylvania is committed to maintaining a learning and work environment that is free from sexual harassment. Acts of sexual harassment seriously undermine the atmosphere of trust and respect that is essential to a university community. Moreover, sexual harassment is legally prohibited and will not be tolerated. Sexual harassment is a form of sex discrimination that is prohibited under Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and the Pennsylvania Human Relations Act. It is imperative that all employees, students, and vendors comply with both the spirit and intent of federal, state, and local laws, government regulations, and court orders which relate to sexual harassment. It is the purpose of this policy to define prohibited conduct and provide guidance on the procedures for addressing complaints.

All students, managers, administrators, faculty, staff, and vendors have a responsibility to adhere to the contents of this policy. Members of the university community are encouraged to report complaints of sexual harassment promptly in accordance with the Sexual Harassment Complaint Procedures. Any persons found to be in violation of this policy will be subject to disciplinary action up to and including expulsion for students and termination for employees.

Questions about the Sexual Harassment Policy should be referred to the director of Social Equity and Civic Engagement, Susan Snell Delaney Hall, Suite B17, or at 724-357-3402.
Reporting Allegations of Sexual Abuse/Assault of Minor Children

If you see, hear about or know about possible child abuse on our campus, please immediately contact University Police at 724-357-2141. After making this phone call, inform your immediate supervisor who in turn will contact his/her respective vice president. What is essential is that university police are notified immediately in order for investigatory procedures to be implemented.

Intercollegiate Athletics Mission Statement

“We provide a high-quality athletic experience for the student-athlete to enhance his/her education and develop lifetime skills.”

IUP
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frank Condino</td>
<td>Athletic Director</td>
<td>724-357-2782</td>
<td><a href="mailto:fcondino@iup.edu">fcondino@iup.edu</a></td>
</tr>
<tr>
<td>Stephen Roach</td>
<td>Associate Athletic Director</td>
<td>724-357-6948</td>
<td><a href="mailto:sroach@iup.edu">sroach@iup.edu</a></td>
</tr>
<tr>
<td>Lisa Bash-Ward</td>
<td>Business Officer</td>
<td>724-357-3845</td>
<td><a href="mailto:lrbash@iup.edu">lrbash@iup.edu</a></td>
</tr>
<tr>
<td>Samantha Goettman</td>
<td>Assistant Compliance/Business Officer</td>
<td>724-357-6948</td>
<td><a href="mailto:sehilty@iup.edu">sehilty@iup.edu</a></td>
</tr>
<tr>
<td>Sherri Yacchup</td>
<td>Fiscal Assistant</td>
<td>724-357-2782</td>
<td><a href="mailto:goettman@iup.edu">goettman@iup.edu</a></td>
</tr>
<tr>
<td>Ryan Rebholz</td>
<td>Sports Information Director</td>
<td>724-357-2747</td>
<td><a href="mailto:rrebholz@iup.edu">rrebholz@iup.edu</a></td>
</tr>
<tr>
<td>Emily Briggs</td>
<td>Facilities Director</td>
<td>724-357-7758</td>
<td><a href="mailto:ebriggs@iup.edu">ebriggs@iup.edu</a></td>
</tr>
<tr>
<td>Erik Templeton</td>
<td>Fiscal Assistant</td>
<td>724-357-2781</td>
<td><a href="mailto:etemp@iup.edu">etemp@iup.edu</a></td>
</tr>
<tr>
<td>Karyl Miller</td>
<td>Secretary</td>
<td>724-257-2057</td>
<td><a href="mailto:kmiller@iup.edu">kmiller@iup.edu</a></td>
</tr>
</tbody>
</table>

**ATHLETIC TRAINING**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frank Trenney</td>
<td>Athletic Trainer</td>
<td>724-357-2758</td>
<td><a href="mailto:ftren@iup.edu">ftren@iup.edu</a></td>
</tr>
<tr>
<td>Jessica Baum</td>
<td>Athletic Trainer</td>
<td>724-357-2726</td>
<td><a href="mailto:jbaum@iup.edu">jbaum@iup.edu</a></td>
</tr>
<tr>
<td>Rob Baron</td>
<td>Athletic Trainer</td>
<td>724-357-6496</td>
<td><a href="mailto:rbaron@iup.edu">rbaron@iup.edu</a></td>
</tr>
</tbody>
</table>
# IUP Coaches Directory

## MEN’S SPORTS

<table>
<thead>
<tr>
<th>Sport</th>
<th>Coach</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>Jeff Ditch</td>
<td>724-357-7830</td>
<td><a href="mailto:jditch@iup.edu">jditch@iup.edu</a></td>
</tr>
<tr>
<td>Basketball</td>
<td>Joe Lombardi</td>
<td>724-357-6287</td>
<td><a href="mailto:lombardi@iup.edu">lombardi@iup.edu</a></td>
</tr>
<tr>
<td>Cross Country</td>
<td>Joey Zins</td>
<td>724-357-2464</td>
<td><a href="mailto:joey.zins@iup.edu">joey.zins@iup.edu</a></td>
</tr>
<tr>
<td>Football</td>
<td>Curt Cignetti</td>
<td>724-357-2780</td>
<td><a href="mailto:curt@iup.edu">curt@iup.edu</a></td>
</tr>
<tr>
<td>Golf</td>
<td>Fred Joseph</td>
<td>724-357-3277</td>
<td><a href="mailto:fajoseph@iup.edu">fajoseph@iup.edu</a></td>
</tr>
<tr>
<td>Swimming</td>
<td>Chris Villa</td>
<td>724-357-2779</td>
<td><a href="mailto:cvilla@iup.edu">cvilla@iup.edu</a></td>
</tr>
<tr>
<td>Track and Field</td>
<td>Joey Zins</td>
<td>724-357-257</td>
<td><a href="mailto:joey.zins@iup.edu">joey.zins@iup.edu</a></td>
</tr>
</tbody>
</table>

## WOMEN’S SPORTS

<table>
<thead>
<tr>
<th>Sport</th>
<th>Coach</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basketball</td>
<td>Tom McConnell</td>
<td>724-357-2722</td>
<td><a href="mailto:tmac@iup.edu">tmac@iup.edu</a></td>
</tr>
<tr>
<td>Cross Country</td>
<td>Joey Zins</td>
<td>724-357-2464</td>
<td><a href="mailto:joey.zins@iup.edu">joey.zins@iup.edu</a></td>
</tr>
<tr>
<td>Field Hockey</td>
<td>Gary Agard</td>
<td>724-357-7756</td>
<td><a href="mailto:gagard@iup.edu">gagard@iup.edu</a></td>
</tr>
<tr>
<td>Lacrosse</td>
<td>Mindy Richmond</td>
<td>724-357-2588</td>
<td><a href="mailto:richmond@iup.edu">richmond@iup.edu</a></td>
</tr>
<tr>
<td>Soccer</td>
<td>Adel Heder</td>
<td>724-357-6245</td>
<td><a href="mailto:aheder@iup.edu">aheder@iup.edu</a></td>
</tr>
<tr>
<td>Softball</td>
<td>Bill Graham</td>
<td>724-357-7761</td>
<td><a href="mailto:bgram@iup.edu">bgram@iup.edu</a></td>
</tr>
<tr>
<td>Swimming</td>
<td>Chris Villa</td>
<td>724-357-2779</td>
<td><a href="mailto:cvilla@iup.edu">cvilla@iup.edu</a></td>
</tr>
<tr>
<td>Tennis</td>
<td>Larry Peterson</td>
<td>724-357-2462</td>
<td><a href="mailto:larry.peterson@iup.edu">larry.peterson@iup.edu</a></td>
</tr>
<tr>
<td>Track and Field</td>
<td>Michelle Burgher</td>
<td>724-357-2464</td>
<td><a href="mailto:mburgher@iup.edu">mburgher@iup.edu</a></td>
</tr>
<tr>
<td>Volleyball</td>
<td>Aline Scott</td>
<td>724-357-3198</td>
<td><a href="mailto:aline@iup.edu">aline@iup.edu</a></td>
</tr>
</tbody>
</table>
2014–2015 Academic Calendar

**Summer Sessions 2014**
- Early Session Begins: Monday, May 12, 2014
- Memorial Day: No Classes: Monday, May 26, 2014
- Early Session Ends: Friday, May 30, 2014
- Session 1 Begins: Monday, June 2, 2014
- Independence Day: No Classes: Thursday, July 3, 2014
- Session 1 Ends: Friday, July 4, 2014
- Session 2 Begins: Monday, July 7, 2014
- Session 2 Ends: Thursday, August 7, 2014

**Fall Session 2014**
- Classes Begin: Monday, August 25, 2014
- Labor Day: No Classes: Monday, September 1, 2014
- Thanksgiving Recess: No Classes: Monday, November 24 – Sunday, November 30, 2014
- Classes Resume: Monday, December 1, 2014
- Classes End (End of day): Monday, December 8, 2014
- Final Exams: Tuesday, December 9 – Friday, December 12, 2014
- Commencement: Saturday, December 13, 2014

**Winter Session 2014-15**
- Classes Begin: Thursday, December 18, 2014
- No Class: Thursday, December 25, 2014
- No Class: Thursday, January 1, 2015
- Classes End: Friday, January 9, 2015

**Spring Session 2015**
- Classes Begin: Tuesday, January 20, 2015
- Classes Resume: Monday, March 16, 2015
- Classes End: No Classes: Monday, May 14, 2015
- Final Exams: Tuesday, May 5 – Friday, May 8, 2015
- Commencement: Saturday, May 9, 2015
## Counseling, Medical and Emergency Contacts

### Academic Issues
- **Academic Withdrawal:** 724-357-4067
- **Career Counseling:** 724-357-2235
- **Center for Student Success:** 724-357-3936
- **Disability Support Services:** 724-357-4067
- **Supplemental Instruction:** 724-357-2729
- **Tutorial/Academic Support:** 724-357-2729
- **Writing Center:** 724-357-3029

### Relationship Violence & Sexual Assault
- **Center for Health and Well-Being**
- **Health AWAREness:** 724-357-4779
- **The Counseling Center:** 724-357-2621
- **Alice Paul House (24/7 Hotline):** 724-349-4444
- **University Police:** 724-357-2141
- **Borough or State Police:** (9)911
- **Indiana Regional Medical Center:** 724-357-7121

### Alcohol & Drug Issues
- **Center for Health and Well-Being**
  - **Alcohol, Tobacco & Other Drugs:** 724-357-1265
  - **The Counseling Center:** 724-357-2621
  - **The Open Door:** 724-465-2605

### Harassment & Assault
- **Office of Social Equity:** 724-357-7818
- **Office of Student Conduct:** 724-357-1264
- **University Police:** 724-357-2141
- **Borough or State Police:** (9)911

### Diversity & Multicultural Issues
- **African American Cultural Center:** 724-357-2455
- **Commission for Gay, Lesbian, Bisexual & Transgender Issues:** 724-357-1264
- **Office of International Ed:** 724-357-2295
- **Office of Social Equity:** 724-357-7818
- **Safe Zone:** 724-357-2621
  - **Health AWAREness:** 724-357-4779
  - **Health Services:** 724-357-2550

### Sexual Health
- **PA Department of Health:** 724-357-2995
- **OB/GYN Care Center at Indiana Regional Medical Center:** 724-357-8198
  - **Center for Health and Well-Being**
    - **Health AWAREness:** 724-357-4779
    - **Health Services:** 724-357-2550

### Medical Care
- **Center for Health and Well-Being**
  - **Health Services:** 724-357-2550
  - **Indiana Regional Medical Center:** 724-357-7000
  - **Indiana Walk-In Clinic:** 724-463-1410
  - **Walk-In Medical Care:** 724-349-8660

### Eating Behaviors
- **Center for Health and Well-Being**
  - **The Counseling Center:** 724-357-2621
  - **Health AWAREness:** 724-357-4799
  - **Nutrition Connection:** 724-357-4797
  - **Community Nutrition Services:** 724-357-4357

### Tobacco Cessation
- **Center for Health and Well-Being**
  - **PA-SWAT** 724-357-1265
  - **The Open Door:** 724-465-2605

### Emotional Health
- **Center for Health and Well-Being**
  - **The Counseling Center:** 724-357-2621
  - **Center for Applied Psychology:** 724-357-6228
  - **Community Guidance Center:** 724-357-5576
  - **Crisis Intervention Hotline:** 724-357-2605

### Contraception
- **Center for Health and Well-Being**
  - **The Counseling Center:** 724-357-2621
  - **ADAGIO Health:** 724-349-2022
  - **OB/GYN Care Center/Indiana Regional Medical Center:** 724-357-8198

### Prenatal Care
- **ADAGIO Health:** 724-349-2022
- **OB/GYN Care Center Indiana Regional Medical Center:** 724-357-8198

### Emergency Numbers
- **Borough or State Police:** 911
- **University Police:** 724-357-2141
- **Crisis Intervention 24/7 Hotline:** 724-4652605
NCAA COMPLIANCE OFFICE

This section of NCAA Compliance provides you with basic information on key rules. It by no means addresses all of the rules and regulations of the NCAA. NCAA eligibility rules are sometimes complex as they apply to certain students. This guide should not be relied upon exclusively.

Each student-athlete is responsible for signing the NCAA Forms prior to their participation on any intercollegiate sport, in order to be eligible for intercollegiate athletics. The Student-Athlete Statement refers to your eligibility, recruitment, financial aid and amateur status under NCAA rules. If you knowingly provide the NCAA or IUP with false or misleading information about your involvement or knowledge of a rules violation, you will become ineligible.

IUP has the ultimate responsibility for “institutional control” which includes, but is not limited to, the conduct of all individuals associated with our athletics program. You, as a student-athlete, are not only bound by the rules of your game but additionally by the rules of the NCAA. The NCAA rules and regulations should not be taken lightly. Any violation of the NCAA rules, regardless of the intention, could jeopardize the eligibility for you, your team, the entire athletics program, and IUP.

If you have any questions regarding NCAA rules, please do not hesitate to contact me. It is always best to find the “correct” answer before doing anything that may jeopardize your eligibility.
UNETHICAL CONDUCT

NCAA BYLAW 10.1 UNETHICAL CONDUCT

Unethical conduct by a prospective or enrolled student-athlete or a current or former institutional staff member, which includes any individual who performs work for the institution or the athletics department even if he or she does receive compensation for such work, may include, but is not limited to, the following: *(Revised: 1/10/90, 1/9/96, 7/20/10, 2/24/11)*

(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; *(Revised: 1/9/96)*

(d) Knowingly furnishing the NCAA or knowingly influencing others to furnish 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; *(Revised: 1/13/10)*

(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”); *(Adopted: 1/9/96, Revised: 4/26/06)*

(f) Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state or federal law. This provision shall not apply to banned substances for which the student-athlete has received a medical exception per Bylaw 31.2.3.5; however, the substance must be provided in accordance with medical licensure, commonly accepted standards of care and state or federal law; *(Adopted: 1/9/06, Revised: 4/26/06, 5/29/08, 10/19/10)*

(g) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or institution’s admissions office regarding an individual’s academic record (e.g., schools attended, completion of coursework, grades, test scores); *(Revised: 4/26/06)*

(h) Fraudulence or misconduct in connection with entrance or placement examinations; *(Revised: 4/26/06, 1/5/07)*

(i) Engaging in any athletics competition under an assumed name or with intent otherwise to deceive; or *(Revised: 4/26/06, 1/5/07)*

(j) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or the institution’s athletics department regarding an individual’s amateur status. *(Adopted: 1/5/07)*
AMATEURISM

NCAA BYLAW 12.1.2 Amateur Status

An individual loses amateur status and thus shall not be eligible for intercollegiate competition in a particular sport if the individual: (Revised: 1/8/01 effective 8/1/01 for those individuals first entering a collegiate institution on or after 8/1/01)

(a) Following to initial full-time collegiate enrollment, uses his or her athletics skill (directly or indirectly) for pay in any form in that sport;

(b) Following to initial full-time collegiate enrollment, accepts a promise of pay even if such pay is to be received following completion of intercollegiate athletics participation;

(c) Following to initial full-time collegiate enrollment, signs a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received;

(d) Following to initial full-time collegiate enrollment, receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based on athletics skill or participation, except as permitted by NCAA rules and regulations;

(e) Following to initial full-time collegiate enrollment, competes on any professional athletics team (per Bylaw 12.02.4), even if no pay or remuneration for expenses was received; (Revised: 1/13/03, 4/9/07)

(f) Following to initial full-time collegiate enrollment, enters into a professional draft or an agreement with an agent (see also Bylaws 12.2.4.2.1, 12.2.4.2.2 and 12.2.4.2.3); or (Revised: 1/12/04)

(g) Enters into an agreement with an agent either prior to or following to initial full-time collegiate enrollment.

NOTES:

AGENTS – An individual is ineligible for intercollegiate competition in a sport if he or she ever agreed (orally or written) to be represented by an agent for the purpose of marketing his or her athletics ability in that sport.

Professional Team Involvement – An enrolled student-athlete may not try out with a professional athletics team in a sport or permit a professional athletics team to conduct medical examinations during any part of the academic year (fall through spring semesters) unless the student-athlete has exhausted eligibility in that sport.
EMPLOYMENT INFORMATION

NCAA BYLAW 15.2.6 Employment

Earnings from a student-athlete's on- or off-campus employment that occurs at any time is exempt and is not included when determining a student-athlete's full grant-in-aid or the institutions financial aid limitations, provided:

(a) The compensation is only for work actually performed.
(b) The compensation is at a rate commensurate with the going rate of that locality for similar services.
(c) The employer shall not use the athletics reputation of a student-athlete employee to promote the sale of the employer's products or services.

SPEAKING ENGAGEMENTS

The Compliance Officer must approve all speaking engagements involving a student-athlete in advance.

OUTSIDE COMPETITION

NCAA BYLAW 14.7.1 Outside Competition, Sports Other Than Basketball

A student-athlete becomes ineligible for intercollegiate competition in his or her sport (other than basketball) if, after enrollment in college and during any year in which the student-athlete is a member of an intercollegiate squad or team, he or she competes or has competed as a member of any outside team in any non-collegiate, amateur competition (e.g., tournament play, exhibition games or other activity) during the institution's intercollegiate season in the sport.

NCAA BYLAW 14.7.2 Outside Competition, Basketball

A student-athlete who participates in any organized basketball competition except while representing the institution in intercollegiate competition becomes ineligible for any further intercollegiate competition in basketball.
PER DIEM

If a student-athlete receives meal money (actual cash) for an athletic competition, he/she must sign a meal sheet. On the meal sheet, the student-athlete must complete his/her signature and list the dollar amount that he/she received from the coach.

GAMBLING

NCAA BYLAW 10.3 Gambling Activities
Staff members of a member conference, staff members of the athletics department of a member institution and student-athletes shall not knowingly:

(a) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
(b) Solicit a bet on any intercollegiate team;
(c) Accept a bet on any team representing the institution;
(d) Solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value; or
(e) Participate 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.

BOOSTERS & STUDENT-ATHLETES

Contacts with enrolled Student-Athletes at IUP

- It is not permissible for a booster* to provide you (the student-athlete), your friends, or relatives any benefit or special arrangement including, but not limited to:
  
  o Purchase of meals or services at commercial establishments
  o Loan of money in any amount
  o Special discount, payment arrangement, or credit on a purchase or service
  o Guarantee of bond
  o Use of automobile
  o Benefit connected with off-campus housing
  o Use of personal property (e.g. boat, summer home)
  o Providing birthday or holiday gifts
  o Selling or giving tickets to an athletic, IUP, or community event
  o Professional services provided at less than normal or at no expense
  o Pay for expenses incurred by friends or family of an enrolled student-athlete to visit campus or attend an away athletic contest.

*A Booster is an individual who has made a financial contribution to IUP’s Athletics Department or to an athletic booster organization, has promoted the athletics program at IUP, or has been involved with IUP’s athletics program. **Note:** Once an individual has been identified as a booster/representative of athletics interests, the individual retains this title indefinite.

* All rules and regulations in this section are taken from directly from the NCAA Division II Manual.
PREGNANT STUDENT-ATHLETE POLICY

The NCAA guidelines for participation by a pregnant student-athlete will be used as the Athletic Department’s basic policy. The Team Physician and the head athletics trainer will maintain confidentiality of the student-athlete’s condition. You will not forfeit your team membership status, benefits, or responsibilities, nor be excluded from team activities due to pregnancy. A pregnancy will be treated as a “medical hardship” or “leave of absence.” This will include pregnancy, childbirth, termination of pregnancy, and recovery for as long as is deemed necessary by the Team Physician and/or specialist.

During the Pregnancy

If you are pregnant, you must inform the Team Physician or head athletics trainer of your condition as soon as it is confirmed. This is necessary so that appropriate medical and emotional support can be made available to you.

You must receive appropriate prenatal counseling from the head women’s athletics trainer along with the Team Physician and/or a specialist. They will discuss your medical condition and the risk of injury to you, as well as, to the fetus. Only after counseling and discussion has occurred in consultation with you, the head coach, and the athletics administration will the physician determine if you will be permitted to compete. If you choose to continue participation, you will sign a properly executed document of understanding and waiver before being permitted to continue.

At any time you may choose not to continue participating on the team without jeopardizing your athletic scholarship for the length of the award period. However, if you choose not to continue competing, your athletic aid will not be renewed following the existing award period.

After the Pregnancy

The Team Physician and/or specialist will determine whether or not you are cleared to return to participation following the pregnancy. If you are not medically cleared by the physician(s) to return to competition, you will receive permanent medical hardship classification. Guidelines governing permanent medical hardship will be discussed in detail with you at the appropriate time.
Transfer Policy

If a student-athlete expresses interest in transferring to another institution they must first obtain “permission to contact”. The student-athlete is required to contact the compliance office requesting the “permission to contact” document.

If a student-athlete fails to obtain a “permission to contact” prior to speaking with another institution it will result in a NCAA violation.

As per NCAA bylaw 14.5.5.1 a transfer student from a four-year institution must sit one full academic year (two full semesters) in residency before he/she is eligible for intercollegiate competition.

However, there are NCAA exceptions and with each request to transfer from IUP will be reviewed on an individual basis. The decision to grant the one time transfer waiver will be decided by the Athletic Director, Compliance Officer and the Head Coach of the designated sport.

**One-Time Transfer Waiver**

A transfer student may utilize the one-time transfer waiver to transfer from a 4-year institution to another 4-year institution without having to sit a full academic year in residency.

If the student-athlete is denied the one-time transfer waiver they have the right to appeal the decision. Please see the following page for the Transfer Appeal Process.
Student-Athlete Transfer Appeal Process

1. The student-athlete will be asked to prepare a written appeal relating why the student-athlete should be granted the one-time transfer waiver.

2. The Athletic Department will be asked to prepare a written statement relating why the student-athlete should be denied the one-time transfer waiver.

3. All written materials must be provided at least 48 hours in advance of the scheduled hearing so all members of the Hearing Committee will have time to adequately prepare. If your hearing falls on a Monday, the documentation must be received no later than the Thursday prior to the meeting in order for the committee to have adequate time to review your documentation prior to the appeal hearing.

4. The student-athlete and the representative from the Athletic Department (coach and/or administrator) may be present during all parts of the hearing except during the committee’s deliberation. If the student-athlete and/or Athletics Department opt to not be present at the hearing, the written documentation previously submitted will be used during deliberation.

5. The student-athlete may have a support person but this individual cannot participate in the hearing process.

6. All hearings are closed and all hearing information shall remain confidential. The appeal hearing will generally proceed in the following manner:
   a. The committee chair will introduce the committee, the student-athlete, the Athletic Department representative, and any support persons, and ask if any participants have questions concerning procedures related to the hearing.
   b. Both the student-athlete and the Athletic Department will be given five minutes to summarize the major points from their written statements.
   c. The committee will direct questions to the student-athlete or the Athletic Department representative.
   d. The committee Chair will determine when all appropriate information has been heard and call for deliberation. All persons are then excused from the hearing room except the committee members.
   e. All hearings will be no longer than ½ hour in length.
   f. The committee deliberates in executive session until a decision is made. The decision is based on the preponderance of evidence and is decided by a simple majority vote.
   g. The student-athlete will be notified of the committee’s decision as soon as possible following conclusion of the committee’s deliberations.

7. The decision of the Committee shall be the final appeal related to the one time transfer waiver.

*Support Person: A support person for the student-athlete is an individual who is present solely to provide emotional support and/or advice to the student-athlete. A support person for the student-athlete cannot participate in the hearing process, nor may he/she address any member of the committee or the Athletic Department representative.

Patricia C. McCarthy, Associate Vice President for Enrollment Management
Chair, Financial Aid Appeals Committee
1090 South Drive, 200 Clark Hall
Indiana, PA 15705
mccarthy@iup.edu
724-357-2218
**GRANT-IN-AID AWARD POLICIES**

1) A student-athlete may also receive other financial aid grants (PELL, PHEAA, FSEOG) and other scholarships. However, all grants, scholarships, and athletic grants when combined, may not exceed tuition, required fees, room, board and required books, your athletic award may be adjusted.

2) As per NCAA Bylaw, to maintain an Athletic GIA a Student-Athlete must make satisfactory academic progress towards a degree and remain academically eligible for Intercollegiate Athletics.

3) As per NCAA Bylaw, a Student-Athlete’s Athletic GIA is only a year-to-year contract.

4) An Athletic GIA may not be reduced or cancelled if the team physician disqualifies a Student-Athlete from further participation because of an injury incurred while participating in Intercollegiate Athletics (practice or games).

**IMPORTANT NOTE FOR INTERNATIONAL STUDENT-ATHLETES WITH GRANT-IN-AIDS**

The following applies to all International Student-Athletes with Athletic GIA’s:

1) **“Note to International Students:** A scholarship/fellowship payment made to a nonresident alien individual is subject to a reduced 14% withholding tax rate, provided that the person is in the U.S. on a F, J, M, or Q visa and is a candidate for a degree. (IRC code 1441(b)) Note that the 14% tax rate only applies to the taxable portion of the scholarship/fellowship award (room, board, travel, etc.), because the tuition/fees portion is exempt from tax under section 117; therefore, no withholding is required on this portion of the award.”
GRANT-IN-AID APPEAL PROCESS

1. The student will be asked to prepare a written appeal relating why the Athletic Scholarship should not be altered. The student should attach supporting documents and statements from other individuals, if available, for review by the Hearing Committee.

2. The Athletic Department will be asked to prepare a written statement relating why the Athletic Scholarship should be reduced or canceled. The Athletic Department may attach supporting documents and statements from other individuals for review by the Hearing Committee.

3. All written materials must be provided at least 48 hours in advance of the scheduled hearing so all members of the Hearing Committee will have time to adequately prepare. If your hearing falls on a Monday, the documentation must be received no later than the Thursday prior to the meeting in order for the committee to have adequate time to review your documentation prior to the appeal hearing.

4. The student and the representative from the Athletic Department (coach and/or administrator) may be present during all parts of the hearing except during the committee’s deliberation. If the student and/or Athletics Department opt to not be present at the hearing, the written documentation previously submitted will be used during deliberation.

5. The student may have a support person but this individual cannot participate in the hearing process*.

6. All hearings are closed and all hearing information shall remain confidential. The appeal hearing will generally proceed in the following manner:

   h. The committee chair will introduce the committee, the student, the Athletic Department representative, and any support persons, and ask if any participants have questions concerning procedures related to the hearing.
   i. Both the student and the Athletic Department will be given five minutes to summarize the major points from their written statements.
   j. The committee will direct questions to the student or the Athletic Department representative.
   k. The committee Chair will determine when all appropriate information has been heard and call for deliberation. All persons are then excused from the hearing room except the committee members.
   l. All hearings will be no longer than ½ hour in length.
   m. The committee deliberates in executive session until a decision is made. The decision is based on the preponderance of evidence and is decided by a simple majority vote.
   n. The student will be notified of the committee’s decision as soon as possible following conclusion of the committee’s deliberations.

7. The decision of the Committee shall be the final appeal related to the financial aid package.

*Support Person: A support person for the student is an individual who is present solely to provide emotional support and/or advice to the student. A support person for the student cannot participate in the hearing process, nor may he/she address any member of the committee or the Athletic Department representative.

Patricia C. McCarthy, Associate Vice President for Enrollment Management
Chair, Financial Aid Appeals Committee
1090 South Drive, 200 Clark Hall
Indiana, PA 15705
mccarthy@iup.edu 724-357-2218
TYPES OF GRANT-IN-AID AWARD LETTERS

INITIAL AWARD:

a) **Definition:** An Initial Award is an Athletic GIA that is awarded to a Student-Athlete who was a member of a sports team and now will receive an Athletic GIA for the first time.

b) **Procedure for Receiving an Athletic GIA:**
   i) The Head Coach will send a recommendation to the Director of Athletics requesting that a Student-Athlete receive an Athletic GIA.
   ii) Once approved by the Director of Athletics the Athletic GIA will be forwarded to the Financial Aid Director.

2) RENEWAL AWARD:

a) **Definition:** A Renewal Award is when a coach requests that a current Student-Athlete’s Athletic Grant-in-Aid is renewed for another academic year. There are three (3) types of renewals:

   (1) **Straight Renewal:** Is a type of renewal in which the Athletic GIA is the same financial amount as the previous year.

   (2) **Reduction:** Is a type of renewal in which the Head Coach requests that the Student-Athlete’s Athletic GIA is less than the previous year.
   (a) A GIA may be reduced during the period of its award if a Student-Athlete:
      i) renders himself/herself ineligible for intercollegiate competition;
      ii) fraudulently misrepresents any information on an application, letter of intent or financial aid agreement;
      iii) engages in serious misconduct warranting substantial disciplinary penalty
      iv) is removed from the team, or
      v) voluntarily withdraws from the team at any time for personal reasons
   (b) Renewal of a Athletic GIA for the succeeding periods of your eligibility is subject to the recommendation of the head coach, the approval of the Financial Aid Office, and your compliance with the rules and regulations of IUP, PSAC, and the NCAA

   (3) **Increase:** Is a type of renewal award in which the Head Coach requests that the Student-Athlete receives a great amount than what he/she previously received.

3) NON-RENEWAL AWARD:

a) **Definition:** A Non-Renewal Award is an Athletic GIA that is not renewed for the next year.

b) The Head Coach submits a request to the Director of Athletics that a Student-Athlete’s Athletic GIA not be renewed for another year.

4) CANCELLATION:

a) **Definition:** A cancellation is the canceling of a Student-Athlete’s Athletic GIA during its award period.

b) An Athletic GIA may be canceled during the period of its award if a Student-Athlete:
   i) Renders himself/herself ineligible for intercollegiate competition;
   ii) fraudulently misrepresents any information on an application, letter of intent or financial aid agreement;
   iii) engages in serious misconduct warranting substantial disciplinary penalty
   iv) is removed from the team, or
   v) voluntarily withdraws from the team at any time for personal reasons
Student-Athlete Advisory Committee

Mission Statement

"The mission of the National Collegiate Athletic Association Student-Athlete Advisory Committee is to enhance the total student-athlete experience by promoting opportunity, protecting student-athlete well-being and fostering a positive student-athlete image."

A Student-Athlete Advisory Committee (SAAC) is a committee made up of student-athletes assembled to provide insight on their experience. The SAAC also offers input on the rules, regulations and policies that affect student-athletes' lives at IUP.

The Division II SAAC affects the legislative process via annual summit held each July with the DII Management Council, during which members of the SAAC have an opportunity to interact with members of the Management Council on proposed NCAA legislation and current DII issues.
Pennsylvania State Athletic Conference
Policy on Sportsmanship and Ethical Behavior
( Adopted May 20, 2003 )

I. PREAMBLE
The PSAC is committed to developing sportsmanship and creating healthy environments for competition. We believe that part of the role of education through sports is to educate all participants in athletic contests to conduct themselves with civility, dignity and respect for opponents.

II. RESPONSIBILITIES
A. Institutional: The athletics director shall review annually with all athletics groups (coaches, student-athletes and spirit groups; cheerleaders and bands) precisely what is meant by unacceptable conduct, as set forth in this document.

B. Commissioner: The Commissioner of the PSAC is expected to monitor and enforce the Conference policy on sportsmanship and ethical conduct. Institutions and their personnel are expected to fully cooperate with the Commissioner’s effort to investigate alleged unsportsmanlike or unethical behavior.

The commissioner shall:
* monitor the assignment, education and conduct of game officials, in sports for which the conference employs a single assignor, as it relates to this policy on sportsmanship and ethical behavior.
* inform all officials’ organizations of and work with them to implement this policy.
* recommend the sanction of officials who do not adhere to the requirements of this policy.
* assess penalties, when appropriate, for improper behavior not detected or properly addressed at the contest, or subsequently by the institutions involved.

C. Athletics Administrators: It is incumbent upon institutional administrators to create a civil environment for all athletic contests and a hospitable setting for visiting teams.

Each host institution is required to designate a game manager for each home basketball and football contest and is encouraged to do so for all other contests. The host athletics administrator has the authority to suspend immediately any contest that develops into an unsafe environment for either participants or spectators.

D. Coaches: Coaches have the most significant degree of influence over whether the student-athletes in their programs are taught and follow high standards of sportsmanship.

The coach shall:
* display appropriate sportsmanship and ethical behavior.
* teach and reinforce player’s proper sportsmanship and ethical conduct.
* make every attempt to control the behavior of the coaching staff and players before, during and after the contest.
* if a fight occurs, do everything possible to keep uninvolved players out of the fight.
* report all incidents of unsportsmanlike behavior by their coaching staff or players to their AD immediately after the contest.

E. Officials: Officials in sports for which the conference employs a single assignor shall enforce this policy regarding sportsmanship and ethical conduct. Officials (or official’s assignor) will be required to notify the
Conference Office of all unsportsmanlike acts and misconduct penalties assessed within 24 hours of a contest. Officials may be subject to sanctions should they fail to adhere to these policies.

**F. Student-Athletes:** PSAC student-athletes must understand that they are perhaps the most visible representatives of their institutions. Student-athletes at PSAC institutions are expected to treat opponents with civility, dignity and respect. There will be no tolerance for taunting of opponents, fighting or other acts of aggression.

**G. Spirit Groups:** Like our student-athletes, these groups are visible representatives of our universities. As such, we place high expectations on them for proper conduct. Cheerleaders, band and other spirit groups are admitted to contests at the pleasure of our institutions to support their teams and assist in creating an exciting and enjoyable atmosphere. Efforts to disrupt, confront or otherwise harass opponents will not be tolerated. The host athletics administrator has the authority to eject any spirit group from a contest.

**H. Spectators:** The Conference hopes and believes that the establishment of the principles outlined in this policy will create an atmosphere that will attract more fans to our events and ensure their safety. The PSAC Conduct Statement shall be read prior to each contest where there is an announcer. It is expected that all spectators will behave in an appropriate manner. It is the responsibility of the host athletics administrator to monitor the behavior of spectators and when necessary, eject them from the site.

### III. DISCIPLINARY ACTION AND PENALTIES

It is clear that if incidents of unsportsmanlike or unethical behavior are to be curtailed then constant, consistent and considerable penalties must be assessed. Stated below are the minimum sanctions the Conference, the Commissioner and member institutions must assess and enforce. Each institution may want to establish or assess more stringent sanctions when desired and warranted. More stringent, sport specific NCAA rules will take precedence.

**A. Individual Penalties.** Unsportsmanlike conduct shall subject the individual to disciplinary action. The member university with which the offending individual is associated may also be subject to disciplinary action if it is found that the member university's policies, action, or failure to act substantially contributed to the individual’s misconduct.

Violators of acts of unsportsmanlike conduct shall be subject to the penalties specified below by the Commissioner or designee. Notwithstanding any of the penalties described herein, the Commissioner or designee, upon a finding of mitigating factors has the authority to impose a penalty that is consistent with the finding of mitigating factors.

Acts of unsportsmanlike conduct shall include, but not be limited to the following:

1. In the event that a player is removed from a game by an official for unsportsmanlike behavior or other acts of misconduct:
   
   a. First offense: the player shall not be permitted to participate in the next contest.
   
   b. Second offense: a second ejection (during the same season) shall result in a two game suspension.
   
   c. Third offense: a third ejection shall result in a suspension for the remainder of the season and a career suspension from participation in the PSAC may be considered.
An appeal of these sanctions may only take place within the context allowable under the NCAA rules for the particular sport. This would apply to all post-season contests.

2. Striking or attempting to strike or otherwise physically abusing an official, opposing coach, spectator or athlete. Any person committing such an act shall be subject to the following penalties:

   a. First offense: A public reprimand and suspension for up to 50% of the scheduled contests in the sport as deemed appropriate.

   b. Repeat offense: A public reprimand and suspension for such number of additional contests as deemed appropriate.

3. Intentionally, or with careless disregard for one’s conduct, inciting participants or spectators to violent or abusive action. Violators shall be subject to the following penalties:

   a. First offense: A public reprimand and suspension for up to 20% of the scheduled contests in the sport.

   b. Repeat offense: A public reprimand and suspension for such number of additional contests as deemed appropriate.

4. Using obscene gestures or profane or unduly provocative language or action toward an official, university official, student, coach or spectator. Violators shall be subject to the following penalties:

   a. First offense: A public reprimand for the first offense.

   b. Repeat offense: A public reprimand and suspension for up to 20% of the scheduled contests in the sport.

5. Publicly and unduly criticizing a game official, Conference personnel, another member university, or a student-athlete or personnel of another member university. Violators shall be subject to the following penalties:

   1. First offense: A public reprimand.

   2. Repeat offense: A public reprimand and a one-game suspension

6. Committing any act of unsportsmanlike conduct not specifically described above shall subject violators to any of the described penalties which the Commissioner or designee determines most suitably addresses the conduct involved. In addition to any penalty that may be assessed, the Commissioner or designee may take such remedial action believed to be proper to deter any future unsportsmanlike conduct.

IV. DEFINITION AND APPLICATION OF TERMS

A. Suspension – Student-Athlete: A student-athlete shall not participate and shall not be present in the playing venue in the designated number of contests, but may practice. Exceptions for multi-game events may be made in consultation with the Conference Office.

B. Carrying Penalty Over to Next Season: Whenever a penalty or suspension is imposed at or near to the end of a season of competition, the penalty may be carried over into the next season of competition.
C. **Post-Season Penalties**: These policies will also be in effect for post-season competition while penalties may be served during post-season competition.

D. **Jurisdiction of Policies**: These policies cover all acts of unsportsmanlike behavior occurring en route to, from or at the locale of the practices and competition involving member institutions of the PSAC.

**V. PROCEDURE**
The following procedures shall apply to acts of unsportsmanlike conduct listed in this Agreement.

A. **Notification**: The Commissioner or designee shall notify the institution’s Director of Athletics relative to acts of unsportsmanlike conduct. Upon mutual agreement of the Commissioner or designee and the institution, the time limits stated herein may be waived to facilitate the review and reporting requirements of unsportsmanlike conduct.

B. **Report to Commissioner**: Within two business days of its becoming aware, by the Commissioner or designee or any other source, of any unsportsmanlike or possible unsportsmanlike conduct involving an individual associated with it, a member university, through its Director of Athletics, is to submit a report to the Commissioner or designee on its behalf and on behalf of the involved individual containing all information they have regarding its institutional position relative to the unsportsmanlike or possible unsportsmanlike conduct, including the identity of each individual involved in the matter, the penalty and remedial action, if any, which the member university has assessed or taken or proposes to assess or take. The University President shall receive a copy of this report simultaneous with its transmission to the PSAC Office. Within two business days of receipt of the report from the member university or, in that instance where a member university has not submitted a report, within two business days of the date on which the report was to have been submitted, the Commissioner or designee is to determine whether an act of unsportsmanlike conduct has occurred.

C. **Review of Institutional Action**.
   1. Agreement with Institutional Action: If the Commissioner or designee determines that such conduct has not occurred or that it has and the penalty or remedial action assessed or taken or proposed by the member university appears adequate, the Commissioner or designee is to submit a report to that effect to the member university within two business days of receipt of the report from the member university. A press release announcing the findings of the report will be made by the PSAC Office.

   2. Disagreement with Institutional Action: When the Commissioner or designee does not concur with the penalty assessed or remedial action taken, if any, by a member university for an act of unsportsmanlike conduct, the Commissioner or designee shall give written notice of this decision to the member university involved within two business days of receipt of the member university’s report or within two business days of the date when the report was to have been submitted. This notice is to contain a brief statement regarding the findings of fact, the penalty and remedial action to be imposed by the Commissioner or designee and reasons for the penalty and remedial action. The notice shall be sent to the Director of Athletics with a copy to the President. The penalty and remedial action are to take effect within two days following receipt by the member university unless an appeal is taken in accordance with the following provisions:

   a. Appeal.
   In the event that the individual or member university involved believes the penalty or remedial action set forth by the Commissioner is inappropriate because the violation did not occur, or because the penalty or remedial action is excessive, either the individual or the member university, through the member university’s President, has the right to appeal the matter to the Infractions
Committee (a subcommittee of the Advisory Council). The appeal is to be submitted by the member university, giving the Commissioner or designee notice of the findings, penalty and remedial action.

b. Hearing by the Infractions Committee. Should a majority of the members of the Infractions Committee object to the Commissioner’s or designee’s report within two business days of their receipt of the appeal, the Committee shall conduct a prompt hearing, in person or by telephone as a majority of its members determine, giving the individual and member university an opportunity to be heard. The individual may be represented by counsel. The member university is to be represented by its Athletics Director. The Commissioner or designee, the individual, and the member university may present evidence to the Committee. The Committee may reaffirm, set aside, reduce, or increase the penalty and remedial action set by the Commissioner or designee as it deems appropriate. The Committee is to give the individual and member university written notice of its decision and its reason for such within three business days of the close of the hearing. The decision, to be made by a majority of the members of the Infractions Committee, is final.

* The PSAC Policy of Sportsmanship and Ethical Behavior were taken directly from PSAC website.
IUP HAZING POLICY

A. Definition
IUP defines hazing as "any action, situation, activity or complicity in activity, or any mental or physical requirement or request placed upon any pledge, member affiliate, or alumnus which causes or has the potential to cause endangerment of the physical, emotional, or mental health or safety of the participant; physical or mental discomfort, pain, injury, fright, degradation, moral compromise, coerced sexual activity, or servitude; and/or the violation of any federal, state, or local law or rule or university policy, as directly or indirectly related to the initiation or admission into or affiliation with or continued membership in an IUP-recognized organization."

B. The IUP definition of hazing includes, but is not limited to, the following:
1. Any activity which endangers or has the potential to endanger the physical health of participants, such as paddling, whipping, kicking, striking, beating, pushing, shoving, tackling, branding, and ordering calisthenics.
2. Any activity which endangers or has the potential to endanger the mental health and/or academic performance of participants, such as not allowing adequate time for or interfering with academic commitments; activities conducted between the hours of midnight and 8 a.m.; and forced exclusion from social and/or verbal contact with any other individual.
3. Any activity which is or has the potential to be physically or mentally harmful, painful, or injurious, such as the forced or required consumption of alcohol, food, or drugs; excessive exposure to the elements; quests, scavenger hunts, kidnappings, or strandings; physical or psychological shock; and activities causing physical or mental fatigue.
4. Any activity which has the potential to be frightening, morally compromising, degrading, unduly embarrassing, deceptive, or promoting servitude, such as throwing items at or on the participant; carrying of items or wearing of apparel which is undignified; public stunts, verbal harassment, and beratement; requiring the participant to yell when entering or departing a physical structure or in the presence of designated individuals; the designation of "pledge entrances" or "exits"; running personal errands or servitude; intentionally creating labor or clean-up work; scant clothing requirements or nudity at any time; and deception designed to convince the participant of impending pain, injury, or noinitiation.
5. Any activity which is in violation of any federal, state, or local law or rule or university policy, such as the illegal use of alcohol or any controlled substance in any form or quantity as part of any pledge-related activity and violation of IUP student behavior regulations, including unauthorized entry, "raids," possession/theft/destruction/damage of property, improper obstruction/disruption of university activities, abuse/harassment, and disorderly/obscene conduct.

C. Presumptions
1. Pledge-related activities by nature must reflect the best interests of the pledges, members of the organization, the university, and the Indiana community.
2. For the purposes of this policy, any activity or situation, upon which the initiation or admission into or affiliation with or continued membership in an IUP-recognized organization is directly or indirectly conditioned, shall be presumed to be "forced," the willingness of an individual to participate notwithstanding.
3. The negligence or consent of the participant or any assumptions of risk by the participant are not defenses to an action brought pursuant to this policy.
4. All IUP students and recognized organizations are responsible for abiding by this policy, both on campus and off campus, including privately owned facilities and/or property.
5. Recognized organizations are responsible for any activity in violation of this policy by any individual or group affiliated with the organization (pledge, member, auxiliary, or alumnus), unless it is proven
that the group or individual activity was independent of, and occurred without the knowledge or consent of, the recognized organization. Such responsibility will apply equally to situations in which one or more members knew or should have known of the activity and failed to make every reasonable attempt to prevent or stop it.

6. The filing of charges at IUP against a recognized organization does not preclude the filing of charges at IUP against an individual student nor the filing of civil and/or criminal charges against the organization and/or individual.

D. Implementation
1. The officers, primarily the president, of each organization are responsible for informing pledges, members, affiliates, and appropriate alumni/ae of this policy. This policy should be read by the president to the membership at the first meeting of the organization each semester and to the pledges prior to the commencement of the first pledge activity and should be posted in a prominent place for the pledges and members to see.

2. The Hazing Compliance Agreement portion of the Organization Recognition Form must be completed and submitted to the Center for Student Life, 104 Pratt Hall, within thirty days of the commencement of fall semester classes or the election of new officers to certify acknowledgement of all conditions of this policy.

3. All nonacademic initiation or affiliation pledge activities must be discontinued seven days prior to the first day of the final examination period each semester and remain discontinued through the end of the final examination period.

E. Jurisdiction and Procedure
1. Changes of violations of this policy by a recognized organization should be filed in the Office of Student Conduct. Charges of violations of this policy by an individual student should be filed in the Office of Student Conduct.

2. Administrative hearings of alleged violations of this policy by a recognized organization will be conducted by the Recognized Organization and Review Board (RORB), in accordance with policy as detailed in this publication.
   a. In all cases of alleged violations of this policy, the organization advisor and general headquarters of the organization will be notified.
   b. During the period of formal investigation or adjudication of alleged violations of this policy, all pledge-related activities, organization activities, and/or university recognition of the organization may be summarily suspended in keeping with the university policy.

3. Administrative hearings of alleged violations of this policy by an IUP student will be conducted by the IUP Judicial System, in accordance with policy as detailed in this publication.

4. Recognized organizations and/or individuals also may be held responsible for criminal misconduct in violation of the Pennsylvania Anti-Hazing Law, considered a third-degree misdemeanor punishable by up to a year's imprisonment.

F. Violations and Sanctions
1. Violations of this policy by a recognized organization normally will result in the minimum sanction of a one-semester probation, seven weeks of social, intramural, and/or recognition benefits

2. Suspension and a revision of the organization’s pledge education program, with a maximum sanction of withdrawal of university recognition from the organization for a period of twelve consecutive regular academic semesters.

3. Repeated violation of this policy or violation of any probation enacted as a result of this policy by a recognized organization normally will result in the minimum sanction of a one-year probation and a one-semester suspension of social, intramural, and/or recognition benefits, with a maximum
sanction of withdrawal of university recognition of the organization for a period of an additional twelve consecutive regular academic semesters.

4. Violations of this policy by an IUP student will result in sanctions consistent with the IUP Judicial System, in accordance with a policy defined in The Source or penalties authorized by Pennsylvania Law.

5. For violations of this policy by a recognized organization, sanctions shall be defined as follows:
   a. Probation: A specified length of time in which repeated violation of this policy or violation of other specified policies result in increased sanctions against the organization; no additional sanctions are necessarily implied by the imposing of a problem.
   b. Mandatory Activity: The required participation by the organization in specified group activity, service projects, educational programs, or other assignments
   c. Final Restitution: The repayment of the monetary value of damages, losses, or injuries within a specified period of time as a result of a violation of this policy.
   d. Social Limitation or Suspension: A specific length of time in which the organization is denied formal or informal sponsorship of or participation in one or more of the following: inter- or intraorganizational social activities, formals, all-Greek or all-university events or activities, or any other event of a social nature.
   e. Intramural Suspension: A specific length of time in which the organization may not participate in individual or team sports or the Greek intramural league, earn intramural points, or receive any championship titles.
   f. Suspension of Recognition Benefits: A specific length of time in which the organization maintains university recognition but is denied one or more benefits of recognition which may include but are not necessarily limited to the following: Student Cooperative funding, use of university or Co-op facilities, office space or property, bulk mailing services, and/or specified other benefits made available through recognition.
   g. Withdrawal of University Recognition: A specified or unspecified length of time or series of conditions in which university recognition is withdrawn and cannot be regained by the organization. The organization and any semblance of its membership ceases to function at the university, is denied all benefits of university recognition, and no longer falls under the jurisdiction of the university organization judicial system. For the organization, or any semblance of its membership, to regain university recognition may involve the demonstration of evidence of organizational changes intended to eliminate the potential for repeated violations of this policy.

6. Mitigating or aggravating circumstances may be considered in order to fashion an appropriate sanction.

*The IUP Hazing Policy was taken directly from the IUP Student Life website.
The university community recognizes the values of student participation in co-curricular and extracurricular activities of the university. IUP has fostered this participation with an informal policy of good faith accommodation to meet overlapping demands of the curricular and extracurricular commitments.

The underlying spirit of good faith accommodation ultimately is set in the faculty member’s unabridged right to determine the terms of variance, if any, from the established course syllabus—tests, quizzes, due dates for papers or other assignments, projects, presentations, and all other course operations.

In seeking variance, the student must take the initiative to make all arrangements including validation of participation as needed. The student should generally assume that papers and such assignments should be completed and submitted before the anticipated class absence. Alternate arrangements for tests, quizzes, labs, or class participation activity (panels, simulations, presentations) should be sought sufficiently in advance to permit faculty/student agreement on the plan for completion, whether the actual completion is rescheduled to be prior to or subsequent to the anticipated absence.

**Please use form located in appendix to notify current teachers that you are a Student-Athlete.**

### AWARDS

The Athletic Department chooses to express their appreciation to the IUP athletes by presenting yearly awards. These awards are presented to letter winners according to the following timeline:

- **First Year Athletes:** Letter
- **Second Year Athletes:** Jacket
- **Third Year Athletes:** Blanket
- **Fourth Year Athletes:** Watch

The Head Coach is responsible for the submission of letter winners’ names. Each athlete must sign and receive his/her jacket personally at the MFH cage.

The Anticipated Class Absence was taken directly from the IUP Undergraduate Catalog.

The “Awards” section was derived by the IUP Athletics Department.
IUP ATHLETICS EMERGENCY ACTION PLAN

**Serious Injury**—a serious injury is one in which the athlete will obviously need to be hospitalized and there is little or no time to consult with the athletic training room or team physician before taking action.

Examples:  
- stoppage of breathing
- severe bleeding
- obvious serious fracture
- possible serious back or neck injury
- serious head injury

Fortunately, this type of situation seldom occurs, however, if and when it does occur the following procedures should assist in providing the utmost in quality and prompt care.

**Procedure:**

I. Coach or Athletics Trainer (if available) in charge attends immediately to the injured athlete following those techniques taught via American Red Cross First Aid and CPR training.

II. Coach or Athletics Trainer in charge instructs someone (preferably another coach or Athletics trainer) to immediately perform the following actions:

   A. Activate the EMS System by calling 9-911 if on a university phone or 911 if using a pay phone, or community phone (phone locations are provided on the back of this document). Relay the following information to the 911 operator:
      1. Your name and title
      2. The phone number and location of where you are calling from
      3. Nature of the injuries to the athlete
      4. Location of the injured athlete (be specific)
      5. Ask to have Citizen’s Ambulance dispatched
      6. Ask to have IUP Campus Police dispatched
      7. Where someone will meet the EMS personnel if they are not familiar with the location of the athlete

   B. Return to the field (unless there is a need to remain at the phone or to meet the EMS unit) and assist at the accident scene.

   C. Have a university representative (ie. coach or Athletics trainer) travel with the injured athlete to the hospital as an official representative of the Athletics department.

   D. Relay the information with regard to this accident and care to a staff Athletics trainer at your earliest convenience.

**Injuries of moderate severity:**

Examples:  
- lacerations that may require suturing
- possible fractures
- orthopedic injuries that may require early medical assessment and treatment
- sickness

**Procedure:**

I. Provide first aid care as per your training in American Red Cross Standard First Aid and CPR.

II. Refer the athlete to the Certified Athletics Trainer covering your sport. If this Athletics trainer is not available and cannot be reached by phone, call/refer to any Athletics trainer available or to the University Health Center or Indiana Regional Medical Center.

III. If referral is made to a location other than the IUP Sports Medicine Clinic please relay information in regard to this referral to a Staff Athletics Trainer at your earliest convenience.
# PHONE LOCATION AND EMS ACCESS

## Memorial Field House (MFH)

**Phone Locations**
- Athletic Offices
- Weight Room
- Pool Deck
- Emergency Call Box outside the Northeast corner of building

**EMS Access**
- Main Gymnasium side of building: Front doors of MFH - Northeast side of building
- Auxiliary Gym: Doors at South corner of MFH facing Miller Stadium
- Men’s Locker Room
- Pool: Doors at West corner of MFH
- Team Rooms: behind Pierce Hall
- Athletic Training Rooms

## Zink Hall

**Phone Locations**
- Pay Phone Front Lobby
- Emergency Call Box outside at Southwest corner of building
- Zink Fitness Center

**EMS Access**
- Main Courts off of Maple Street

## Tennis Courts

**Phone Locations**
- Pay Phone at Vocelli Pizza parking lot
- Vocelli Pizza or Arby’s
- Emergency Call Box located at the south corner of Zink Hall

## University Drive Athletic Complex

**Phone Locations**
- Press Box and Concession Stand
- Emergency Call Box

**EMS Access**
- Baseball/Softball parking lot off of University Drive

## Other Locations

**Phone Locations**
- Upon arrival at a site, the coach and/or athletic trainer should determine access to the nearest phone. If this phone is located in a private residence or a business, please check the availability of this phone each time you visit the site.

**EMS Access**
- Upon arrival at a site, the coach and/or athletic trainer should determine the most appropriate access for EMS personnel and include this information in their action plan.

## Note Worthy Phone Numbers

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMS</td>
<td>*9-911</td>
</tr>
<tr>
<td>EMS Campus phone</td>
<td>*9-911</td>
</tr>
<tr>
<td>Campus Police</td>
<td>*724-357-2141</td>
</tr>
<tr>
<td>Pechan Health Center</td>
<td>*724-357-2550</td>
</tr>
<tr>
<td>Athletic Office</td>
<td>*724-357-2782</td>
</tr>
<tr>
<td>Athletic Training Room</td>
<td>*724-357-2726 / 2758 / 6496</td>
</tr>
<tr>
<td>Miller Stadium</td>
<td>*724-357-2762</td>
</tr>
<tr>
<td>Baseball Press Box</td>
<td>*724-357-7616</td>
</tr>
<tr>
<td>IUP Rehab Room</td>
<td>*724-357-3094</td>
</tr>
<tr>
<td>City Police</td>
<td>*724-349-2121</td>
</tr>
<tr>
<td>Frank Trenney ATC</td>
<td>*724-464-0279 Cell 724-889-5887</td>
</tr>
<tr>
<td>Jessica Baum ATC</td>
<td>*724-357-9429 Cell 724-910-1138</td>
</tr>
<tr>
<td>Rob Baron ATC</td>
<td>*724-357-9649 Cell 724-464-7924</td>
</tr>
<tr>
<td>Indiana Reg. Med. Center</td>
<td>*724-357-7000</td>
</tr>
<tr>
<td>Citizens Ambulance</td>
<td>*724-349-5511</td>
</tr>
</tbody>
</table>
EMERGENCY MAPS

CENTER FOR ORTHOPAEDICS AND SPORTS MEDICINE MAP

INDIANA REGIONAL MEDICAL CENTER MAPS