# Table of Contents

- Administration Directory .................................................................................................................. 2
- Coaches Directory ............................................................................................................................. 3
- Letter from the Athletic Director ..................................................................................................... 4
- UCCS Statement on Athletics ........................................................................................................ 5
- Awards ............................................................................................................................................. 6
- Code of Ethics .................................................................................................................................. 7
- Social Networking Policy ................................................................................................................. 9
- Eligibility Requirements .................................................................................................................. 10
- SAAC bylaws .................................................................................................................................... 11
- Playing and Practice Seasons ......................................................................................................... 12
- Advising and Counseling ............................................................................................................... 13
- Financial Aid ................................................................................................................................... 14
- Campus Class Attendance Guidelines ............................................................................................ 15
- Letter from Faculty Athletic Representative .................................................................................. 16
- Rocky Mountain Athletic Conference (RMAC) ............................................................................... 17
- Training Room Rules and Regulations .......................................................................................... 18
- Medical Eligibility Requirements ................................................................................................. 20
- Medical Eligibility Forms ............................................................................................................... 22
- Secondary Insurance Information ................................................................................................... 23
- Drug Testing Policy ........................................................................................................................ 25
- NCAA Banned Substances ............................................................................................................. 26
- Pregnancy Policy ............................................................................................................................ 27
- Policy on Diversity and Inclusion .................................................................................................. 29
University of Colorado-Colorado Springs Athletics
1420 Austin Bluffs Parkway
Colorado Springs, CO 80918
Phone: (719) 255-3601
Fax: (719) 255-3029

Administration Directory

Stephen Kirkham  Athletic Director  skirkham@uccs.edu
Douglas Fitzgerald  Assistant Athletic Director/External Affairs  dfitzger@uccs.edu  (719)255-3003
Nathan Gibson  Associate Athletic Director  ngibson@uccs.edu  (719)255-3601
Brian Hardy  Head Athletic Trainer  bhardy@uccs.edu  (719)255-3004
Jessica Atkins  Assistant Athletic Director/NCAA Compliance  jwoodatk@uccs.edu  (719)255-3679
Charlie Shub  Faculty Athletic Representative  cdash@cs.uccs.edu  (719)255-3492
Brandon O’Dell  Athletic Events Manager  bodell@uccs.edu  (719)255-3602
## Coaches Directory

### Men’s Basketball

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Russ Caton</td>
<td>Head Coach</td>
<td><a href="mailto:rcaton@uccs.edu">rcaton@uccs.edu</a></td>
<td>(719)255-3680</td>
</tr>
</tbody>
</table>

### Women’s Basketball

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corey Laster</td>
<td>Head Coach</td>
<td><a href="mailto:claster@uccs.edu">claster@uccs.edu</a></td>
<td>(719)255-5212</td>
</tr>
</tbody>
</table>

### Men’s & Women’s Cross Country/Track

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mark Misch</td>
<td>Head Coach</td>
<td><a href="mailto:mmisch@uccs.edu">mmisch@uccs.edu</a></td>
<td>(719)255-3005</td>
</tr>
<tr>
<td>David Harmer</td>
<td>Assistant Coach</td>
<td><a href="mailto:dharmer@uccs.edu">dharmer@uccs.edu</a></td>
<td>(719)255-3825</td>
</tr>
</tbody>
</table>

### Men’s Golf

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phil Trujillo</td>
<td>Head Coach</td>
<td><a href="mailto:ptrujill@uccs.edu">ptrujill@uccs.edu</a></td>
<td>(719)255-3648</td>
</tr>
</tbody>
</table>

### Men’s Soccer

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Henry Ellis</td>
<td>Head Coach</td>
<td><a href="mailto:hellis@uccs.edu">hellis@uccs.edu</a></td>
<td>(719)255-3575</td>
</tr>
<tr>
<td>John Sollock</td>
<td>Assistant Coach</td>
<td><a href="mailto:jsollock@uccs.edu">jsollock@uccs.edu</a></td>
<td>(719)255-3575</td>
</tr>
</tbody>
</table>

### Women’s Soccer

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nichole Ridenour</td>
<td>Head Coach</td>
<td><a href="mailto:nridenou@uccs.edu">nridenou@uccs.edu</a></td>
<td>(719)255-3021</td>
</tr>
<tr>
<td>Craig Decker</td>
<td>Assistant Coach</td>
<td><a href="mailto:cdecker@uccs.edu">cdecker@uccs.edu</a></td>
<td>(719)255-4338</td>
</tr>
</tbody>
</table>

### Women’s Softball

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scott Peterson</td>
<td>Head Coach</td>
<td><a href="mailto:UCCSSoftball@aol.com">UCCSSoftball@aol.com</a></td>
<td>(719)255-3006</td>
</tr>
<tr>
<td>Don Pettrow</td>
<td>Assistant Coach</td>
<td><a href="mailto:CoachesChoiceInc@aol.com">CoachesChoiceInc@aol.com</a></td>
<td>(719)255-3006</td>
</tr>
</tbody>
</table>

### Women’s Volleyball

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Barnett</td>
<td>Head Coach</td>
<td><a href="mailto:kbarnett@uccs.edu">kbarnett@uccs.edu</a></td>
<td>(719)255-3282</td>
</tr>
</tbody>
</table>
Dear University of Colorado at Colorado Springs Student-Athletes,

It is an honor and a pleasure for me to be writing this letter to all of you. As the athletic director here, I am looking at a group of young athletes who have already begun to put the “Mountain Lions” on the map. The athletic administration is working to create an environment where you can dominate the map!

As we work for our place in the heart of the campus and community, your efforts to compete at your personal best sets the stage for future teams. Our facilities are next to none in the conference including new locker rooms and the wonderful Gallogly Events Center.

You have already proven that you can compete at the highest levels both on the field and in the classroom. With 63 Academic All-Conference and 33 All-Conference athletes everyone is amazed by your heart or work ethic. You are setting the stage for all future athletes who will compete as Mountain Lions. The other athletes, coaches, and administrators in the conference know that UCCS is no longer known as the “sleeping giant” of Division II athletics.

I have no doubt that you will continue to represent this department and your chosen university with class, intelligence, and supreme effort. Remember the Mountain Lion is a majestic, effective, and tenacious hunter. Keep this mind when you are competing against a Thunderwolf, a Roadrunner or a Miner!

Good luck in all your athletic and academic endeavors this year.

Sincerely,

Stephen W. Kirkham
Director of Athletics
University of Colorado at Colorado Springs
University of Colorado at Colorado Springs Statement on Athletics

Intercollegiate athletics are intended to be an integral part of the overall program within the University. Concomitant with the dedication to excellence of the overall educational program of the University is the student-athlete's opportunity to acquire experiences outside the classroom that are in keeping with the general goals of the University. The privilege of participating in intercollegiate athletics is intended to enhance the overall educational experience of the participant. This is in keeping with the National Collegiate Athletic Association (NCAA), which governs intercollegiate athletics:

"The competitive athletic program of the colleges is designed to be a vital part of the educational system. A basic purpose of this association is to maintain intercollegiate athletics as an integral part of the educational program and the athlete an integral part of the student body, and by doing so retain a clean line of demarcation between college athletics and professional sports."

The concept of the student-athlete demands that both the academic and athletic interests must be the concern of all units of the University. This means that the student-athlete shall be encouraged to achieve the highest level of academic success, and to complete the course work for a degree. At the same time while participating at the highest level of NCAA athletic competition, the program and process of the Athletic Department must conform to the academic, ethical, and moral values of the University. This we believe can only be accomplished through the joint efforts of all parts of the University community.

Hence, UCCS believes that intercollegiate athletic programs must be an integral part of the University's academic mission. Athletics give student-athletes an opportunity for significant learning experiences both within and out of the traditional classroom, fostering the educational and leadership growth that will stand them in good stead upon graduation. Thus, while we recognize that athletics are significant in creating student enthusiasm and loyalty, and maintaining ties with alumni and friends, we also affirm our belief that our objective to excel in sports can and must be in conformity with the traditional university goals of scholarship and service.
University Award

McLaughlin Award

Presented to the male and female student-athletes with a cumulative grade point average of 3.0 or higher who have demonstrated not only excellent athletic ability, but outstanding commitment to fellow student-athletes and the community as well.

Departmental Awards

Student-Athlete of the Year

Presented to the male and female junior or senior student-athlete who displays excellence in one or more sports, is in good academic standing, and an attitude and character that represents the ideals of the intercollegiate athletics program.

Mountain Lion Award

This award is presented to those student-athletes who hold a cumulative grade point average of 3.0 or higher at the end of their 5th semester or later, with at least two semesters at UCCS and three years of intercollegiate playing experience. Playing experience excludes a redshirt year.

Highest GPA Award

This award is presented to the male and female student-athletes with the highest cumulative grade point average and at least two years of intercollegiate participation.

Participation Awards

         SAAC
  1st Year    Certificate
  2nd Year    Backpack
  3rd Year    Blanket
  4th Year    Ring or Plaque
STUDENT-ATHLETE CODE OF ETHICS

All men and women competing in the UCCS Department of Athletics are student-athletes. Learning in both the classroom and intercollegiate programs is necessary if emotional, social, intellectual and athletic growth is to occur. Each student's university experience ought to culminate in a degree in his or her chosen field of study. The Department of Athletics at UCCS has as its goal the graduation of all of our student-athletes as well as pursuing excellence in each sport.

Participation in the intercollegiate athletics at UCCS is a privilege. Consequently, each student-athlete is expected to comply with all the guidelines and policies of UCCS, the Rocky Mountain Athletic Conference, and the NCAA. In addition, the following standards must be observed:

1. Student-athletes shall perform to the best of their abilities both academically and athletically.
2. Student-athletes shall contribute their best effort to the success of the team.
3. Student-athletes shall conduct themselves, both on and off the field, in a way which brings credit to the team, the athletic program, and the university.
4. Student-athletes shall abide by the letter as well as the spirit of university rules and regulations.
5. Student-athletes shall, at all times, respect and be courteous to all members of the university community and to visitors to the campus.
6. Student-athletes shall exhibit dignity in manner and dress when representing the university.
7. Student-athletes shall neither physically abuse, nor threaten another person, nor abuse any university owned or controlled property, or property associated with any university sponsored organizations or functions.
8. Hazing of any kind is not allowed. Any questions about the definition of hazing should be put to the Athletic Director.
9. Student-athletes shall not use, possess, nor distribute any steroids, narcotics, or dangerous drugs as designated by the NCAA (with exception of the use of drugs prescribed by a licensed physician).
10. Students-athletes shall not use alcohol or tobacco at any time during their team's competitive season or during an official team function. For purposes of this policy, an official team function is defined as any activity that is held at the direction of, or under the supervision of, the team's coaching staff.

Violations of these rules or other university rules governing student behavior (e.g., housing, student life) will be handled in accordance with the department's disciplinary policy for unethical behavior. The Dean's office will be notified in accordance with university rules. Behavior, which is not in accordance with such rules, may result in suspension, or expulsion from intercollegiate athletic competition.
Protocol for issues with team members, coaches, or athletic department personnel

Any issue a student athlete may have should first be discussed with the Head Coach. If an effective resolution cannot be reached at this level, the student athlete should contact the Athletic Director.

Department of Intercollegiate Athletics Disciplinary Procedure for Unethical Behavior

Any alleged violation of the Behavioral Standards of Conduct, as put forth in the UCCS Student Handbook, will result in suspension from all Athletic Activities until the Athletic Director has reviewed all circumstances regarding the incident in question. If the Athletic Director determines the athlete has been found to be in violation of a rule or policy, the punitive actions could include any or all as outlined in the UCCS Student Handbook under University Sanctioning Options.
Social Networking Policy

Student-athletes must be concerned with any behavior that might embarrass themselves, their teams, and/or the university. This includes any activities conducted online.

UCCS supports and encourages the individuals’ expression of first amendment rights. This includes participating in online social networking sites (e.g. Myspace.com, facebook.com).

The University and the Athletic Department does not place any restrictions on the use of these sites by student-athletes. However, we remind you that as a member of the UCCS Intercollegiate Athletics Department, you are a representative of the university and are always in the public eye. Please keep the following guidelines in mind as you participate on social networking web sites.

- Before participating in any online community, understand that anything posted online is available to anyone in the world. Any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your site.

- Do not post information, photos, or other items online that could embarrass you, your team, or the university. This includes information, photos and items that may be posted by others on your page.

- Do not post your home address, local address, phone number(s), birth date or other personal information.

- Exercise caution as to what information you post on your website about your whereabouts or plans. You could be making yourself available to online predators.

- Be aware of who you add as a friend to your site – many people are looking to take advantage of student-athletes, while others want to get close to student-athletes to give them a sense of membership in the team.

- UCCS, including coaches and administrators, has the right to monitor these web sites.

- Student-athletes could face discipline and even dismissal for violation of Policies and Procedures or philosophies of UCCS, the Athletic Department and/or the NCAA.

The UCCS Police Department and other local police and sheriff’s offices check these websites regularly. In addition to the unfortunate reality of online predators, potential employers and internship supervisors also use these sites to screen candidates. Many graduate programs and scholarship committees now search these sites to screen applicants. We advise UCCS student-athletes to exercise extreme caution in their use of social networking websites.
ELIGIBILITY REQUIREMENTS

Your athletic eligibility depends on you meeting the following requirements:

Grade-Point Average Requirements

- You must maintain a 2.0 cumulative grade point average (GPA).
- If you fall below this 2.0 cumulative GPA in any given semester, the following semester you will not only be on academic probation, but also ineligible to compete.
  - If you fall below a 2.0 cumulative GPA during your first or second year, you may request a hearing/waiver from the Intercollegiate Athletic Advisory Committee through the Athletic Directors Office prior to the beginning of competition for that specific semester.
- You are eligible to practice during this probationary semester; however, if you do not raise your cumulative GPA to 2.0 or higher during this semester of probation, you will be dismissed from your respective team and will be no longer eligible to participate.

Satisfactory Progress Requirements

- You must meet Satisfactory Progress requirements set forth by your college of enrollment: Letters, Arts & Sciences (LAS), Business, Engineering, Nursing.
- These requirements are in addition to the normal progress and GPA requirements.
- The NCAA requires that you:
  - Enroll in a minimum 12 hours each fall and spring semester.
  - Declare a major by the end of your 4th semester.
  - Pass a minimum of 18 hours before the end of the spring semester and have passed a minimum total of 24 credit hours prior to the next fall semester.
- All courses taken must be applicable toward a degree in the College of Letters, Arts & Sciences, the College of Business, the College of Engineering and Applied Sciences, or Beth-El College of Nursing.

ADD before you DROP:

You must coordinate with your coach and the compliance officer before you drop or add a course.
University of Colorado at Colorado Springs  
Student-Athlete Advisory Committee (SAAC) bylaws

The mission of UCCS Student-Athlete Advisory Council (SAAC) is to be known by the student-athletes, coaches and administration as an organization connecting the three components of athletics. We will improve the image, welfare and day-to-day life of all student-athletes through activities, social events and community services.

PURPOSE:

The Student-Athlete Advisory Committee (SAAC) of UCCS serves a three-fold purpose as follows:

1. To promote and enhance communication between the UCCS Athletic Administration and the student-athlete.
2. To embellish the quality of student-athlete life at UCCS through implementing programs encouraging academic success, health, and community awareness such as the Exemplary Student Athlete Program.
3. To encourage student-athlete participation in various programs and events developed within the athletic department, and facilitate further involvement in the SAAC by potential candidates.

Expectations:

- This is a full academic year commitment.
- Student Athlete Representatives must attend all meetings.
  - If an athlete cannot attend, he or she must send someone in their place.
- Representatives from each sport will be represented as follows:
  - 2 members from each of the following teams:
    - Women’s Soccer, Men’s Soccer, Women’s Basketball, Men’s Basketball, Volleyball and Softball
  - 1 member from each of the following teams:
    - Golf – only 1 member required; can have 2
    - Cross Country Team – one male and one female representative required
    - Track and Field – one male and one female representative required

- You must be on the athletic team to be a part of SAAC.
  - If you quit or are removed from your team, you can no longer serve as the team representative.
  - Seniors do not fall under this, if you are a senior you are expected to participate all year

QUALIFICATIONS:

Requirements for participation in the UCCS SAAC are:

- To maintain academic eligibility throughout the course of the school term
- To adhere and support the said purposes of the SAAC.
- To attend the monthly meeting of the committee unless previously excused.
PLAYING AND PRACTICE SEASONS

NCAA legislation requires each institution to monitor many aspects of each sport's playing and practice season. The following is a brief summary of this legislation.

1. During the Playing Season - A student-athlete's participation in countable athletically related activities are limited to
   - a maximum of four hours per day,
   - and a maximum of 20 hours per week.

2. Required Day Off - A student-athlete is required to have one day off each week from countable athletically related activities.

3. Outside of the Playing Season - A student-athlete's participation in countable athletically related activities outside the playing season shall be limited to:
   - a maximum of eight hours per week
   - Individual Skill Instruction
     - May request individual skill instruction from their coach(es).
     - More than one group of athletes from the same team may participate in skill instruction with their same coach (es) in the same facility at the same time provided there is no co-mingling between the groups. Each group must have a separate coach.
       - For individual sports: No more than four athletes at any time.
       - For team sports with a starting squad size of six or fewer: No more than four athletes at any time.
       - For team sports with a starting squad size of seven or more: No more than six athletes at any time
ADVISING AND COUNSELING

All undergraduate advising is available in the Student Success Center located in Main Hall. The phone number to the Student Success Center is 255-3260. Depending on your college and major, all student-athletes will meet with one of the following advisors:

- BIO/CHEM/MATH/PHYSICS Contact: Melissa Reynolds or Whitney Porter
- BUSINESS: Contact: Sarrah Baker (A-K)
- Rashell McCann (L-Z)
- CRIMINAL JUSTICE AND UNDECIDED Contact: Nashia Dawahre
- EDUCATION Contact: Bill Bannister
- ENG/HISTORY/PHIL/SPANISH Contact: Bill Bannister or Ruth Sansing
- ENGINEERING Contact: Robert King
- HEALTH CARE SCIENCE Contact: Whitney Porter
- NURSING: Contact: Carolyn Daly
- PSYCH/COMM/GEOG/SOCIOLOGY/
  POLY SCI/ ANTHROPOLOGY/ ECON/
  AND WOMEN AND ETHNIC STUDIES Contact: Todd Casey or Kakki Brown

TRANSFER STUDENTS:

If you have not had your transfer credit course equivalencies determined by your major advisor, you must do so after meeting with your college advisor. University transfer hours are not the same as major course equivalencies. Therefore, contact your major advisor to make an appointment. You will need to bring the course catalog from the university you previously attended in order for your major advisor to make an appropriate determination.

SENIORS:

A senior student-athlete is defined as any active student-athlete who has completed 90 or more credit hours and/or is in his/her final year of eligibility for competition in his/her respective sport. LAS and Business senior student-athlete majors must make an appointment to conduct their graduation audit during the semester prior to graduation. Engineering senior student-athlete majors must make an appointment to conduct their graduation audit three weeks prior to the beginning of their final semester. Nursing majors will be contacted for their senior audit by their program director.
FINANCIAL AID

Athletic Scholarships:

The eligibility of student-athletes for intercollegiate competition is dependent on compliance with NCAA, conference (RMAC), and institutional regulations concerning financial aid.

In addition to financial aid that is administered by the University, it is acceptable to receive financial aid from the following sources:

- From anyone whom the student-athlete is naturally or legally dependent (parents or guardians)
- Athletic Department
- Academic or service club scholarships; and
- Legitimate loans, grants, on-campus employment, tuition waive and work study programs.

Earnings from a student-athlete's legitimate off-campus employment in excess of a full grant-in-aid is exempt, provided neither athletics department staff members nor representatives of the institution's athletic interests are involved in arranging the employment. Employment during official vacation periods is NOT countable as institutional financial aid.

University of Colorado at Colorado Springs is not responsible for all incidental expenses which are incurred, i.e. phone bills, parking violations, dorm damage, bookstore miscellaneous items, etc.

NCAA regulations restrict the total amount of financial aid a student-can receive. By NCAA legislation, the athletic department cannot provide any "extra benefit" (Bylaw 16.12.2.1) which is not provided to the general student body. These extra benefits include: access to the Internet, computer usage, copy service, use of FAX machines, postage or express mail delivery, discounts and credits, free or reduced-cost services, telephones, credit cards, entertainment services, or other prohibited benefits.

Terms and Duration:

The athletic scholarship will be awarded on a semester OR annual basis.

Athletic scholarships, as regulated by the NCAA, are awarded for no longer than one year, and can be renewed annually. Written notification of renewal, increase, or cancellation of an athletic award will be sent to the student-athlete by July 1st.

For those student-athletes receiving athletic aid on a semester basis, written notification of aid for the spring semester will be issued during the first week of December.
Campus Class Attendance Guidelines

Students are expected to attend all meetings of classes for which they are registered, including the first and last scheduled meetings and the final examination period. Instructors hold the right and responsibility to establish attendance policies for their courses. Each instructor is advised to inform all classes in writing at the beginning of each semester concerning his/her attendance policies.

If attendance affects course grades, students must be provided with explicit written information concerning that fact no later than the end of the first week of classes. Such information shall be specific with regard to the penalty incurred for each absence and the means, if any, to compensate for the absence. It is recognized that there may be certain situations where the student may not be permitted to make up the absence(s).

Students participating in University-sanctioned activities should consult with instructors prior to registration, but no later than the end of the first week of classes, to determine the class attendance policy. At this time, the student should provide the instructor with a schedule of planned absences, preferably signed by the university official directing the activity, in order to allow the instructor to evaluate and advise the student on the possible impact of the planned absences. In this case the instructor will consider absences due to participation in approved University activities, as outlined above, to be excused absences, on par with those due to other unavoidable circumstances such as illness. Faculty will judge the validity of student absences from class and may require documentation for excused absences. For classes requiring mandatory attendance incompatible with the number of planned absences, students will be advised to register, if possible, during a semester in which they will not be participating in the University-sanctioned activity. As with any academic issue, students may exercise their right to appeal adverse attendance decisions. Should the instructor and student be unable to agree on appropriate accommodation under this policy, either party shall have the right to request mediation from (in order) the department chair, the academic dean, and the vice chancellor for academic affairs.

The campus class attendance guidelines were developed in conjunction with the Faculty Committee on Educational Policies and University Standards and approved by the Faculty Representative Assembly on December 12, 2003.
To all instructors of The University of Colorado at Colorado Springs student athletes:

As a result of this University's commitment to the Rocky Mountain Athletic Conference, athletic contests are now scheduled by the conference and not our own coaching staff. This arrangement may require that student athletes be excused from scheduled classes, particularly on Fridays when travel is required. Therefore, I am sending you this letter about the issue of absences necessitated by scheduled athletic events.

There is no formal policy mandating that participation in scheduled athletic events must be treated as an excused absence for the student athlete. However, the student athlete is representing the institution in an officially sanctioned event. This participation does not excuse the athlete from either mastering the material covered during the missed class nor from turning in assignments at the scheduled time.

In the interest of achieving a clear understanding and agreement between faculty and student athletes, the student athlete is expected to submit to each academic instructor on the first day of class in a semester the schedule of athletic events, given to the student by the coach and authorized by that coach, that will force the student to miss a particular class. (The particular class[es] should be highlighted on the schedule by the student.)

This gives the instructor the opportunity to tell the student whether such an arrangement is satisfactory and what adjustments the student will have to make to successfully complete the course. In addition, the student is expected to remind the instructor in writing one week in advance of each missed class that a particular class will be missed and to ask what work can be done to compensate for the missed class.

It is understood that in the event of post-season tournaments, for which the schedule cannot be predicted at the beginning of a semester, the athletic department will provide instructors with schedules as soon as possible. If a post-season tournament match is scheduled in conflict with a final exam, that student should not be penalized for missing the exam, but it is up to the discretion of the individual instructor to determine how the student can complete the final exam requirement.

In any case, if the instructor finds that the athletic demands are excessive for a particular course, the student should be advised of this well in advance of the end of the drop/add period so that the student can find another course. I would appreciate being apprised of such a decision so that I might facilitate prevention of a repeat occurrence in the future.

Coaches have told me that they are eager to hear from instructors about the progress of their student athletes and especially about academic problems that could become serious. I would also like to offer my services in helping to facilitate communication between academics and athletics. Coaches can be reached at the telephone number on the form accompanying this letter. My e-mail is cdash@cs.uccs.edu and my campus telephone number is 719-255-3492 (184 Engineering). My home phone number is in the telephone book.

Sincerely,

Charles M. Shub
Professor and
Faculty Athletics Representative
# Rocky Mountain Athletic Conference

## West Division

<table>
<thead>
<tr>
<th>College</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams State College</td>
<td>Alamosa, CO</td>
</tr>
<tr>
<td>Fort Lewis College</td>
<td>Durango, CO</td>
</tr>
<tr>
<td>Mesa State College</td>
<td>Grand Junction, CO</td>
</tr>
<tr>
<td>New Mexico Highlands University</td>
<td>Las Vegas, NM</td>
</tr>
<tr>
<td>Colorado State University Pueblo</td>
<td>Pueblo, CO</td>
</tr>
<tr>
<td>University of Western New Mexico</td>
<td>Silver City, NM</td>
</tr>
<tr>
<td>Western State University</td>
<td>Gunnison, CO</td>
</tr>
</tbody>
</table>

## East Division

<table>
<thead>
<tr>
<th>College</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chadron State College</td>
<td>Chadron, NE</td>
</tr>
<tr>
<td>Colorado Christian University</td>
<td>Lakewood, CO</td>
</tr>
<tr>
<td>Colorado School of Mines</td>
<td>Golden, CO</td>
</tr>
<tr>
<td>Metropolitan State College of Denver</td>
<td>Denver, CO</td>
</tr>
<tr>
<td>University of Colorado @ Colorado Springs</td>
<td>Colorado Springs, CO</td>
</tr>
<tr>
<td>University of Nebraska - Kearney</td>
<td>Kearney, NE</td>
</tr>
<tr>
<td>Regis University</td>
<td>Denver, CO</td>
</tr>
</tbody>
</table>
Training Room Rules and Regulations

Training Room Rules:

- No foul or abusive language in the training room.
- Respect and be courteous to one another and the training room staff.
- The training room is a coeducational facility, so wear appropriate apparel.
- No horseplay in the training room this can lead to injury and/or damage to equipment.
- Shoes must be worn in the training room at all times, unless otherwise requested by the training room staff.
- No spikes in training room.

Reporting Injuries:

It is important to report all injuries to a member of the training staff. Often things that seem minor can present problems overnight. If you sustain an injury and it does not feel better the next day, please report it to the training staff. DO NOT wait to see somebody - this can lead to missed time at practices and events. A list of contact numbers will be provided at the end of this page.

Injury Treatment Policy:

- All new injuries MUST be reported to the training room staff as soon as possible. This can be done in several ways:
  - Talk to training staff before or after practice session.
  - Call the training room (255-4990) the next day and talk to training staff or leave a message.
  - Call Brian at (719) 271-4214.
- If a call was not able to be made, please arrive in the training room at least 45 minutes prior to practice - expect to be evaluated and receive treatment.
- If an injury is not reported until practice time, the athlete is expected to participate in the practice or event.
- No athlete will be late to a practice or an event due to training room time, so plan accordingly.
- After an injury is evaluated, it is the athlete’s job to sign up of rehabilitation times (dry erase board) if needed, and continue to do so until released from treatment by the Athletic Trainer.
- Treatments and rehabilitation will NOT be given during practice times unless that athlete is unable to participate and given permission by the head coach.
- If an athlete is late or doesn’t show for a scheduled treatment time (without informing the training staff by one of the methods above), that athlete is expected to participate.
**Equipment Issue:**

The training staff is willing to lend any material necessary to help overcome an injury or for rehabilitation. Any of these items that are borrowed will be signed out on the individual’s injury report. Upon return, the item will be checked off (please make sure you have a training staff member do this, don’t leave until you see them do this). Any un-returned items will be hunted down and the person will be asked kindly to return the item before other actions are taken. If a pad, splint, or cast is made available to you, please return the item so that another individual can make use of it.

**Taping Policies:**

- If after an injury the athlete requires taping for protection, then the athlete must perform rehabilitation exercises to strengthen the area to prevent a reoccurrence. *
- If prevention is the issue, wrapping the areas for support will be tried first.
- Based on availability, ankle braces may be provided to the student-athlete.

**Taping Beliefs**

- Not just for games
- Need to do rehab everyday to get taped everyday
- Not for when “my ankles feel weak”
- Not for “looking good”, medical reason only

* If an athlete that normally gets taped misses a day without prior notice, I assume that he/she is healthy and will not require taping again.

If you have questions and/or concerns, please call:

Brian Hardy  
Head Athletic Trainer  
(719) 255-3004  
(719) 271-4214  
bhardy@uccs.edu
Medical Eligibility Requirements

Freshman and/or First Year Student-Athletes:

Each enrolled freshman or 1st year student-athlete must complete a full medical eligibility packet. This packet will include the following:

- A complete “Medical History” form
  (http://www.web.Uccs.edu/sports_medicine/Medical%20Questionaire%2004.pdf)
- A completed “Assumption of Risk, Consent to treat, HIPPA and Emergency Contact Form”
  (http://www.web.Uccs.edu/sports_medicine/Risk_Treatment_HIPPA.pdf)
- A completed “Parent's Insurance and Insurance Notification Form”
  (http://www.web.Uccs.edu/sports_medicine/Insurance%20Info%20Form%2003.pdf)
- A completed “Nutritional Supplement Disclosure Form”
- A completed “Student-Athlete Nutritional Health Questionnaire Form”
  (http://www.web.Uccs.edu/sports_medicine/Uccs%20Student%20Athlete%20Nutritional%20Questionaire.pdf)

And
- A completed Medical Examination by the Sports Medicine Staff at University of Colorado at Colorado Springs

All of these forms are available on the “Sports Medicine” link from the UCCS Athletic website. There are two ways that the forms can be completed. The first is the medical eligibility packet can be downloaded at home, filled out and brought to campus on the first day of classes. The second is the forms can be picked up in the Athletic Training Room as each student-athlete arrives on campus. In either case, all forms and evaluations MUST be completed before the first day of practice. If the forms and evaluations are not complete, the student-athlete is not allowed to practice or compete with their sport until the necessary forms are completed. If the student-athlete does practice or compete with their respective sport without the proper paperwork, a suspension may be handed out by the Sports Medicine Staff at UCCS.

A daily list of student-athletes will be delivered to the appropriate coaches (until all forms are completed) to distinguish which players are eligible and which student-athletes, may not participate (as well as the information that they need to become eligible).

If there are any questions please do not hesitate to contact a member of the Sports Medicine Staff for clarification. If a student-athlete is questioning you on specifics, we suggest that you direct them to the Sports Medicine Staff for answers to their questions. Ignorance of rules and regulations will not be an excuse for participation without the necessary medical information. Below is the contact information for the Head Athletic Trainer.

Brian Hardy, ATC
1420 Austin Bluffs Parkway
Colorado Springs, CO 80918
Office: (719) 255-3004
Fax: (719) 255-3029
Email: bhardy@uccs.edu
Website: www.web.uccs.edu/sports_medicine
Second Year Student-Athletes:

The second year student-athlete medical eligibility is quite a bit easier. The following are forms that need to be filled out and returned to the Sports Medicine Staff before the first day of practice:

- A complete “Medical History” form (http://www.web.Uccs.edu/sports_medicine/Medical%20Questionaire%2003.pdf)
- A completed “Assumption of Risk, Consent to treat, HIPPA and Emergency Contact Form” (http://www.web.Uccs.edu/sports_medicine/Risk_Treatment_HIPPA.pdf)
- A completed “Parent's Insurance and Insurance Notification Form” (http://www.web.Uccs.edu/sports_medicine/Insurance%20Info%20Form%2003.pdf)
- A completed “Student-Athlete Nutritional Health Questionnaire Form” (http://www.web.Uccs.edu/sports_medicine/Uccs%20Student%20Athlete%20Nutritional%20Questionaire.pdf)

Notice that there is no medical evaluation on the above list. A medical evaluation will only be required if there is a history of prolonged injury, illness, or disease in either the student-athlete or the student-athlete’s immediate family. Some of these historical problems include, but are not limited to, early cardiac disease, any type of disease or syndrome, difficulty breathing, possible orthopedic injuries not cleared by our team physician, etc. A more specific list will be provided in a supplemental section of this handbook.

Once again, all of these forms are available on the “Sports Medicine” link from the UCCS Athletic website – www.gomountainlions.com. There are two ways that the forms can be completed. The first is the medical eligibility packet can be downloaded at home, filled out and brought to campus on the first day of classes. The second is the forms can be picked up in the Athletic Training Room as each student-athlete arrives on campus. In either case, all forms and evaluations MUST be completed before the first day of practice. If they are not, the student-athlete is not allowed to practice or compete with their sport until they are completed. If the student-athlete does practice or compete with their respective sport without the proper paperwork, a suspension may be handed out by the Sports Medicine Staff at UCCS.

A daily list of student-athletes will be delivered to the appropriate coaches (until all forms are completed) to distinguish which players are eligible and which student-athletes are ineligible (as well as the information needed to become eligible).

If there are any questions please do not hesitate to contact a member of the Sports Medicine Staff for clarification. If a student-athlete is questioning you on specifics, we suggest that you direct them to the Sports Medicine Staff for answers to their questions. Ignorance of rules and regulations will not be an excuse to be able to participate without the needed medical information.
Medical Eligibility Forms / Procedures

A **Medical History Form** must be filled out and turned into the sports medicine department.

This form needs to be filled out by everybody that participates in athletics at University of Colorado at Colorado Springs. It provides the sports medicine staff (Certified Athletic Trainers, Physicians, etc.) with previous medical history of a student-athlete, and their immediate family, which can be useful in future care provided. An

An **Assumption of Risk, Consent to Treat, HIPPA and Emergency Contact Information Form** must also be filled out and returned to the sports medicine department.

This is a multi-purpose form that informs the student-athlete of the inherent risk associated with participating in any athletic activity within the intercollegiate athletic department at UCCS. The subsequent sections are permissive, with a signature they allow the sports medicine staff to evaluate and treat any injury that might occur during an intercollegiate activity as well as allowing the sports medicine department to disclose information about those injuries to the individuals listed on the form, and only those people. The last section is to gain information on emergency contacts.

A **Parent’s Insurance and Insurance Notification Form** must also be filled out and on file in the sports medicine department.

This form is to be filled out and returned to the sports medicine department before the season begins. Due to some of the information required on the form, it might be easier to fill it out prior to leaving home or returning to school. It allows the sports medicine department to keep tabs on the insurance needs of our student-athletes. Without this information on hand in an emergency situation it will be difficult to have the student-athletes' needs met in a timely manner. For more information please refer to "Insurance Info" on the menu bar to the left and specifically the "Information Letter".

A **Nutritional Supplement Disclosure and Review Form** must also be filled out and returned to the sports medicine department. The form can be accessed through the following website: [http://www.web.uccs.edu/sports_medicine/Supplement Disclosure 03.pdf](http://www.web.uccs.edu/sports_medicine/Supplement Disclosure 03.pdf). This form, if filled out properly, ensures that student-athlete is not using NCAA banned substances that might cause that individual to test positive in a randomized drug test and significantly affect their athletic eligibility.

A **Student-Athlete Nutritional Health Questionnaire** must also be filled out and returned to the sports medicine department.

Due to an increase in nutritional concerns and women’s health issues we ask our female student-athletes, as well as our male distance runners, to fill out a questionnaire that can be used to help determine possible nutritional concerns or a history of injury that might be associated with nutritional concerns.
Secondary Insurance Information

As the sports medicine staff at the University of Colorado at Colorado Springs we are very excited about the upcoming athletic season as well as your son or daughter’s interest in the Mountain Lion athletic programs. We wish the best for your athletes and hope that the upcoming years at UCCS are successful both academically and athletically.

Our athletic department goes to great lengths to provide the best medical coverage possible for our student-athletes. This includes not only helping to increase their potential for success, but also attempting to minimize the risk of injury at our institution. Although we also realize that the ability of a student-athlete to become injured in competition or practice is still a possibility, the remainder of this letter is to explain the policies and procedures that are in place for insurance claims that are associated with these injuries. The NCAA discourages any college or university from providing coverage or paying bills incurred for expenses related to illnesses or conditions which are not sustained as a direct result of an accident in our intercollegiate sports program (this include pre-existing conditions and non-athletic injuries).

At UCCS, we carry a secondary excess insurance policy on all of our student-athletes to help defray the cost of a major injury. This policy has a deductible of $2,000 which can be met through primary insurance payment and/or out-of-pocket expenses. The NCAA also has catastrophic insurance for all of its member institutions that cover over $65,000 of medical expenses. So, our coverage bridges the gap between $2,000 and $65,000. This policy also has its own conditions that must be met before it assumes the cost of any injury. These conditions are as follows:

Covered entities: The plan covers student-athletes, cheerleaders, student managers and student trainers of UCCS for bodily injury sustained by any such person while participating in intercollegiate sports including scheduled games, supervised practice sessions, conditioning and authorized group or team travel to and from such events.

Uncovered Entities: Injuries or charges resulting from, or during, the following are NOT covered: Intoxication or otherwise “under the influence”; criminal activity, brawling, fighting or rioting; self-inflicted injury; employment related activity; and sickness.

Before your student-athlete is eligible for participation at UCCS there are five circumstances that must be meet. The first is that each student-athlete must be covered on a primary insurance plan either under a parent/guardian’s name or their own name. Secondly, that policy must NOT exclude intercollegiate athletics participation (the general student insurance offered by UCCS DOES NOT cover intercollegiate athletic participation). Thirdly, the insurance coverage must be for the entire school year; practice and non-traditional seasons must also be covered. If the coverage is an HMO then the rules and regulations governing that policy must be followed. And lastly, any student-athlete eligible for use of this policy must be seen by UCCS Sports Medicine Staff (Certified Athletic Trainer, UCCS Team Physician, or medical representative of the University of Colorado at Colorado Springs Athletic Department). If the student-athlete does not meet these circumstances then they forfeit the right to claim benefits under the University of Colorado at Colorado Springs secondary insurance provider.

Claim Procedures: All billing of injuries sustained from participation in an intercollegiate competition or practice will be sent directly to either the parent/guardian or student-athlete’s address unless the college instructs the medical office otherwise. In some instances UCCS will receive a copy of the bill. However, the primary bill will not be sent to the university.
Policy and Procedure:

- Submit all bills incurred to your family employer group or plan first. There will be two outcomes:
  1. The company will honor the claim and pay all or a portion of the bills incurred. An explanation of benefits (EOB) will be mailed to you, please forward a copy of this to the athletic department for filing with other medical records.
  2. The company will not honor it and send you a letter of denial. Please forward this to the athletic department also.

- If the balance remains after your family, employer, group insurance, or plan has contributed toward the claim, send the claim sheet from the insurance company and a copy of the itemized bill incurred to the UCCS athletic department.

If you receive a letter of denial from your family, employer, group insurance or plan administrator, send the letter of denial and a copy of the bills incurred to the college’s athletic department. If no coverage is available, a letter from your employer with verification will be necessary. Any claim(s) need to be submitted to the athletic department within 90 days of the original claim having been denied by your insurance company.

If the bills incurred are not paid by your family employer group insurance or plan, the claim will be sent from the athletic department to our insurance carrier’s office for processing. There will be no payment if the $2,000 deductible is not met in the billed charges. If the insurance carrier needs any additional information, please cooperate with them, and they will process the claim expediently. It is in your best interest to have the claims settled promptly since all the bills incurred are in your name.

Please Note:
If the primary family coverage is through an HMO (health maintenance organization), you must follow the proper procedures required by your plan in order for the university’s insurance to satisfactorily complete its portion of the claim. This is especially important if your plan requires pre-authorization to have your son/daughter treated out of your plan’s service area.

To insure that the best interests of your son/daughter are being met, the Athletics’ Department at UCCS has decided on the following course(s) of action:

- A current copy of the insurance card for your son/daughter must be in their medical records, so have them bring it with them to the physical dates.
- A signed statement stating that the insurance policy for your son/daughter does not specifically exclude varsity and/or intercollegiate athletics participation.
- A statement stating that in the event of a change in the insurance policy, for whatever reason, a verbal notification will be given to the Sports Medicine Department within five working days and, within 10 working days, a signed written notification of the updated policy will be forwarded.
- In the event that none of these actions can be met, or you decide not to meet them, your son/daughter will be excluded from participating and competing in varsity athletics unless:
  - Both legal guardian(s) or parent(s) and the student-athlete sign an agreement stating that they will be responsible for bills incurred during varsity or intercollegiate athletics participation and will not hold the school financially, or otherwise, responsible.

Again, we apologize for any inconvenience that this may present, but we are concerned about our student-athletes’ well-being and any potential harm which may arise by not having adequate insurance coverage.

In the case of a minor, or upon the consent of a student-athlete of minority age, we will attempt to contact the parents of a student-athlete before initiating medical care by outside providers (hospitals, doctors, etc.). If it is necessary to proceed with treatments before the family can be reached, a signed authorization will permit us to render the emergency care and/or immediate care that any parent would rightfully expect from us (see consent form).

If a student-athlete sustains an illness or injury outside of intercollegiate practice/competition, UCCS Sports Medicine Department will provide treatment and rehabilitation, but medical expenses will be the sole responsibility of the student-athlete’s family.

Thank you for your understanding and I truly hope that your student-athlete will have a fun and healthy varsity experience.
UCCS Drug Testing Policy

Policy statement

Student-athletes shall not use, possess, nor distribute any illegal drugs or drugs banned by the NCAA. This includes but is not limited to recreational drugs such as marijuana and cocaine or performance enhancing drugs such as anabolic steroids and ephedrine. Involvement with illegal or banned drugs is in direct violation of university policy, and is a violation of the Exemplary Student-Athlete Code.

Behavior identification

You will be subjected to drug testing, if the athletic department staff and/or student-athletes observe certain identifiable behaviors relating to drug use. The UCCS Counseling Center staff will serve as consultants to the Athletic Department and will review observed behaviors.

Objective Criteria

The UCCS Counseling Center staff will serve as consultants to the Athletic Department to review observed behaviors. The procedures for investigating identifiable behaviors related to drug use are as follows:

- **Drug testing**
  
  Upon identification of objective behaviors, acknowledged by coaches, athletic department staffers, or teammates, and after consultation with the UCCS Counseling center, the student-athlete in question will be tested for drug use on the basis of reasonable suspicion.

  - **Drug testing procedures**

  The student-athlete will be notified by the Head Athletic Trainer to provide a urine sample at a designated collection point in Colorado Springs. The Athletic Department will pay for the drug test. Depending on the results of the drug test and the circumstances surrounding the situation of the student-athlete, the student-athlete may be subjected to ongoing drug tests for a period of time as determined by the Athletic Director.

- **Penalties**
  
  The student-athlete will be subjected to the Disciplinary Procedures outlined in the Student-Athlete Handbook. If any University policy or any State or National laws have been broken, the student-athlete will be subjected to the disciplinary procedures dictated by those respective organizations.

- **Follow up procedures**
  
  Depending on the criteria imposed on the student-athlete by the Athletic Director, if the student-athlete is found to be in violation of this policy, the student-athlete will be immediately subjected to the criteria outlined in the second offense wording outlined in the Disciplinary Procedure for Unethical Behavior.

- **Return to sport criteria**
  
  When the student-athlete demonstrates compliance with the Athletic Director's imposed criteria, the Athletic Director, will at his discretion make a final decision on the student-athlete's future involvement with athletics at UCCS.
### NCAA Banned-Drug Classes

The NCAA list of banned-drug classes is subject to change by the NCAA Executive Committee. Contact NCAA education services or [http://www.drugfreesport.com/rec](http://www.drugfreesport.com/rec) for the current list. 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.

**NOTE:** Nutritional supplements are not strictly regulated and may contain substances banned by the NCAA.

### Bylaw 31.2.3.1. Banned Drugs

The following is the list of banned-drug classes, with examples of substances under each class:

<table>
<thead>
<tr>
<th>Class</th>
<th>Substances</th>
</tr>
</thead>
<tbody>
<tr>
<td>Methamphetamine</td>
<td>diethylpropion, dimethy lamphetamine, doxapram, ephedrine (ephedra, ma huang), ethamivan, ethylamphetamine, fencamfamine medofeno xate</td>
</tr>
<tr>
<td>Methylenedioxymethamphetamine</td>
<td></td>
</tr>
<tr>
<td>MDM (ecstasy) methylenephidate</td>
<td></td>
</tr>
<tr>
<td>nikethamide</td>
<td></td>
</tr>
<tr>
<td>pemoline</td>
<td></td>
</tr>
<tr>
<td>pentetrazol</td>
<td></td>
</tr>
<tr>
<td>phendimetrazine</td>
<td></td>
</tr>
<tr>
<td>phenmetrazine</td>
<td></td>
</tr>
<tr>
<td>phentermine</td>
<td></td>
</tr>
<tr>
<td>phenylpropanolamine (ppa) effective August 2003</td>
<td></td>
</tr>
<tr>
<td>picrotoxine</td>
<td></td>
</tr>
<tr>
<td>pipradol</td>
<td></td>
</tr>
<tr>
<td>strychnine and related compounds</td>
<td></td>
</tr>
<tr>
<td>Stimulants:</td>
<td></td>
</tr>
<tr>
<td>Amiphenazone</td>
<td></td>
</tr>
<tr>
<td>amphetamine</td>
<td></td>
</tr>
<tr>
<td>bemigride</td>
<td></td>
</tr>
<tr>
<td>benzphetamine</td>
<td></td>
</tr>
<tr>
<td>bromantan</td>
<td></td>
</tr>
<tr>
<td>caffeine (guarana)</td>
<td></td>
</tr>
<tr>
<td>chlorphentermine</td>
<td></td>
</tr>
<tr>
<td>cocaine</td>
<td></td>
</tr>
<tr>
<td>cropropamide</td>
<td></td>
</tr>
<tr>
<td>crothetamide</td>
<td></td>
</tr>
</tbody>
</table>
| clodribol dehydrochloriomethyl- testosterone dehydroepiandrosterone (DHEA) dihydrotestosterone (DHT) dromostanolone fluoxymesterone mesterolone methandienone methenolone (c) Substances Banned for Specific Sports: Rifle: pindolol propranolol timolol and related compounds hydroflumethiazide methyclothiazide metolazone polythiazide quinethazone spironolactone triamterene trichlormethiazide and related compounds alcohol atenolol metoprolol nadolol (d) Diuretics: acetazolamide bendroflumethiazide benzthiazide bumetanide chlorothiazide chlorothalidone ethacrynic acid flumethiazide furosemide hydrochlorothiazide THC (tetrahydrocannabinol)3 (e) Street Drugs: heroin marijuana3 (O Peptide Hormones and Analogues chorionic gonadotrophin (HCG -human chorionic gonadotrophin) corticotrophin (ACTH) growth hormone (HGH, somatotrophin) All the respective releasing factors of the above-mentioned substances also are banned. erythropoietin (EPO) sermorelin (g) Definitions of positive depends on the following: 1 for caffeine—if the concentration in urine exceeds 15 micrograms/ml. 2for testosterone—if the administration of testosterone or the use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition. 3 for marijuana and THC—if the concentration in the urine of THC metabolite exceeds 15 nanograms/ml.
Administrative Pregnancy and Parenting Policy for NCAA

The UCCS athletics department is committed to the personal health and development of all our members, and to the educational mission of our school. We strive to provide an environment that respects all pregnancy and parenting decisions and urges all participants to work cooperatively toward degree completion. This Policy sets forth the protections that should be provided for pregnant and parenting students, including those with pregnancy related conditions. It also prohibits retaliation against any student or employee who complains about issues related to the enforcement of this Pregnancy Policy. We want to protect every student-athlete's physical and psychological health, and their ability to complete their education.

Federal Laws
Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant and parenting students.1 This means that our student-athletes cannot be discriminated against because of their parental or marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.2 In addition, a student’s medical information may be protected by other federal laws.3 Some actions that may be permissible under NCAA rules are impermissible under federal law, and our institution adheres to federal law.

In order to comply with federal law:
• Our athletics department will only require a pregnant or parenting student-athlete’s physician to certify physical and emotional fitness as a condition for participating in athletics when such certification is required of student-athletes who experience other temporary disabilities.
• Our athletics department will allow a pregnant or parenting student-athlete to fully participate on the team, including all team-related activities, unless the student-athlete’s physician or other medical caregiver certifies that participation is not medically safe.
• Our athletics department will allow a pregnant student-athlete to continue to participate in a limited manner on the team, including all team-related activities, unless the student-athlete’s physician or other medical caregiver certifies that partial participation is medically safe.
• Medically necessary absences from team activities due to pregnancy shall be considered excused absences.
• No coach or other athletics department personnel shall suggest to any student-athlete that his or her continued participation on a team will be affected in any way by pregnancy or parental or marital status.
• Our athletics department will not allow a hostile or intimidating environment on the basis of pregnancy or parental status to exist. Acts or statements that are hostile toward pregnancy or parenting, or that shun or shame the student-athlete because she is pregnant or parenting, will not be tolerated. Such conduct prevents an individual from effectively participating in, or denies a person the benefits of, the educational opportunities provided by this institution.
• Our athletics department will not terminate or reduce a student-athlete’s athletics aid because of the student-athlete’s pregnancy, marital or parental status during the term of the award.
• Students may take a medical pregnancy leave, and at the end of that leave they will be reinstated to the same status they had before the leave.
• Our athletics department will renew a pregnant, formerly pregnant, or parenting student-athlete’s award, so long as the student-athlete is in good standing academically, remains engaged with our athletics department and meets NCAA eligibility standards. Returning students may be evaluated in the same manner as any other team member to determine their specific position on the team, such as a starter or as a forward.
• Our athletics department will not permit the use of any written or verbal contract that requires a student-athlete to not get pregnant or become a parent as a condition of receiving an athletics award.
• Our athletics department will provide health benefits for pregnancy, including counseling, physical examinations, medical treatment, surgical expenses, medication, rehabilitation and physical therapy expenses and dental expenses, to the same degree that student-athletes who experience other temporary disabilities are provided these benefits.
• Our pregnant and formerly pregnant students who wish to continue to participate in athletics are entitled to assistance and rehabilitation on the same basis as such assistance is provided to student-athletes with other temporary disabilities.
In order to assist our student-athletes:

- Our athletics department will help the pregnant or parenting student-athlete plan for his or her continued academic progress, in accord with the university’s educational mission.
- Our athletics department will help the student-athlete return to sport after pregnancy and during parenting, if the student-athlete so desires.
- Our athletics department will assist the student-athlete to access the pregnancy and parenting support resources that are available to all college students.
- Our athletics department will publish this Policy in a publicly-available Student-Athlete Handbook, make this Policy available to student-athletes and their families on-line, and provide specific education on this Policy for all student-athletes and their families.
- Our athletics department, in conjunction with the team physician, the Faculty Athletics’ Representative, the Senior Woman Administrator, Team Certified Athletic Trainers and others designated by the university President, will regularly review student-athlete pregnancy and parenting cases as they occur to monitor compliance with this Policy.

Reporting:

- Our athletics department will not require any student-athlete to reveal pregnancy or parenting status. Our department will work to create an environment which encourages the student-athlete to voluntarily reveal her pregnancy and his or her parenting status, in order for our institution to provide optimal support for physical and mental health with professional health care. The coach’s attitude toward pregnancy and parenting can be pivotal in creating such a safe environment.
- No athletics department personnel will publicly release personally identifiable health information about pregnancy without written, timely authorization from the student-athlete.
- When a student-athlete reveals her pregnancy or parenting status to athletics personnel, they should direct the student-athlete to this Policy. They should reiterate the department’s protection of the student-athlete’s team membership status and financial aid. Athletics personnel should refer the student-athlete to the team physician, to the student-athlete’s personal physician, or to a university-designated representative trained in providing information about pregnancy and parenting support options.
- Athletics personnel who suspect that a student-athlete is pregnant may report their concerns to the team physician or to a university-designated representative trained in pregnancy and parenting support options.
- Teammates of pregnant student-athletes may report their concerns to the team physician or to a university-designated representative trained in pregnancy and parenting support options.

Enforcement and Non-Retaliation:

- Any member of the athletics department found to have violated this policy by threatening to withhold or withholding athletics participation or an athletics award, by harassing a student-athlete on the basis of pregnancy or parenting status, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including discharge or expulsion from the university. The athletics department will also take appropriate remedial action to correct the situation.
- Any member of the athletics department who becomes aware of conduct that violates this policy should report the conduct to an appropriate official, such as the Athletics Director, the General Counsel’s office, the Title IX Compliance Officer, the Faculty Athletics’ Representative, or the Equal Opportunity Officer. The athletics department and university will make every effort to prevent public disclosure of the names of all parties involved, except to the extent necessary to carry out an investigation.
- Retaliation is specifically prohibited against anyone who complains about pregnancy or parental status discrimination, even if the person was in error about the lawfulness of the conduct complained about. This athletics department will take steps to prevent any retaliation against the individual who made the complaint.
The following statement is taken directly from the NCAA’s stance on Diversity and Inclusion:

The traditional definition of diversity focuses on groups of people who have historically been denied access to opportunity on the basis of race, creed, color, national origin, age, sex, disability, sexual orientation and gender. Diversity also encompasses external dimensions like religion, marital status, education, income, geographic location and work experience.

As Diversity and Inclusion aids in guiding the NCAA in creating a culture that sincerely supports and appreciates all voices and perspectives, it is vital that everyone has a shared understanding of the terms diversity and inclusion. The foremost goal of institutions of higher education is to provide the best possible learning environment for students. Likewise, the purpose of the NCAA is to integrate intercollegiate athletics into higher education so that the student athletes’ educational experience is paramount. The connection between diversity and inclusion and enhanced learning is clear. Students educated in diverse settings are more motivated and better able to deal with conflicts, as well as appreciate both similarities and differences among their peers.

If an athlete feels discriminated against in regards to sexual orientation, he or she should first address the issue with the head coach and coaching staff. If the issue is not resolved, he or she should then approach the Senior Woman Administrator with any concerns. If the issue continues, the student athlete will then meet with the Athletic Director and Senior Woman Administrator to discuss further action.