



Student-Athlete Handbook

**Produced by the University of Arizona
Department of Intercollegiate Athletics**

(Revised February 2017)

Note that this Handbook may not contain all policies governing University of Arizona Students. Students should also visit the Dean of Students Website at <http://deanofstudents.arizona.edu/policiesandcodes> for a complete listing of policies, procedures and codes governing all UA students.

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Letter from the President Ann Weaver Hart

June 20, 2013



Dear Student-Athlete,

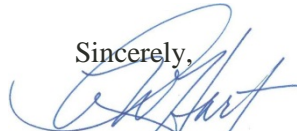
Maintaining a rich heritage of academic and athletic tradition is a concept we embrace at the University of Arizona. We are among the nation's elite in educational strength and across-the-board athletic success. Our recent rise in NCAA Academic Progress Rates confirms our dedication. In fact, our football team's APR is the highest in the PAC-12.

As a member of the Association of American Universities, our University earns national praise as a solid contributor in both leading-edge research and undergraduate education. Only 61 universities and colleges are members of this prestigious association.

Arizona Wildcat student-athletes excel academically and have had tremendous successes on the field, court, diamond, track and in the pool. As a result, the UA is one of the top collegiate sports programs in the country. For example: We count among our Wildcat student-athlete Alumni 92 Academic All-Americans; more than 66 scholar athletes graduated at the 2013 Spring Commencement; 207 of our student-athletes had a GPA of 3.0 or higher; and 30 had a perfect GPA of 4.0. Last summer at the London Olympics, UA student-athletes demonstrated their excellence to the world when they earned eight medals (five gold and three silver).

Our Athletics Department has many outstanding programs to help you succeed both academically and athletically in your respective sports. The members of our faculty and staff are proud of the athletic accomplishments of all of our student-athletes. I am happy to have you with us as a Wildcat for Life, and I encourage you to work hard in class, in the laboratory, and in the field. Always remember that you are representing the University of Arizona, both on and off campus, and I wish you the best of luck in your studies and during your upcoming season.

Sincerely,

Ann Weaver Hart
President

Letter from the Vice President/Director of Athletics Greg Byrne

Dear Student-Athlete:

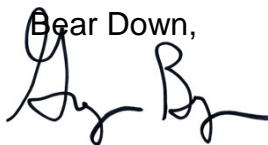
I wish to extend a warm welcome to all new and returning student-athletes. It is our desire that you have the best possible experience possible while here at the University of Arizona. Our goal is to support our student-athletes academically and athletically while preparing you to be successful in the world outside of athletic competition.

Our department embraces four goals and principles that you will hear me talk about from time to time, most of which directly impact you:

1. Graduate our student-athletes
2. Follow the Rules
3. Represent the department and University in a **first-class manner**
4. Practice sound fiscal management and maximize revenue opportunities
5. Compete for Championships

The Intercollegiate Athletics Department is also here to support your success as a member of the University of Arizona community. To that end, this handbook has been developed to ensure that you know how to locate the wide variety of resources available to you and that you are aware of and have easy access to the policies and regulations that pertain to you as a student and athlete.

I hope you will have a rewarding and successful academic and athletic year. I look forward to meeting you and working with you during your time at the University of Arizona.

Bear Down,


Greg Byrne
Vice President for Athletics & Director of Athletics



Letter from the Sr. Associate Director of Athletics/SWA Erika Barnes

Dear Student-Athlete:

You have just made one of the most important decisions of your life; the decision to become a student-athlete at the University of Arizona. During the next four to five years you will gain the knowledge and skills necessary to enter a chosen profession. The experiences you are about to encounter are certain to be enlightening and informative. It is with great pleasure that I extend a warm welcome and hearty congratulations in advance for the success I am certain you will achieve.



To allow you to reach your full potential in athletics, the department provides you with outstanding facilities, knowledgeable coaches, well-trained support staff, competitive schedules, and scholarships. As a Wildcat student-athlete, you will have access to a very unique program called C.A.T.S., which stands for *Commitment to an Athlete's Total Success*. In fact, it is perhaps the most comprehensive life skills program in the country.

The C.A.T.S. Program will provide you with a philosophical framework where staff members will assist you personally, physically, and emotionally during your time at Arizona. The program will provide you with the opportunities you need to become the best person you can be in terms of self-responsibility, leadership and citizenship.

We have detailed in this handbook what the C.A.T.S. Program and our other units have to offer you. As you browse through these pages, keep in mind that we feel the following ideas and thoughts will help you as you proceed through your college career:

Ask: Do not be afraid to ask for assistance. That is why we are here—to make sure that your experience is valuable and worthwhile. Also, let us know how we are doing—we need your input in order to improve our programs.

Willingness: Be willing to participate. Everything we offer and everything we do is for your benefit. A part of being willing is taking responsibility for yourself and your own personal success.

Advantage: During the time you are here, make sure you take full advantage of what the C.A.T.S. Program and the other units have to offer. Then, when you graduate from the University of Arizona, you will be the one with the “advantage.”

Giving-Back: Keep in mind that all of the opportunities you are enjoying here are because someone else took the time to contribute by volunteering their time and/or by donating gifts or money for scholarships, facility/capital improvements, travel, and operations. We hope that you too can make a difference both while you are here - through campus and community involvement - and long after you have graduated by becoming an active alumnus.

Also keep in mind that the C.A.T.S. Program is more than just a series of events ... rather, it is a way of life. Our number one goal is to ensure that when you leave the UA with a degree in your hand, you also will have the tools and skills necessary to lead a productive and happy life.

Bear Down!

Erika Barnes
Sr. Associate Director of Athletics/SWA

UA Mission Statement and Vision

Mission

To discover, educate, serve, and inspire.

The University

The University of Arizona, with campuses in Tucson, Phoenix (Health Sciences) and Sierra Vista, offers programs in every county in Arizona, and a nationally recognized Science and Technology Park, offers more than 300 degree programs through its 14 colleges. It is a member of the Association of American Universities (AAU), a prestigious organization whose members are recognized for their exceptionally strong research and academic programs. The University of Arizona is the State's land grant university, with explicit statewide responsibilities for agriculture and medicine and a strong tradition of service to its many communities. It is one of only 16 universities in the United States to have colleges of medicine, nursing, pharmacy, and public health and one of the 12 universities nationwide with both a college of medicine and a college of agriculture. Organized outreach, characterized by being engaged with the community and linked with scholarship, is the defining feature of our land grant status. Cooperative Extension offices in every county and the six tribal headquarters link University research to local needs and each college has forged vital community partnerships to share and apply new knowledge. The depth and breadth of the University's academic and research programs create unique opportunities for discovery, outreach, creative expression, economic impact, and cross-disciplinary collaboration.

The University's main campus is located 70 miles from Mexico in the heart of the bountiful Sonoran Desert, one of America's oldest continuously populated regions. Tucson's Hispanic and Native American heritage makes the city an attractive destination and contributes to the University of Arizona's ability to thrive in an increasingly diverse and interconnected world. The University's South Campus in Sierra Vista has received federal designation as a Hispanic Serving Institution.

Since its establishment in 1885, the University of Arizona has provided an exceptional environment for learning and discovery. Today, as an academic community connected to its many communities and cognizant of the power of partnerships, the University is committed to discovering and using new knowledge to transform the state, the nation, and the world.

Geographically, the University includes the Tucson campus, which is comprised of seven academic colleges, four professional colleges, and four colleges comprising the Arizona Health Sciences Center (which also includes University Medical Center and University Physicians). It also reaches people throughout the state by encompassing the Science and Technology Park; the Cooperative Extension Service with locations throughout Arizona; the Phoenix campus; and UA South, a branch campus in Sierra Vista.

Compared to other top research universities, the University of Arizona is unusually accessible to students of modest means and wide-ranging backgrounds. This is a place where every student is given the opportunity to reach high goals, and many students and faculty reach the very highest levels of excellence.

The University of Arizona:

An exceptional learning environment

A place of possibility

A destination for the world's best thinkers

OUR UNIVERSITY'S COMMITMENTS:

- **Extend the frontiers of knowledge, discovery, and creativity.**
- **Serve as a model for linking scholarship and creative expression to our land-grant mandate to serve our communities.**
- **Prepare and inspire students for their future roles in the world as thinkers, learners, leaders and responsible citizens.**

(1)



Arizona Board of Regents

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University Of Arizona Administration

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Athletics Mission Statement

Arizona Athletics Mission Statement

The University of Arizona Intercollegiate Athletics (ICA) considers athletics to be an integral part of the University community and thus follows and honors the University of Arizona's overall institutional mission. As such, Intercollegiate Athletics must strive for excellence just as academic units strive for greatness in teaching, research, and services. This commitment to excellence in athletics implies that ICA will provide exemplary leadership and appropriate facilities and support services to allow its student-athletes to compete at the highest level of intercollegiate competition and to reach their educational and academic progress objectives.

The University of Arizona Department of Intercollegiate Athletics believes the student athlete to be a representative of the general student body, with like academic qualifications and the same probability of success. The individual rights, welfare and academic goals of the student athlete should not be compromised by the University's desire to conduct successful athletic programs. Participation in the Intercollegiate Athletics program, while augmenting the student's formal education, should lead to the development of a well-rounded, more enlightened individual.

The Department of Intercollegiate Athletics serves as a window of the University of Arizona to the Tucson and campus communities, and recognizes its obligation to serve as a concerned and committed partner in community life. Integrity is indispensable to an intercollegiate athletics program, for without it sport loses its true meaning. The University of Arizona Department of Intercollegiate Athletics believes that administrators, coaches, and student athletes, in concert with all members of the University community, must share a total commitment to abiding by the rules and regulations of the NCAA, the Pac-12 Conference, and the institution, in their endeavor to be successful.

The University of Arizona Department of Intercollegiate Athletics embraces the National Collegiate Athletic Association's "Principles of Sportsmanship and Ethical Conduct" and believes that student-athletes, coaches and staff should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility.

The University of Arizona Department of Intercollegiate Athletics is also committed to nondiscrimination, equal opportunity, and affirmative action. The University provides equal opportunity to education, employment, and participation in University-sponsored activities without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity.

Goals and Principles

I. Graduate Student-Athletes

Our first priority is to give student-athletes a quality education and the foundation for life after college. We must do all we can, within the rules, as an athletics department to give the young men and women representing our university every resource possible to allow them success in the classroom, leading to a degree from the University of Arizona.

II. Follow the Rules

ICA will know and operate within the codes of conduct established by the NCAA, the Pac-12 Conference, The University of Arizona, and its internal principles. Paramount therein is to report infractions immediately to the appropriate officers. There is nothing more damaging to an intercollegiate athletics department than for it to face NCAA compliance issues. It can embarrass the university, ruin it

competitively, hurt the student-athletes, create financial burdens and alienate the program from its alumni and fan base. Rules compliance must be adhered to at all times.

III. Represent the University and Athletics Department in a First-Class Manner

Too often intercollegiate athletics receives publicity for the wrong reasons. We want Arizona Athletics highlighted for the right reason. We also will represent ourselves externally with the community and alumni, and internally with the university, with integrity and honor. ICA embraces the NCAA's "Principles of Sportsmanship and Ethical Conduct" and believes that student-athletes, coaches, and staff should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility.

IV. Practice Sound Fiscal Management and Maximize Revenue Opportunities

The coaches and administration will have a budgeting system that is understood and followed so that the highest level of fiscal integrity can be maintained. It is important for the athletics program to strive to be self-sufficient and to also maximize revenue opportunities to insure growth within the Pac-12 Conference.

V. Compete for Championships

It is the goal of every coach and student-athlete to compete for Pac-12 and NCAA championships. As administrators, our work is to provide the support and resources needed to accomplish this goal. By working together with our time, energy and resources, we want and expect to compete for championships at the University of Arizona.

The University of Arizona Department of Intercollegiate Athletics is also committed to nondiscrimination, equal opportunity, and affirmative action. The University provides equal opportunity to education, employment, and participation in University-sponsored activities without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity.

ICA Minority Statement

The following statement has been adopted as minority opportunity policy within the Intercollegiate Athletics Department:

All students interested in participating in intercollegiate athletics at the University of Arizona, regardless of their ethnicity, should share the same expectations regarding opportunities for doing so.

ICA Gender Equity Statement

The following statement has been adopted as the gender equity policy within the Intercollegiate Athletics Department:

All students interested in participating in intercollegiate athletics at the University of Arizona, regardless of their gender, should share the same expectations regarding opportunities for doing so.

ICA Senior Administration

Greg Byrne, *Vice President for Athletics/Director of Athletics*

Erika Barnes, *Senior Associate Director of Athletics/Senior Women's Administrator*

Ross Cobb, *Senior Associate Director of Athletics, Business Affairs*

James Francis, *Senior Associate Director of Athletics, External Operations*

Mike Ketcham, *Senior Associate Director of Athletics, Men's Basketball & Football*

Suzu Mason, *Senior Associate Director of Athletics, Events Operations*

Scott Shake, *Senior Associate Director of Athletics, Development*

ICA Associate Administrators

Chris Allen, *Associate Director of Athletics, Strength & Conditioning*

Becky Bell, *Associate Director of Athletics for Life Skills*

Phoebe Chalk Wadsworth, *Associate Director of Athletics, Annual Giving & Major Gifts*

Ben Chulick, *Assistant Director of Athletics, Marketing*

Randy Cohen, *Associate Director of Athletics, Medical Services*

Matt Ensor, *Associate Director of Athletics, Communication Services*

Matt George, *Assistant Director of Athletics, Information Technology*

Judi Kessler, *Associate Director of Athletics, Major Gifts*

Justin Kokoskie, *Associate Director of Athletics, Medical Services*

Steve Kozachik, *Associate Director of Athletics, Facilities & Capital Projects*

Beth Megerle, *Associate Director of Athletics, Ticket Sales & Donor Technology*

John Mosbach, *Associate Director of Athletics, Academics*

Wendell Neal, *Associate Director of Athletics, Equipment Operations*

Oscar Portillo, *Associate Director of Athletics, Finance*

Chris Rounds, *Associate Director of Athletics, Performance Enhancement*

Kevin Sergent, *Associate Director of Athletics, Compliance*

Jeremy Sharpe, *Associate Director of Athletics, Communication Services*

Tom Theodorakis, *Associate Director of Athletics, Development*

Tucson and the University of Arizona

Tucson

The dynamism of the American Southwest finds an expressive illustration in Tucson, Arizona.

A population of more than half a million people is spread along a valley floor of some 20 miles from mountain ranges on the east and west, tucked

against the backdrop of the 9,000-foot Santa Catalina range to the north. Some 65 miles to the south yet visible every day is the Santa Rita range, which separates Arizona from Mexico.



It is a 40-minute drive from desert floor to Ponderosa-topped peaks on Mount Lemmon. In the dead of winter, daytime temperatures “hover” around 50 degrees—one can golf in the morning and ski in the afternoon. In spring and summer months, the Gulf of California or Pacific Ocean beaches are a half-day’s drive away. Being in Tucson means monumental state geographical attractions such as the Grand Canyon, Painted Desert and Lakes Mead or Powell are as easy a drive as the seven-hour trip to Los Angeles.

One focal point of the Tucson area is the University of Arizona, and the city has adopted its institution with fervor. Once a single building on the edge of town, the UA now is a bustling campus and centerpiece of the city’s cultural and educational programs.

Two hours to the north is the state capital, Phoenix, home of NFL, NBA, WNBA, NHL and MLB franchises. Yet in Tucson, the University of Arizona Athletics programs remain the Tucson fan’s primary teams to support.

The quality of life, climate and outdoor opportunities have long made Tucson a city of choice as both a home and resort. Tucson’s city life offers wide-ranging diversions for college students taking a break from classes. The city retains much of its southwestern lifestyle and heritage.

The University of Arizona

A large public university can offer today's and tomorrow's students individually tailored educational programs to meet their scholastic demands. Such a place is the University of Arizona, a quality institution in the desert southwest, which for more than a century has strived to provide quality programs for everyone and unique programs for unique individuals.



The University of Arizona, at first a tiny outpost in the desert but now a major national educational institution in a busy city of more than a half-million people, was founded in 1885 with a \$25,000 appropriation from the Arizona Territorial Legislature and a 40-acre tract of land donated by two gamblers and a saloon keeper. The school opened in one building, Old Main, with five students.

Annual enrollment is approximately 35,000. Old Main is surrounded by 352 acres of campus. In the past few years, more than 10 new building projects have increased space for teaching and research in business, biology and chemistry, agriculture, life sciences, engineering, and fine arts, among others.

In the last decade the UA produced one third of all its alumni during 121 years of existence, yet the quality and repertoire of student services has improved markedly and the University has continued to focus on the delicate balance between change and stability, never more crucial than the decade that has now brought us into a new millennium.

Local and national educational communities have taken notice of the University's enhanced stature. The National Science Foundation ranks the UA 15th among the top public universities in the nation and 22nd among all U.S. universities for research and development. The UA is a member of the prestigious Association of American Universities—a "who's who" of top public and private U.S. institutions.

Among notable research programs are the UA's involvement in the making of the telescope mirror, optical sciences, planetary studies and Arizona Health Science's cancer and heart transplantation research.

The UA excels in many fields of study for the undergraduate and graduate. Several recent rankings by national scholarly and professional organizations single out the Departments of Management Information Systems, Hydrogeology, Social Psychology, and Tectonics, as being among the top 5 in the nation. The Biomedical, Life and Agricultural Sciences have enormous vitality at the UA and are regarded highly by the world community. The UA's public service role has expanded over the years through its Office of Community and Public Service, UA Presents, the Udall Center for the Study of Public Policy, the Sierra Vista Off-Campus Center, the UA Cooperative Extension Service, the lifesaving work of the Arizona Poison Control and Drug Information Center, and the Maricopa Agricultural Center.

The University's geological, historical, Arizona Athletics, and art museums remain top attractions for visitors as well as the Flandrau Planetarium and the Center for Creative

Photography, which maintains one of the world's finest collections of photographic work by such masters as Ansel Adams and Richard Avedon.

Through continued support from the Arizona Legislature, business and industry, alumni and friends, the UA will continue its commitment to greatness in the years ahead.

Heritage and Traditions

“Bear Down” Slogan

The University of Arizona's most memorable athletic tradition is the slogan “Bear Down,” given to the Wildcat teams by John “Button” Salmon, student body president and varsity athlete, shortly before he died in 1926 following an automobile accident. Button Salmon's last message to his teammates, spoken to J.F. “Pop” McKale, coach and athletics director, was, “Tell them...tell the team to bear down.” Students painted the slogan on the roof of the University Gymnasium shortly after Salmon's death and it has since been known as Bear Down Gym. Former UA Marching Band director Jack Lee wrote the UA's fight song, “Bear Down, Arizona” in the late 1950's on a plane trip after interviewing in Tucson for the UA job. He got the job and the song is a part of every major UA sport event. A memorial to Salmon was erected in 1986 and is the centerpiece of Bear Down Plaza outside the southwest corner of McKale Memorial Center.

Bear Down, Arizona

By Jack Lee

Bear Down, Arizona
Bear Down, Red and Blue
Bear Down, Arizona
Hit 'em hard, let 'em know who's who;
Bear Down, Arizona
Bear Down, Red and Blue
Go, go,
Cats go;
Arizona, Bear Down

All Hail, Arizona (Alma Mater)

By Ted Monro

All hail, Arizona! Thy colors Red and Blue
Stand as a symbol - of our love for you.
All hail, Arizona! To thee we'll be true
We'll watch o'er and keep you, All hail!
All hail!

School Colors – Navy and Cardinal

Until the University fielded its first football team in 1899, the school colors were sage green and silver. However, the student manager at the time, Quintus J. Anderson, was able to strike a particularly good deal with a local merchant for game sweaters of solid blue with red trim. He then wrote a request that the colors be adopted. His suggestion was approved, and it's been Cardinal Red and Navy Blue ever since for Arizona uniforms.



“A” Mountain

Situated on Sentinel Peak (elev. 2,885 ft.) west of the city, the 160-foot high by 70-foot wide rock and mortar block “A” was constructed by UA students between November 13, 1915 and March 4, 1916, in commemoration of Arizona’s 7-3 upset football victory at Pomona in October 1915.

Freshmen students whitewash the “A” in weekend ceremonies each fall. Occasionally, students from opposing schools try to repaint it in their colors before big games.

‘They Fought Like Wildcats’

In 1914, a student correspondent for the *Los Angeles Times*, covering the Arizona-Occidental football game at Occidental, penned: “The Arizona men showed the fight of wildcats” After reading the dispatch of the game back in Tucson, the student body quickly supported a move to call all Arizona athletics teams the “Wildcats” instead of the “Varsity.” The writer, the late Bill Henry, who later became a renowned *Times* columnist and war correspondent, was honored as the “Father of the Arizona Wildcats” at the 50th Homecoming in 1964.



Creating Spirit and Excitement: Arizona Cheerleading and Mascot Program Overview

The University of Arizona Cheerleading and Mascot Program is a key component of the University's spirit organizations. The mission of the program is to promote crowd interaction and spirit through cheering, tumbling skills, stunt, dance and interactive crowd participation; and to represent the student body and alumni at various University functions and local public appearances. Last year, the cheerleaders and mascots attended more than 100 non-university related public appearances.

Through dedication and hard work, the University of Arizona cheerleaders and mascots have become an integral part of the strong tradition of excellence exhibited by Arizona Athletics.

Cheerleading

The cheerleading program is comprised of one squad. The squad's primary function is to support Arizona Football, Men's Basketball, Women's Volleyball and Women's Basketball. Additionally, the squad works closely with other sports including, but not limited to, gymnastics, baseball, softball, and swimming and diving.

Mascots

The Arizona Mascot Program consists of two mascots, Wilbur and Wilma The Wildcat. Although both mascots attend many sporting events, Wilbur attends all Arizona Football games (home and away) and men's basketball games. Wilma The Wildcat's primary function is to support volleyball and women's basketball.



Twirlers

The University of Arizona Twirling Team is an auxiliary of the "Pride of Arizona" Marching Band. The team performs at all home conference games and post-season bowl games. In addition, there is solo work at men's and women's basketball games. The Twirling Team also performs at various local, national, and international appearances.

(2)

The University of Arizona “Pride of Arizona” Marching Band



(3)

The Marching Band “Pride of Arizona” is a course offered, by audition, through the University’s acclaimed School of Music. It is not limited to music majors and any member of the student body may try out. But the hours of work are long---it’s six hours of ‘classroom’ time on the workout field per week, plus additional time the musicians put in on their own and time at each home football, men’s and women’s basketball and volleyball games. All for one unit of credit---the course is taken largely for the pride and pleasure of playing before tens of thousands of people.

The UA marching band has performed in a wide variety of venues other than games over the years, including the Inauguration of President Jimmy Carter, the first Super Bowl in 1968, the East-West Shrine Game, and other national festivals and celebrations. Band members also participate in a variety of community activities, whether supporting teams in public visits or joining groups of student-athletes in visits to area schools or special events.

Pom Line

The University of Arizona Pom Line is an auxiliary of the "Pride of Arizona" Marching Band. The primary goal of the organization is to perform dance routines and create an entertaining atmosphere at football and men’s basketball games.

Color Guard

The colorguard is an auxiliary unit of the Pride of Arizona marching band. Winterguard is open to all members of the Pride, including all auxiliary units.

NACDA Learfield Sports Directors’ Cup

The University’s Athletics program encompasses 20 intercollegiate sports and across-the-board is one of the country’s strongest. In fact, The University of Arizona has consistently been ranked in the top of the National Association of Collegiate Directors of Athletics (NACDA) Learfield Sports Directors’ Cup (formerly the Sears Directors’ Cup) standings since its inception in 1993. The Cup is presented annually by the nation’s athletics directors to the top overall athletics department nationally.



Wildcat student-athletes practice and compete with team members and contemporaries in other sports—all among the nation’s elite. A close-knit athletics department makes for valuable fellowship and lasting friendships among Arizona Wildcat student-athletes, coaches and staff members. It’s a plus not always found at other institutions. Arizona players know their counterparts in other sports, and thereby share in the triumphs and pitfalls of tough intercollegiate competition.

The C.A.T.S. Program: Commitment to an Athlete's Total Success

Introduction to the C.A.T.S. Program

The University of Arizona Department of Intercollegiate Athletics (ICA) is committed to the academic, physical and personal development of each and every Wildcat student-athlete. To assist in that endeavor, ICA has developed a philosophical approach called C.A.T.S. (Commitment to an Athlete's Total Success). C.A.T.S. provides a philosophical framework for staff to use in the task of assisting in the personal, physical, and emotional growth and in the educational development of the student-athlete.

The concept of the C.A.T.S. Program is to provide an avenue for you to realize your full potential during your collegiate experience, as we want you to set and achieve your goals throughout your time as a Wildcat. With that in mind, the C.A.T.S. Program adheres to three principles. The first principle is the intention of promoting a healthy, positive and balanced lifestyle in each and every one of you. The second principle is the concept of being proactive rather than reactive, which means we strive for prevention of every type of crisis, rather than intervention. The third principle of the C.A.T.S. program is based on integrating student-athletes into the general student body population whenever possible.

During the 1997-98 year the C.A.T.S. Program was honored as one of the premier CHAMPS Life Skills programs in the country by the Division IA Athletics Director's Association. Creative, innovative and effective programming has also allowed Arizona to be used as a model for other programs. The C.A.T.S. Program and the University of Arizona is very proud to have received this very prestigious recognition.

Mission of the C.A.T.S. Program

The mission of the Commitment to an Athlete's Total Success (C.A.T.S.) is to provide a personal development program designed to assist each of you based on your individual needs, and to assist you in developing the personal and life skills needed over time to lead a healthy and positive lifestyle. The focus is to bring life-long and lasting growth in the individual, to assist you in your development academically, athletically and personally and to provide you with the skills you may need over time and through varying life situations. The programs are available and accessible to all student-athletes.

Role of ICA Coaches and Staff in the C.A.T.S. Program

In order for ICA to achieve the C.A.T.S. mission, each and every staff member must accept and assert his or her role as an educator and be sensitive to student-athletes' needs. Typically, an ICA coach and staff member's role in athletics has been one of enhancing athletic performance and intervening when problems arise. The C.A.T.S. philosophy expands that role to include facilitating the development of the student- athlete as a whole person from a proactive rather than a reactive perspective.

C.A.T.S. Principles and Framework - Development of Programs

All ICA units and programs are encouraged to respond to student-athletes needs by developing programs and services that fit within the C.A.T.S. mission. Each support service or program developed shall incorporate the following principles:

1. Promote healthy, positive lifestyles.

2. Be proactive, rather than reactive, prevention rather than crisis intervention.
3. Integrate student-athletes whenever possible into the general student body population.
4. Move away from control, and toward growth and self-responsibility.

The framework to be used in the development of all C.A.T.S. Programs was derived from the Housing Paradigm (Jakobsen and Krager, 1985) adopted by The University of Arizona's Office of the Dean of Students and stated in the Mission of Student Development. The mission asserts that development can be promoted deliberately, "as student-athletes are exposed to a wide variety of academic and intellectual interests; social, ethical and physical challenges; and diverse attitudes, values and cultures. A planned student-athlete life experience can influence how a student-athlete views the environment, communicates with others, responds to the many opportunities that are available in a University and can affect satisfaction and retention in the learning community."

The Paradigm is a synthesis of Perry, Gilligan, Piaget, Erikson, Chickering, Kohlberg and other developmental theorists. The framework consists of four categories of learning. Each category is broken down into a hierarchy of desired behavioral outcomes that student-athletes may be expected to exhibit as they mature and develop. These measuring sticks of development can be used by assessing where an individual is on the hierarchy and then planning interventions based on the next incremental step.

The four categories in development are:

1. Developing a Sense of Belonging (an adaptation of Jakobsen Krager, "sensing belongingness") -feeling of acceptance, comfort in the UA environment, effective social interaction.
2. Acquiring Knowledge/Skills informed decision making, cognitive growth and applied problem solving.
3. Choosing Informed Attitudes - ethical behavior, appreciation of diversity.
4. Assuming Self Responsibility - application of 1, 2, and 3, acting on informed beliefs, respecting individual rights.

Outcome descriptions and the incremental steps are described in greater detail in the Arizona's Mission of Student-Development. Before developing any service, the unique needs of student-athletes and the diversity that characterizes this population must be taken into account.

C.A.T.S. Program Student-Athlete Support Services

In response to the department's adopted C.A.T.S. philosophical mission, the student-athlete support services units have collectively assembled together to provide a comprehensive systematic approach to the academic, physical and personal development of the student-athlete.

C.A.T.S. Student-Athlete Services are comprised of four areas:

- C.A.T.S. Academics
- C.A.T.S. Life Skills
- C.A.T.S. Strength and Conditioning

- C.A.T.S. Medical Services

Each unit provides services within the C.A.T.S. philosophical framework to enhance and encourage the personal growth and development of the student-athlete. The Directors from each area form the C.A.T.S. Directors Committee, which meets regularly to review the collective needs of student-athletes.

Student-Athletes' Unique Needs

ICA staff must realize and recognize the special demands and/or pressures that student-athletes face in order to assist in their development. These may include but are not limited to: limited free time, competitive pressures, visibility, fear of injury, pressures to take performance enhancing drugs, social pressures, travel schedules, the need to follow orders to achieve athletic excellence, and stress created by the pressures to succeed academically and athletically. These demands, particularly the time demands, lead to a lack of experimentation and exploratory behavior at a time when both are critical to the personal, social, moral, and intellectual development of the individual.

Differences and needs of individual student-athlete subgroups also exist and must be recognized. Sub-groups may include: male/female, American/International, academic preparedness, scholarship/non-scholarship, and differences based on racial, ethnic and socioeconomic background.

Benefits

Desired outcomes of the C.A.T.S. mission include benefits to the student-athlete and the Athletics Department as a whole. Through the C.A.T.S. Program student-athletes may realize higher academic achievement, increased likelihood of retention, graduation and entering a chosen profession; a higher level of maturity, a well roundness, self-responsibility and accountability and a greater overall success.

Sportsmanship

The University of Arizona is a leader in the area of sportsmanship, ethics and character building. Educational programming is offered to student-athletes, coaches and administrators. In affiliation with the NCAA, Arizona nominates student-athletes for the annual NCAA, and sports-specific sportsmanship awards. Through our Smith Project Speaker's Bureau, student-athletes talk about the importance of sportsmanship, ethics, and fair play to children in the Tucson community.

The UA firmly believes in the following as a guideline for all student-athletes:

- Support the institution's belief that the highest potential of sports is achieved when competition reflects good character and sportsmanship as embodied in six core ethical values: trustworthiness, respect, responsibility, fairness, caring and good citizenship.
- Be mindful of the fact that participation in athletic programs is a privilege and that you are an ambassador of the institution with the duty to conduct yourself, on and off the field, as a positive role model who exemplifies good character.

- Consistently demonstrate scrupulous integrity and observe and enforce the spirit and the letter of rules.
- Treat the traditions of the sport and other participants with respect and refrain from all forms of disrespectful conduct, including verbal abuse of opponents and officials, profane or belligerent “trash-talking”, taunting and unseemly celebrations.
- Safeguard your health and the integrity of the sport by complying with all institutional rules, regulations, and laws related to gambling and the use of drugs, alcohol, and tobacco.
- Consider yourself a student first, and an athlete second, and commit to diligently pursuing your education and to earning a degree.



RESPECT.
It's the name of the game.

BEAR DOWN with **PRIDE.**

We have many traditions, but bad sportsmanship isn't one of them.

One of the primary goals of the University of Arizona Athletics Department is to promote first class conduct at each of our athletics events. It is important that coaches, players, staff, spirit groups, students and fans represent the University in a positive manner at all times.

The following Bear Down with Pride sportsmanship guidelines were created to promote and maintain a safe, comfortable, and family-friendly experience at each Arizona Athletics venue:

- Expect and encourage good displays of sportsmanship from fellow fans.
- Respect all staff, fans, officials, student-athletes and opposing teams.
- Cheer, show your UA pride, and be loud in a respectful manner.
- Antagonizing or taunting others is not the same as cheering.
- Refrain from unruly actions or behaviors.
- Drink responsibly when choosing to consume alcoholic beverages prior to an athletic event.

- Respect all facility regulations and comply with public address announcements.

Fans must adhere to the Bear Down with Pride sportsmanship guidelines or they will be subject to removal without refund, and ticket renewal privileges may be revoked. Threatening, intimidating or disruptive behavior will not be tolerated. Intervention with impaired, intoxicated or underage guests will be handled in a prompt and safe manner. Those appearing intoxicated will be denied entry or will be subject to ejection.

Bear Down With Pride!

Represent your team and university in a first-class manner.

I. C.A.T.S. Academics

C.A.T.S. Academics Overview

C.A.T.S. Academic Services provides the student-athlete with the tools and skills necessary to achieve academic success through utilization of diverse academic programming, including academic counseling, tutoring, course selection and development of individualized study plans. The philosophy of C.A.T.S. Academics evolves from the belief in the student-athlete's own maturity and judgment as they relate to academic preparation.

Since 2007, the reporting lines for the C.A.T.S. Academics profession staff have changed to the Division of Student Affairs, under the direction of the Vice President of Student Affairs and the Executive Director for Student Learning Services.

C.A.T.S. Academics Mission

C.A.T.S. Academics strives for excellence in regard to the academic, athletic, and personal performance of its student-athletes. The staff commits itself to exemplary leadership and necessary services to support, manage, and lead its student-athletes.

Student-athletes face unique commitments and pressures. These very differences provide opportunities upon which the office may build a strong academic, athletic, and personal foundation for its student-athletes within and beyond the University.

C.A.T.S. Academics recognizes its obligation to represent and serve both the institution and the student. The office pledges itself also to serve as a committed partner in the community. C.A.T.S. Academics seeks to excel within the parameters of governance provided by the institution, the Pac-12 Conference, and the NCAA. The office recommitments itself daily to the integrity that glues together its mission of total excellence.

C.A.T.S. Academics Goals

Character, intellect, and athletic ability are the combined qualities that make a student-athlete a candidate for athletic participation. Once those qualities have been demonstrated, the Department of Intercollegiate Athletics is committed to a program that will develop the leadership potential of all student-athletes as they pursue their education, develop their athletic skills and prepare for rewarding careers.

C.A.T.S. Academics is designed to enhance the experience of the student-athlete in the University setting. The primary goals are to support the efforts of every student-athlete who attend the UA to earn a degree, to provide assistance for the student-athlete in the development of values and leadership qualities, leadership, and to enhance the interpersonal relationships and communication skills of the student-athlete. Additionally, C.A.T.S. Academics is committed to preserving academic integrity of the UA by insuring compliance with all rules of the University and NCAA.

C.A.T.S. Academics Staff

Administration

John Mosbach, Associate Athletic Director, Director of C.A.T.S. Academics.....626-5821
Rosanna Calderon, Administrative Associate 621-0911
Andrew Deighan, Technology Coordinator 621-0911

Counseling Staff

Jennifer Mewes, Assistant Director.....	621-6713
Men’s and Women’s Golf, Baseball	
Samantha Amato, Academic Counselor, Tutor Coordinator	621-7415
Men’s and Women’s Swim/Dive, Men’s Basketball	
Janelle Briggs, Academic Counselor.....	621-0911
Men’s & Women’s Track & Field & CC, Gymnastics	
Brittney Crawford, Academic Counselor	621-7071
Football – Defense, Volleyball, Sand Volleyball	
Sarah Howard.....	621-2576
Soccer, Softball, Women’s Basketball	
Andy Salgado, Academic Counselor	621-0129
Football – Offense, Men’s and Women’s Tennis	

Student Learning Services (SLS)

Marisol Quiroz, Associate Director.....	621-2734
Kelly Amsler, Learning Specialist	621-9343
Aaron Davis, Learning Specialist.....	621-1297
Anna Thompson, Learning Specialist.....	626-6752
Kasie Soria-Lewis, Office Specialist (Math).....	621-0247

Academic Advising

The academic advisor designated by each College has primary advising responsibilities for student-athletes who are currently enrolled in that College’s curriculum. C.A.T.S. Academic Counselors provide supplemental counseling to all student-athletes regarding course selection for degree requirements and NCAA requirements for continued eligibility. The Academic Counselors are responsible for monitoring the student-athlete’s progress towards a degree and preserving academic integrity in the advising process.

Each student-athlete is expected to meet initially with a college advisor to review an academic plan based on the student-athlete’s academic background, career objectives and areas of interest. Students with declared majors are directed to the appropriate campus office. Once this meeting has concluded, the student-athlete may register for classes. C.A.T.S. Academic Counselors work cooperatively with major academic advisors to ensure progress towards a degree as well as compliance with all eligibility requirements.

Summary of C.A.T.S. Academic Counselor’s Duties

Each C.A.T.S. Academic Counselor shall:

1. Set up weekly meetings with all freshmen, new transfer students and students who are at risk (e.g. students with GPA below 2.0 or those with marginal GPA below 2.3, those who appear to need special attention with regards to establishing good time management skills). Engage in such activities as:
 - a. Collection of syllabi for each student/athlete’s file
 - b. Collection and review of class notes/exams/papers
 - c. Referral to other academic services available on campus
 - d. Addressing any difficulties with classes such as missed time due to team trips, test scores, grade issues and options that may affect eligibility

- e. Become aware of options open to student regarding grades during the semester and in subsequent semesters (withdrawal, Incompletes, GRO & petitions)
2. Address other student learning needs as they arise and refer to appropriate sources of assistance.
3. Act as liaison for the department in creating a relationship with assigned major academic advisors across campus. Assist with the advising process by encouraging student-athletes to meet with their appropriate major advisors
 - a. Prepare student-athletes for the advising process by providing information regarding nature of classes, time and workload requirements, and using course registration work sheets
 - b. Communicate with advisor(s) regarding any foreseeable problems involving by team trips, etc., and make necessary adjustments to complete required administrative process (e.g. registration, attendance at seminars)
 - c. Communicate with advisor(s) regarding special requirements for respective major such as GPA, internship, or other collateral work
4. Track student-athletes each semester to ensure that they meet all NCAA and ABOR rules and regulations governing satisfactory progress and eligibility.
5. Meet graduating seniors to schedule a graduation degree check and to establish an expected date of graduation. The advisor and student-athlete will then prepare a plan for completion of degree requirements.
6. Direct post-eligibility student-athletes to the ICA Office of Financial Aid to apply for a post-eligibility scholarship. If the student-athlete is eligible, financial assistance shall be available for the additional year.
7. Continue to monitor progress towards graduation and if the student-athlete must extend beyond the post-eligibility time (either the fifth or sixth year), he/she shall be directed to the Academic Enhancement Program.
8. Make a concerted effort to have student-athletes complete their degree requirements within the six-year window established by the NCAA. Those student-athletes who leave the University early, for whatever reason, shall be evaluated by C.A.T.S. Academics Staff and, in conjunction with the coaches, shall be encouraged to return to complete their degree whenever possible. Data shall be recorded relative to the requirements to be completed and if possible the reason for leaving the University of Arizona.

Registration for Classes

The Athletics Department provides registration services for all student-athletes. Registration is a two-part process. First, student-athletes must meet with their college advisors. Second, student-athletes can then register online for the courses that have been approved by their academic advisor. Student-athletes at the University of Arizona participate in an early registration process prior to the general student body to ensure that they are registered for courses that do not conflict with practice times and minimize missed class time due to travel commitments.

C.A.T.S. Academics Support Services

The following services are available for all student-athletes, both scholarship and non-scholarship. Student-athletes become aware of these services initially during the recruiting process, formally during orientation meetings and discussions with coaches and advisors, SAAC meetings, and of course, the Student-Athlete Handbook.

S.A.I.L. Program – Student-Athletes Invested in Learning

The S.A.I.L. Program is designed to enhance learning and success for all student athletes at every level of academic achievement. S.A.I.L. focuses on the academic skill areas that are necessary to be successful in college. Those areas include time management, reading, writing, note taking, and study/test taking strategies. An initial assessment of reading, writing, and study strategies is conducted during orientation for all new student athletes using the Nelson-Denny Reading Test, the Mather-Woodcock Group Writing Test, and the Learning and Study Strategies Inventory, and an individualized academic instructional plan is created for each student-athlete. This plan indicates each student's strengths and weaknesses, as well as the areas in need of academic skill development. Each student athlete in S.A.I.L. meets several times a week with a learning specialist to review strategies on time management, organization, note taking, study/test taking, memory, and writing strategies. This program is unique in that each student athlete has an individualized academic program that is designed to strengthen his or her foundational academic skills and promotes success in the classroom.

Additionally, the S.A.I.L. Program provides a structured study program for first time college students. Experience shows that many freshmen have some difficulty adapting to college. S.A.I.L. helps increase accountability and yet provides flexibility in creating each student's study sessions. Preliminary evidence has shown that student athletes who consistently use S.A.I.L. receive higher grades than those who do not.

The format of the program requires that freshman student-athletes participate in a minimum number of hours of structured study during each week (Sunday through Thursday) as designated by each sport. The required hours are scheduled at the beginning of each semester, and students are matched with a mentor who helps facilitate navigating through the college academic process.

Students who are identified as at-risk are assigned to a learning specialist. Four full-time learning specialists, a fulltime math specialist, and two part-time learning assistants provide daily academic support in a structured environment. Additionally, C.A.T.S. Academics office provides referral services to identify students who have learning issues (learning disabilities, ADHD, etc.). The C.A.T.S. Academics office works closely with the Disability Resource Center on campus to ensure that student athletes are receiving their appropriate accommodations.

S.A.I.L., programming, including tutorial services, is conducted in the Hillenbrand Meeting Room Complex within McKale Center. Typically, S.A.I.L. hours are not granted or approved for sessions that are conducted outside of McKale Center. Other areas of study (library, locker room, McKale Floor) are not permitted for S.A.I.L.

The program requires each student-athlete to set weekly objectives to be completed during his or her study sessions (with tutor, with group tutor, or during structured study time). Objectives should be specific and measurable, including the specific task and course for which

work is being done. C.A.T.S. Academics staff will approve the objectives at the beginning of the week. Upon the completion of each study session and providing evidence of achievement of the stated objectives, the student-athlete will receive credit for time spent in S.A.I.L. If the objectives are not completed, the student athlete will not receive credit for the time.

Tutorial Program

Tutorial services are available to all student-athletes upon request. These sessions may be conducted in groups or individually. Graduate students and outstanding upper division undergraduate students are recruited from all academic departments and are selected on the basis of faculty recommendation and demonstrated knowledge of subject area. Although special arrangements are sometimes made, tutoring is usually conducted in designated areas in McKale Center. This policy allows close staff supervision and safeguards the integrity of the program. The services provided by the tutorial staff are an integral part of the total C.A.T.S. Academic Program and are an invaluable learning resource for busy student-athletes. Annual training sessions are provided for all tutors covering policies, accountability/evaluation, and tutorial methods and all tutors sign statements of confidentiality. The tutor training program leads to certification through the College Leading and Learning Association.

Tutoring Guidelines

- Tutors in this program will not write papers for student-athletes, nor will they do homework, write foreign language compositions, or provide any other materials a student may submit to an instructor as his/her own work.
- Tutorial sessions are designed to supplement the work that is completed in class and are not designed as substitutes for class attendance.
- Each tutorial session will be documented indicating the level of preparation of the student-athlete as well as the performance of both the student-athlete and tutor during the session.
- All tutorial sessions are to be scheduled by the student-athlete, but on occasion an academic counselor may make special arrangements for a tutorial session.
- Student-athletes are expected to keep all appointments, be punctual and arrive prepared to participate in each tutorial session. Failure to fulfill these responsibilities may result in forfeiture of the privileges of the tutorial program.
- All tutoring, unless approved by the Assistant Director for Student Development, must be held in McKale during the following hours:
Sundays 1 pm – 6 pm
Monday - Thursday 8 am - 9 pm
Friday 8 am - 5 pm

C.A.T.S. Computer Services Center



The C.A.T.S. computer lab provides 50 Intel based multimedia Windows computer stations featuring Microsoft Office including Word, Excel and PowerPoint. Each computer has full Internet access, the U of A Library Sabio system, and email. Additional programs can be utilized upon request and approval. Laser printers and a scanner complement the lab. The computer lab is open and supervised 70 hours per week and a specialist is available for individual assistance and/or consultation.

In addition, a lap top checkout system is available to allow student-athlete access to computers while traveling for athletics competition. Student-athletes may request a laptop through their coach. Laptops must be returned as soon as the student-athlete returns to campus.

Computer Lab Guidelines

- Absolutely no food or drink is permitted in the lab, including in your personal bag.
- The computers in the lab are for **Academic Purposes Only**. You may not conduct online chats, play games, watch videos, use Facebook or MySpace...etc. **NO EXCEPTIONS!**
- Students will respect staff at all times. Any disrespectful behavior will not be tolerated and will be reported to your counselor and coach.
- Please maintain a quite library-like atmosphere. If you must speak use a quiet voice.
- No disruptive behavior. Examples include loud headphones, desk drumming, singing, loud talking...etc.
- No cell phones in the lab.
- You must use your CAT Card to access the lab including work sessions or visiting a friend.
- No inappropriate viewing of any kind. This includes anything that exhibits a lack of respect for race, gender, religion, or nationality. This especially refers to any pornographic material. If caught viewing any of these you will be asked to leave, regardless of circumstances.
- No shirts, No shoes, No shower...No Computer Lab!
- No Ice Packs.
- Anyone caught abusing Computer Lab equipment will be referred to the Athletic Director and/or Head Coach.
- Rules and Regulations govern behavior for all users of the lab.

Focus on Transition

The focus of our program is predicated on the belief that the key to retention of student-athletes in higher education is an academically healthy freshman year. We begin the transition process from high school to college early and continue throughout the first year.

Part of the official recruiting visit is devoted to setting the stage and establishing expectations for future student-athletes.

Members of our staff telephone committed student-athletes in order to:

- Set the tone for the freshman year.
- Get to know the student-athlete.
- Establish a positive relationship with a parent or guardian.
- Initiate the course scheduling and advising process.

In addition, the C.A.T.S. Academics Office coordinates a “**summer bridge**” program for new student-athletes who wish to participate. Student-athletes typically take two courses during the summer prior to their first semester of full time enrollment. This program helps to set the tone of the academic program by introducing student-athletes to the university environment and acclimating student-athletes to the rigors of college coursework.

Upon arrival in August, a member of the Academics staff greets each student-athlete and family and addresses new student-athletes at their first team meeting at the coaches’ request.

Tips for Student-Athlete Academic Success

Student-athletes are expected to attend class daily. Additionally, the following recommendations are included to help facilitate your experience at the University of Arizona:

1. Introduce yourself to your professors early in the semester and notify them as early as possible about missing class due to team travel.
2. Sit in the front, ask questions, show respect, focus on the lecture, make eye contact with professors, be an active participant in class. Know what kinds of questions to ask.
3. Know your professor’s office hours and office phone number and go see him or her often.
4. Be on time or early to every class.
5. Look neat.
6. Turn in all assignments on time and do all extra credit that is offered.
7. Review notes every night.
8. Provide class absences to professors prior to leaving on team trips.
9. Promptly make up all work missed due to travel or preferably turn work in prior to departing on a trip.
10. Do your own work and do not share your work with others.

See your C.A.T.S. Academics Counselor for more information on test taking strategies, strengthening memory, note taking, chapter mapping, and other helpful tips!!

Monitoring Academics and Grade Checks

Student-athletes are accustomed to receiving performance-related feedback in their sport. Similarly, information and feedback of an academic nature is used to provide encouragement and assistance in a timely manner.

Selected freshmen and upperclassmen are monitored throughout the semester. Academic progress reports and attendance data are requested from faculty twice each semester. Additionally, telephone calls are made to instructors for current information as needed, and student-athletes are asked to self-report academic progress to his or her respective academic counselor.

Class Excuses

Student-athletes can pick up class excuses from their C.A.T.S. Academics Counselor for official team travel. These excuses should be given to faculty at least two weeks prior to the team's departure from campus.

Test Monitoring Policy

If a conflict arises with class assignments or tests due to team travel, the student-athlete is encouraged to communicate with his/her respective academic counselor to seek assistance. Specific policies and procedures exist to provide consideration and accommodation for missed exams, and the academic advisor should be consulted to initiate these procedures.

Summer School

A student-athlete can take summer school either at the University of Arizona or at another accredited institution with prior approval of their class's academic advisor. Any student-athlete who desires to transfer course credit from another institution is required to fill out a transfer credit evaluation form available in the C.A.T.S. Academics Office and secure approval signature from their academic advisor or representative from the major department. This form must be completed prior to taking the class at another institution, and should be returned to the respective academic counselor for processing.

Academic Certification

The Office of Curriculum and Registration maintains official transcripts and all records relating to satisfactory progress toward a degree, as well as continuing eligibility for every student-athlete. This office is located outside of athletics to maintain the integrity of the certification process. The C.A.T.S. Academics Office and the Compliance Office work closely with the Office of Curriculum and Registration to ensure that timely information regarding eligibility is conveyed to the coaches, student athletes, and academic advisors.

University of Arizona Department of Intercollegiate Athletics Student-Athlete Class/C.A.T.S. Academics Attendance Policy

Academic achievement and graduation of students are central to the mission of the University of Arizona. The Department of Intercollegiate Athletics supports this mission and believes that class attendance is an important factor in academic success

Beginning with the fall 2010 semester, the Athletics Department began to administer a policy that formally requires student-athletes to attend classes consistently and complete all academic assignments. Academic success begins with class attendance, and absence from class most often correlates with underachievement or failure. Additionally, faculty is more likely to work with students who are struggling academically, provided they are demonstrating consistent effort and commitment to their class. Attendance is most essential for student-athletes who miss class due to their travel schedules. Daily and prompt class attendance is mandatory for UA student-athletes so that they can have the greatest opportunity for academic success.

TEAM TRAVEL

With official written prior approval from the Office of the Dean of Students, student-athletes are required to notify each instructor in advance of any classes they will miss due to team travel for competition. The University's missed class policy requires instructors to make accommodations for any missed class work, quizzes or examinations from absences for University-sanctioned events.

ATHLETICS DEPARTMENT GUIDELINES

- 1) While instructors may choose not to excuse students for personal reasons, the Athletics Department will consider special circumstances in the administration of its attendance policy.
- 2) Excused absences aside from team travel include:
 - Illness or other medical issues with documentation from Sports Medicine;
 - Family emergencies with prior notification; and
 - Participation in legal proceedings that require the student's presence.
- 3) Student-athlete attendance at all other scheduled classes is mandatory.
- 4) Student-athlete attendance at assigned tutoring appointments, scheduled time with learning specialists, academic counselors, and other staff in C.A.T.S. Academics is mandatory (with the exceptions listed under #1 and 2 above.) Missed C.A.T.S. Academics obligations will be counted beginning on the 3rd week of the semester.
- 4) Tardiness to class/ C.A.T.S. Academics obligations are considered one-half (.5) an absence.
- 5) C.A.T.S. Academics staff will use the following means of communication to monitor class attendance:
 - Required academic progress reports (grade checks);
 - Electronic correspondence with instructors, including email messaging and D2L attendance information;

- Attendance information from Response Ware (clickers), which are the student-athlete's responsibility to bring to class and ensure they are functioning properly;
- Telephone calls to instructors (with follow-up email communication from instructors); and
- Personal visits with instructors, including staff visits to class.

PENALTIES FOR CLASSROOM/C.A.T.S. ACADEMICS ABSENCES

- 1) On the **3rd** unexcused absence in a specific course or from an obligation in C.A.T.S. Academics, the student-athlete will receive a **written warning** from the Director of Athletics through the individual's official University email address, that he/she will be suspended from competition on the next unexcused absence. Also notified in writing of the warning will be the Head Coach (or designee), Director of C.A.T.S. Academics, the Director of Athletics and the Senior Associate Director of Athletics/SWA.

- 2) On the **4th** unexcused absence in a specific course or from an obligation in C.A.T.S. Academics, the student-athlete will be suspended from the equivalent of **10%** of their team's competitions** to be enforced at the first opportunity. The sanction, while based on the number of regular season contests, applies to both regular season and post-season[^] competition as well. If the student-athlete's team is not competing in the current semester, the penalty will be enforced on the first opportunity following that semester or year. The Head Coach, Director of C.A.T.S. Academics, the Director of Athletics and the Senior Associate Director of Athletics/SWA will be immediately notified verbally and in writing.

- 3) On the **6th** unexcused absence in a specific course or for an obligation in C.A.T.S. Academics, the student-athlete will be suspended an amount equivalent to **AN ADDITIONAL 15%** of their team's regular season competitions** to be enforced at the first opportunity. The sanction, while based on the number of regular-season contests, applies to both the regular season and post-season[^] competition as well. If the student-athlete's team is not competing in the current semester, the penalty will be enforced on the first opportunity following that semester or year. The Head Coach, Director of C.A.T.S. Academics, the Vice President for Athletics & Director of Athletics and the Deputy AD will be immediately notified verbally and in writing.

- 4) On the **9th** unexcused absence in a specific course or for an obligation in C.A.T.S. Academics, the student-athlete will be suspended an amount equivalent **AN ADDITIONAL 50%** of their team's total regular season competitions**. The sanction, while based on the number of regular-season contests, applies to both the regular season and post-season[^] competition as well. If the student-athlete's team is not competing in the current semester, the penalty will be enforced on the first opportunity following that semester or year. The Head Coach, Director of C.A.T.S. Academics, the Vice President for Athletics & Director of Athletics and the Deputy AD will be immediately notified verbally and in writing.

PENALTIES FOR SINGLE NOTIFICATION OF MULTIPLE ABSENCES (No time

possible for warning): At this point in time penalties for single notification of multiple absences where there is no time for a warning (e.g., mid-term notice from professor without prior notification) will be determined on a case by case basis by the Head Coach, Director of C.A.T.S. Academics, Vice President for Athletics & Director of Athletics and the Senior Associate Director of Athletics/SWA.

APPEAL PROCESS

A student-athlete subject to penalties has three (3) school days from the time of official notification of the sanction, to present written documentation of attendance from the course instructor and/or documentation verifying a reason for an excused absence to the Director of C.A.T.S. Academics. The Director of C.A.T.S. Academics will share any appeal documentation with a committee consisting of:

- Vice President for Athletics & Director of Athletics
- Faculty Athletics Representative
- Senior Associate Director of Athletics/SWA
- Associate Director of Athletics for Compliance

At least two of the four members on the appeal committee will review the appeal and make a final decision within three (3) school days of receipt of the appeal, with the Vice President for Athletics & Director of Athletics determining the decision in light of tie vote.

**Amendment to Class Attendance Policy For Men's Swimming Only:
Effective April 12, 2012: On the 3rd missed class or study hall you will miss 10% of your season as well as be suspended for two weeks from all practices and lose access to all practice facilities.**

** Whole numbers will be used in assessing penalties with the number rounding down when .49 and below and rounded up when above .49 to .99.

^ Post-season competition is included in the penalty. If notice of absences is received just prior to post-season, the percentage penalty shall be based on the number of "possible" post-season opportunities/games. For example if the student-athlete receives a 10% penalty he/she would be subject to missing 10% of the possible post-season opportunities/games.

NOTE

Coaches of specific sport programs reserve the right to impose more stringent team penalties for class attendance issues.

University of Arizona Department of Intercollegiate Athletics Student-Athlete Academic Misconduct Protocol

Per the University of Arizona Code of Academic Integrity (2009), “Integrity and ethical behavior are expected of every student in all academic work. This Academic Integrity principle stands for honesty in all class work, and ethical conduct in all labs and clinical assignments...”

PROHIBITED CONDUCT

Students enrolled in academic credit bearing courses are subject to this Code. Conduct prohibited by this Code consists of all forms of academic dishonesty, including, but not limited to:

1. Cheating, fabrication, facilitating academic dishonesty, and plagiarism.
2. Submitting an item of academic work that has previously been submitted or simultaneously submitted without fair citation of the original work or authorization by the faculty member supervising the work.
3. Violating required disciplinary and professional ethics rules contained or referenced in the student handbooks (hardcopy or online) of undergraduate or graduate programs, or professional colleges.
4. Violating discipline specific health, safety or ethical requirements to gain any unfair advantage in lab(s) or clinical assignments.
5. Failing to observe rules of academic integrity established by a faculty member for a particular course.
6. Attempting to commit an act prohibited by this Code. Any attempt to commit an act prohibited by these rules shall be subject to sanctions to the same extent as completed acts.
7. Assisting or attempting to assist another to violate this Code (p.1).

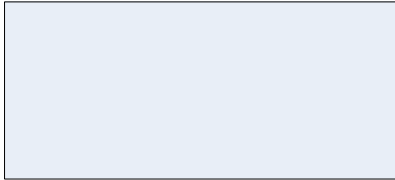
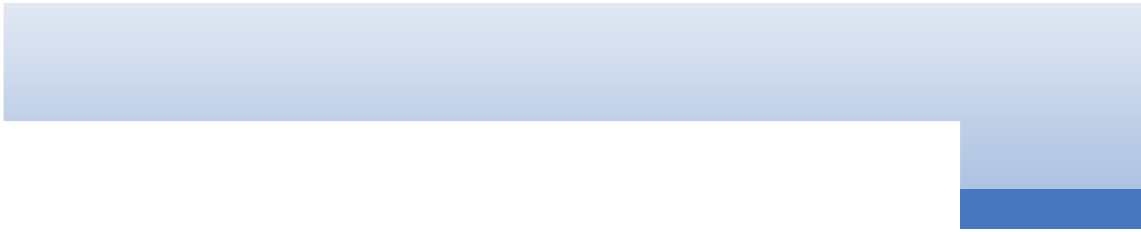
The Department of Intercollegiate Athletics along with CATS Academics aims to uphold this standard of conduct.

Effective August 2011, the Athletic Department will formally require any student-athlete accused of violating the University’s Code of Academic Integrity to meet with the Vice President for Athletics & Director of Athletics.

PROTOCOL

1. Student-athlete is accused of violating the University’s Code of Academic Integrity by any University faculty or staff member.
2. Student-athlete, Head Coach, and the Vice President for Athletics & Director of Athletics are notified of the accusation or infraction via their official University e-mail address by CATS Academics.
3. Student-athlete is required to meet with the Vice President for Athletics & Director of Athletics.*
4. Athletic Department may add disciplinary actions above and beyond university actions. As per ICA policy appeal and grievance procedures will be available to the student-athlete.

*The intent of the meeting between the student-athlete of concern and the Vice President for Athletics & Director of Athletics is to help further educate the student-athlete on the severity of academic dishonesty and assist them in making sound academic decisions in the future.



University of Arizona

Code of Academic Integrity

PRINCIPLE

Integrity and ethical behavior are expected of every student in all academic work. This Academic Integrity principle stands for honesty in all class work, and ethical conduct in all labs and clinical assignments. This principle is furthered by the student Code of Conduct and disciplinary procedures established by [ABOR Policies 5-308 through 5-404](#), all provisions of which apply to all University of Arizona students. This Code of Academic Integrity (hereinafter "this Code") is intended to fulfill the requirement imposed by [ABOR Policy 5-403.A.4](#) and otherwise to supplement the Student Code of Conduct as permitted by [ABOR Policy 5-308.C.1](#). This Code of Academic Integrity shall not apply to the Colleges of Law or Medicine, which have their own honor codes and procedures.

Prohibited Conduct:

Students enrolled in academic credit bearing courses are subject to this Code. Conduct prohibited by this Code consists of all forms of academic dishonesty, including, but not limited to:

1. Cheating, fabrication, facilitating academic dishonesty, and plagiarism as set out and defined in the Student Code of Conduct, [ABOR Policy 5-308-E.6, E.10, and F.1](#)
2. Submitting an item of academic work that has previously been submitted or simultaneously submitted without fair citation of the original work or authorization by the faculty member supervising the work.
3. Violating required disciplinary and professional ethics rules contained or referenced in the student handbooks (hardcopy or online) of undergraduate or graduate programs, or professional colleges.
4. Violating discipline specific health, safety or ethical requirements to gain any unfair advantage in lab(s) or clinical assignments.
5. Failing to observe rules of academic integrity established by a faculty member for a particular course.
6. Attempting to commit an act prohibited by this Code. Any attempt to commit an act prohibited by these rules shall be subject to sanctions to the same extent as completed acts.
7. Assisting or attempting to assist another to violate this Code.

Student Responsibility:

Students engaging in academic dishonesty diminish their education and bring discredit to the academic community. Students shall not violate the Code of Academic Integrity and shall avoid situations likely to compromise academic integrity. Students shall observe the generally applicable provisions of this Code whether or not faculty members establish special rules of academic integrity for particular classes. Students are not excused from complying with this Code because of faculty members' failure to prevent cheating.

Faculty Responsibility:

Faculty members shall foster an expectation of academic integrity and shall notify students of their policy for the submission of academic work that has previously been submitted for academic advancement, as well as any special rules of academic integrity or discipline specific ethics established for a particular class or program (e.g., whether a faculty member permits

collaboration on coursework; ethical requirements for lab and clinical assignments; etc.), and make every reasonable effort to avoid situations conducive to infractions of this Code.

Student Rights:

Students have the right to a fair consideration of the charges, to see the evidence, and to confidentiality as allowed by law and fairness to other affected persons. Procedures under this Code shall be conducted in a confidential manner, although a student has the right to an advisor in all procedures under this Code. The Dean of Students serves as advisors to students on any questions of process related to this Code.

ACADEMIC INTEGRITY PROCEDURES

I. Faculty-Student Conference

The faculty member of record for the course (i.e., responsible for signing the grade sheet) conducts these procedures and is responsible for ensuring that they are followed. If faculty allege a violation of this Code has occurred they shall make sure that students receive written notice in advance of the conference within a reasonable timeframe, detailed reason for the conference and fair consideration of the charges against them. The faculty member must confer with the student within 15 academic days (hereinafter referred to as “days”) of receiving evidence of a suspected violation of this Code, unless good cause is shown for an extension of no more than 30 days. Such an extension must be approved by the Dean of the College. After 15 academic days the faculty member may proceed with imposing decision and sanction for an alleged violation if the student has not responded to reasonable attempts for the conference to take place. If the faculty member has not acted on the alleged violation after 15 academic days, then the student shall not be subject to this code for the alleged violation in question. The faculty member shall confer with the student in private, explain the allegations, present any evidence, and hear the student's response. If more than one student is involved in an incident, separate conferences are recommended but not required. When dealing with students who are unavailable for the conference, students not enrolled in the class, or graduate students, refer to the General Provisions.

After the conference the faculty member shall decide, by a preponderance of the evidence, whether or not the student has committed an act prohibited by this Code. “Preponderance of the evidence” means that it is more likely than not that a violation of this Code occurred. If the evidence does not support a finding of a violation, the University will make no record of the incident in any University files. The student may continue in the class without prejudice.

If the evidence supports a finding that the student has engaged in misconduct, the faculty member shall impose sanctions after considering the seriousness of the misconduct, the student's state of mind, and the harm done to the University and to other students. In addition, the faculty member shall consider mitigating and aggravating factors in accordance with the provisions of [ABOR Policy 5-308.H](#). A faculty member may impose any one or a combination of the following sanctions: a written warning, loss of credit for the work involved, reduction in grade, notation of the violation(s) on the student's transcript, a failing grade in the course, or revocation of a student's degree. The faculty member may also impose a sanction of suspension or expulsion from the program, department, college, or University. When appropriate faculty members may also assign students to participate in educational sanctions that address the violation of this Code. If the faculty member assigns a notation on the transcript, suspension or expulsion from the University or revocation of a degree as a sanction, the student is automatically granted an appeal to the Dean of the College. Within 10 days of the conference, the faculty member shall prepare a written decision outlining the charges, evidence,

findings, conclusions and sanctions imposed. The faculty member should use the standard form entitled "Record of Faculty-Student Conference," and furnish copies to the student (as provided in the "Notice" section under General Provisions) and to all others as noted on the form, including the Dean of Students Office. When possible, the faculty member should have the student sign the "[Record of Faculty-Student Conference](#)." See the General Provisions section for Grade Before Appeals.

II. Additional Sanctions for Multiple Violations

Multiple violations of this Code may subject students to additional sanctions, including suspension or expulsion at the discretion of the Academic Dean or his/her designee. Upon receiving the Record of Faculty-Student Conference, the Dean of Students Office will notify the student and the Academic Dean of the existence of multiple violations. The Academic Dean will decide within 20 days if any additional sanctions are to be imposed on the student as a result of multiple violations. The Academic Dean shall not revisit the decisions made in previous violations of the Code. The Academic Dean will notify the student, the Dean of Students Office and the Dean of the College where the violation occurred as provided in the "Notice" section under General Provisions within 20 days of receipt of notice of multiple violations from the Dean of Students Office in writing of any additional sanctions and related information. The Academic Dean should use the form entitled "[Sanctions for Multiple Violations](#)," and outline the findings and conclusions supporting his/her decision for any additional sanctions. Except in cases where the sanction for multiple violation results in suspension or expulsion from the University, a notation on the student's transcript or revocation of a student's degree the additional sanctions imposed by the Academic Dean for multiple violations of this Code shall be final. If the case is appealed as set forth below, the Academic Dean will present the case for the additional sanction.

III. Appeal to Dean of the College

The student may appeal the faculty member's decision and sanctions to the Dean of the College or his/her designee. The student shall deliver the form entitled "[Request for Appeal to Dean of the College](#)" to the Dean of the College within 10 days of the date on which the "Record of Faculty-Student Conference" is postmarked electronically or via postal mail. The Dean of the College may extend this filing period if the student shows good cause for the extension. If a student does not appeal within the time provided, the decision and sanctions of the faculty member will be final.

Within 15 days of receiving the appeal, the Dean of the College shall schedule the appeal hearing for this specific case only. The appeal hearing must be concluded within 30 days of receiving the appeal. Upon appeal, the Dean of the College shall review the faculty member's decision, sanctions and supporting evidence, and any evidence provided by the student, and shall confer with the faculty member and the student. The Dean of the College shall have the authority to uphold, modify, or overturn the faculty member's decision and sanctions. If the Dean of the College finds:

1. that the conclusion of a violation is not supported by the evidence, then he/she shall render a finding of no violation and that the sanction(s) imposed be overturned.
2. that the conclusion of a violation is supported by the evidence and the sanction imposed is appropriate, then he/she shall uphold the faculty member's decision and sanction(s).
3. that the conclusion of a violation is supported by the evidence, and the sanction(s) imposed are inadequate or excessive, then he/she shall modify the sanction(s) as appropriate.

The Dean of the College shall notify the student, the faculty member and the Dean of Students in writing of his/her decision as provided in the "Notice" section under General Provisions. The

Dean of the College should use the form entitled "[Record of Appeal to Dean of the College](#)" for this purpose if the Dean of the College decides no violation occurred, all reference to the charge shall be removed from the student's University records, and the student may continue in the class without prejudice. If the semester has ended prior to the conclusion of the appeal process, the faculty member shall calculate the grade without the sanction. If work was not completed due to the academic integrity allegation, the faculty member and the student shall confer and a grade of "I" shall be assigned. If a grade of "I" is assigned, the student shall have the opportunity to complete any remaining work without prejudice within the timeframe set forth in the student's academic catalog.

If the alleged academic integrity violation and subsequent appeal process continues past a student's graduation date, the Dean of the College should make every reasonable attempt to hear the appeal in an expedited manner. If the Dean of the College is unable to hear the appeal in an expedited manner the Vice President for Instruction will hear the appeal according to the procedures set forth above.

IV. Interim Action

1. The Dean of the College involved may suspend the student from one or more classes, clinics or labs for an interim period prior to resolution of the academic integrity proceeding if the Dean of the College believes that the information supporting the allegations of academic misconduct is reliable and determines that the continued presence of the student in classes or class-related activities poses a significant threat to any person or property.
2. The Dean of the College must provide a written notice of the interim suspension to the student, with a copy to the Provost and the Dean of Students Office. The interim suspension will become effective immediately on the date of the written notice.
3. A student who is suspended for an interim period may request a meeting with the Provost or his/her designee to review the Dean of the College's decision and to respond to the allegations that he or she poses a threat, by making a written request to the Provost for a meeting. The Provost or his/her designee will schedule the meeting no later than five (5) days following receipt of the written request and decide whether the reasons for imposing the interim suspension are supported by the evidence.
4. The interim suspension will remain in effect until a final decision has been made on the pending academic misconduct charges or until the Provost, or his/her designee, determines that the reasons for imposing the interim suspension no longer exist or are not supported by the available evidence.

V. Appeal to University Hearing Board

The student may appeal to a University Hearing Board any decision of the Dean of the College or the Academic Dean that imposes suspension or expulsion from the University, provides for a notation on the student's transcript, or revokes a student's degree. The student may also appeal to a University Hearing Board if the Dean of the College failed to act on a request for an appeal of a faculty member's decision within the 30 day period. The Dean of the College may grant the student the option to appeal to a University Hearing Board if the sanction of a failing grade is imposed and the Dean of the College believes reasonable persons would disagree on whether a violation occurred. The appeal must be filed within 10 days from receipt of the decision or the Dean of the College's failure to act, by providing written notice of appeal to the Dean of Students Office. The student should use the form entitled "[Request for Appeal to a University Hearing Board](#)" for this purpose. If a student does not appeal within the time allowed, the most recent decision of record shall become final. The University Hearing Board shall follow the procedures set forth in [ABOR Policy 5-403.D](#) with the following modifications:

1. The Hearing Board shall be composed of three faculty and two students and shall convene within 30 days of the time the student files the appeal.
2. Wherever the term Vice President of Student Affairs appears, it shall be replaced with Senior Vice President for Academic Affairs/Provost. The Provost is empowered to change grades and the Registrar shall accept the Provost's decision. The Provost shall also notify the parties of the final decision. The Provost may designate a Vice Provost or other Vice President to act on his/her behalf.
3. Wherever the Dean of Students is indicated as presenting evidence or witnesses, it shall be replaced with the faculty member who made the charges or his/her representative. Additionally, the Academic Dean or designee may also present evidence to support sanctions for multiple violations.
4. The student may be assisted throughout the proceedings by an advisor or may be represented by an attorney. If the student is represented by an attorney, the faculty member may also be represented by an attorney selected by the University's Office of the General Counsel.
5. The faculty member has the same right as students to challenge the participation of any Board member, as noted in the Student Disciplinary Procedures ([5-403.D.3.f.](#)).
6. The Board may, in its recommendations, address any egregious violations of process.
7. Sanctions for multiple violations will be recommended and presented to the Board by the Academic Dean or his/ her designee.

GENERAL PROVISIONS

Academic Days

"Academic Days" are the days in which school is in session during the regular fall and spring semesters, excluding weekends and holidays. If possible, Faculty-Student Conferences and appeals may be heard during the summer or winter break. The Dean of the College or Dean of Students may extend these time limits when serving the interests of a fair consideration or for good cause shown. Alleged violations of the Code during Pre-Session, Summer Sessions, or Winter Session shall proceed according to the timeline for the faculty-student conference set forth above. Appeals from an alleged violation during Pre-Session, Summer Sessions, or Winter Session shall proceed at the availability of the Dean of the College or if unavailable, the Dean's designee. If the appeal process cannot proceed during Pre-Session, Summer Sessions, or Winter Sessions the student shall continue in the class without prejudice and the timeline for the appeal process shall continue at the start of the next regular fall or spring semester. Appeals involving a student who has graduated shall follow the expedited process set forth above.

Academic Dean

The Academic Dean is the Dean of the academic college where the student's major is housed. In the case of dual degree students, the Dean of the student's primary major college will hear the appeal. Under this Code, the Academic Dean may designate another member of the college administration to act on his/her behalf.

Advisor

An individual selected by the student to advise him/her. The advisor may be a faculty or staff member, student, attorney, parent or other representative of the student. The student will be responsible for any fees charged by the advisor. The advisor may confer with the student during any proceedings provided by this Code, but may only speak during a University Hearing Board. The advisor may be dismissed from the hearing if University Hearing Board Chairperson finds that the advisor is disruptive. If the advisor is dismissed from the meeting, the student has the right to end the meeting and reschedule when a new advisor can be present.

Dean of the College

The Dean of the College is the Dean of the faculty member's academic college where the alleged violation occurred. In the cases where the alleged violation is initiated by the Graduate College or the Honors College, the Deans of those Colleges will hear the appropriate appeal. Under this Code, the Dean of the College may designate another member of the college administration to act on his/her behalf.

Dean of Students

The Dean of Students serves as administrators of this Code and advisors to students and faculty when questions of process are raised by either party.

Grade Before Appeals

Students must be allowed to continue in class without prejudice until all unexpired or pending appeals are completed. If the semester ends before all appeals are concluded, a grade of "I" shall be recorded until appeals are completed.

Graduate Students

In cases involving graduate students, faculty shall follow the procedures outlined for undergraduate students except that in all cases where the student is found to have violated this Code, the faculty member (and in the case of appeals, the Dean of the College or Hearing Board) shall notify the Associate Dean of the Graduate College.

Notice

Whenever notice is required in these procedures it shall be written notice delivered by hand or by other means that provides for verification of delivery including email delivery to a secure University email account

Record

Whenever a sanction is imposed, the sanction and the rationale shall be recorded in the student's academic file as appropriate. It is recommended that the forms entitled "Record of Faculty-Student Conference" and "Record of Appeal to Dean of the College" be used. These forms are available from the [Dean of Students Office website](#).

Rights and Responsibilities of Witness

Witnesses from within the University community are expected to cooperate in any proceedings under this Code. The privacy of a witness shall be protected to the extent allowed by law and with consideration to fairness to the students charged and other affected persons. Retaliation of any kind against witnesses is prohibited and shall be treated as a violation of the Student Code of Conduct or of other applicable University rules.

Students or Faculty Not Available For Conference

In cases where the student is not available, e.g., out of the area after final exams, the faculty member shall make every reasonable effort to contact the student through personal contact, telephone, University email, or mail to inform the student of the charges. If the faculty member is able to contact the student, the Faculty-Student Conference shall be scheduled as soon as both parties are available, e.g., at the beginning of the next semester. The student shall be given the grade of Incomplete until the conference is held. If either of the parties will not be available for an extended period, the Faculty-Student Conference shall be held via telephone. If after several efforts, contact cannot be established, the faculty member may impose sanctions but must send

a letter or copy of the "Record of Faculty-Student Conference" form via certified return receipt requested mail to the student's last permanent address outlining the charges, findings, conclusions and sanctions.

Students Not in Class

If students not enrolled in the class are involved in a violation of this Code, faculty shall file a Student Code of Conduct complaint with the Dean of Students Office.

Role of the Department Head

Academic Department Heads serve a consultative role for faculty members working with matters of academic integrity since Department Heads are not part of the appeal process.

Colleges, Departments and Programs

The University of Arizona prides itself for being a technology-driven campus. All of the information regarding specific colleges, majors, departments as well as student link information (i.e. Webreg. Class schedules, Student Academic Progress Reports (SAPR) and financial aid) and other university programs can be found online at www.arizona.edu. If you have any questions about finding information online see your sport-assigned C.A.T.S. Academic Counselor.

The University of Arizona Academic Standing, Progress, Probation and Disqualification Policy

Good Standing

Good standing status denotes that a student is eligible to continue in or to return to the University.

Academic Progress

Undergraduate students will be considered to be making normal progress toward a degree if their cumulative [grade-point-average \(GPA\)](#) for all work attempted at the University of Arizona is not less than 2.000. **NOTE: See Page 90 for additional information regarding student-athlete progress toward degree requirements.**

Minimum Grade-Point-Average (GPA) Required for Continued Enrollment

One of the requirements for students to be eligible to continue at the University is that they earn a minimum cumulative grade-point-average (GPA) of 2.000.

Related Topics:

- [Academic Progress to Maintain Scholarships and Financial Aid](#)
- [Grade-Point-Average \(GPA\) Calculation](#)

Probation, Academic

Students not meeting the standards of normal progress will be placed on academic probation. Students on academic probation are subject to such restrictions with respect to courses and extracurricular activities as may be imposed by the academic dean of the college in which the

student is enrolled. Contact your [college](#) dean's office for college-specific probation policies. Students are removed from probation upon earning the minimum cumulative grade-point-average (GPA) of 2.000 that is required by the University.

(See the Code of Conduct Policies at <http://deanofstudents.arizona.edu/policiesandcodes/studentcodeofconduct> Click on the sanctions section for Disciplinary Probation information.)

College Disqualification

Disqualification is of two types: from a particular college in the University or from the University. A student may be academically disqualified only after two consecutive regular semesters of not meeting the standards of normal progress (cumulative grade-point-average of 2.000) or under conditions described below under "Probation or Disqualification by Special Action". Contact your [college](#) dean's office regarding college disqualification policies.

The student recommended for disqualification from a particular college may seek immediate admission to another college in the University. Permission for admission to another college must be obtained in writing from the dean of the college into which the student plans to transfer. The letter of permission should be presented to the Office of the Registrar. Ordinarily, permission will be granted only if the student plans to pursue a modified program in a curriculum of the new college and has demonstrated ability warranting such action. Those who have been given college disqualification are strongly urged to seek thorough academic and career counseling and guidance. Failure to secure approval to transfer to another college in the University is tantamount to University disqualification, and the rules governing this type of disqualification then will apply. A disqualified student may not attend the University as a non-degree student.

A student disqualified from a particular college who may have secured subsequent permission to register in another college is automatically on academic probation in the new college. Students may be granted college disqualification only once in their academic career. Any later disqualification will be considered a University disqualification.

University Disqualification

A student who receives University disqualification is restricted from registering at the University of Arizona and may return to the University only on the basis of evidence that underlying conditions have materially improved and that he or she is now capable of academic success. Students seeking readmission who left the University on academic probation or under disqualification must receive approval from the dean of the college they wish to enter prior to readmission.

Probation or Disqualification by Special Action

Upon recommendation of the dean of the college, a student may be placed on academic probation or may be disqualified at any time for neglect of academic work.

Credit Restrictions for Students under University Disqualification

Students who are under disqualification from the University may not take University of Arizona courses for credit or establish credit by examination during their periods of disqualification, although they may remove incomplete grades.

A full description of the University Catalog can be found at: <http://catalog.arizona.edu/2015-16/>

Related Information for All Students at The University of Arizona

Please visit the following web sites for additional information regarding students at The University of Arizona.:

Student Responsibilities:

<http://catalog.arizona.edu/2015-16/policies/respons.htm>

Class Attendance Policy:

<http://catalog.arizona.edu/2015-16/policies/classatten.htm>

Class Registration Policy:

<http://catalog.arizona.edu/2015-16/policies/registra.htm>

UA Academic Standards and Policies:

<http://catalog.arizona.edu/2015-16/policies/acaproq.htm>

II. C.A.T.S. Life Skills

C.A.T.S. Life Skills Overview

The C.A.T.S. Life Skills Program helps the student-athlete develop life skills needed for success in future endeavors through comprehensive personal development, career development, health and wellness, leadership, and community service opportunities. It is an aggressive outreach program that addresses the unique and special needs of every student-athlete. It is designed to expose the student-athlete to a wide variety of experiences such as social and ethical challenges as well as diverse attitudes, values and cultures from which the student-athlete may learn and grow. C.A.T.S. Life Skills also provides a comprehensive referral service and personal counseling from identified campus and community professionals, as well as staff personnel, who understand the special needs of the student-athlete.

C.A.T.S. Life Skills Staff

Becky Bell, Associate Director of Athletics, C.A.T.S. Life Skills 621-5339

Components of the C.A.T.S. Life Skills Program

Orientation Programs

The Orientation and Enrichment Programs provide an opportunity to explore what campus life, and intercollegiate athletics, has in store for you. The purpose of the program is to assist you in making a smooth transition into University and athletic life, and to help inform you about various contemporary social and health issues. A student-athlete orientation program consists of introductory sessions covering University and Athletics Department programs and policies and is conducted prior to the beginning of fall and spring semesters. Students attend a C.A.T.S. Orientation as well as a general campus orientation.

Health and Wellness Education Program

The University of Arizona Department of Intercollegiate Athletics is committed to continually educating its student-athletes on the importance of understanding—and avoiding—any type of substance abuse, and making healthy lifestyle choices. A structured education program is provided to student-athletes consisting of various sessions at orientation, the Peak Performance class for incoming freshmen, national speakers, and a seminar series available to all teams. In addition, a Substance Abuse Testing Program has been established to ensure the health and well-being of student-athletes and maintain the integrity of collegiate competition. The program also involves your coaches, parents and peers. All three groups are approached to assist in the awareness and elimination of all substance abuse issues.

A dedicated community service effort also plays an important role in the UA's efforts. Student-athletes are encouraged to participate in campus and community drug awareness projects. For example, the Smith Project Speakers' Bureau is dedicated to the following: "To engage student-athletes as role models to encourage and support youngsters in leading lives that are healthy and fun without reliance on drugs and other harmful substances."

The University of Arizona's Substance Abuse Policy and Procedure is updated annually and distributed to student-athletes at the beginning of each academic year. It is critical that you

read and understand each area discussed. If there is any area that is unclear, please contact Kathleen “Rocky” LaRose, Senior Associate Athletics Director at (520) 621-2473.

Personal Assistance Program

Making transitions can sometimes be very difficult. Targeted assistance is in place to facilitate the new student-athletes’ transition into University and athletic life, thus improving the likelihood of their retention and graduation. The program prepares them for the changes they will face. Issues that are addressed in orientation include discussing what we call the 3 “C’s” – Changes, Challenges and Choices. Some of these things include a new environment, independence/freedom, teacher-student contact and ratios, academic demands, new roommates, competition considerations, visibility, distractions, and values. We also provide help for those student-athletes who are facing the transition into the world of work after graduation. Graduates will have to deal with the loss of something that has been a big part of their lives in addition to entering the work force or facing graduate school demands. Other areas include money management, nutrition, time management, sportsmanship, grief and loss, professional etiquette, and many others. Personal counseling is also available and when necessary referrals can be made to Counseling and Psychological Services on campus or resources in the community. Whatever the issue, we are here to provide support and assistance. Please do not hesitate to seek help if needed.

C.A.T.S. Network for Student-Athletes

The purpose of the C.A.T.S. Network is to provide free, confidential and professional assistance to those of you who wish to obtain information or advice in the areas of health, personal growth, well-being and/or explore specific personal concerns. The network is comprised of campus professionals who have knowledge and training in areas of potential interest or concern to student-athletes.

You may contact network personnel on a one-on-one basis or may be referred by an Athletics Department staff member. All assistance and counseling is strictly confidential. The network is also utilized to plan and schedule group seminars for student-athletes in general or as members of a specific team. A complete listing of network members and how to reach them is listed on-line on the C.A.T.S. homepage at www.arizonawildcats.com/sports/inside-athletics/cats-lifeskills.html or stop by the C.A.T.S. Life Skills office for available network members.

Minority Outreach Program

In affiliation with various existing programs on campus, the minority mentoring program places minority student-athletes in touch with faculty and staff who can answer any questions or address any personal or academic concerns a student-athlete might have. These individuals will help in understanding the University systems, and in actively processing decisions and goals in terms of psychosocial and career development. Come to the C.A.T.S. Life Skills office if you are interested in this program or visit the Multicultural Programs and Services link on the C.A.T.S. Homepage under Personal Development.

Leadership Opportunities

Student-Athlete Advisory Committee (SAAC)

It is important for each of you to recognize that the Student-Athlete Advisory Committee is your voice. Student-athlete representatives from each of the UA's 20 sports are selected for membership on the Student-Athlete Advisory Committee. The Vice President for Athletics & Director of Athletics, the Senior Associate Athletics Director (Senior Woman Administrator), and the Associate Director of Athletics for C.A.T.S. Life Skills hold non-voting membership on the committee.

Members of the board discuss ideas and concerns monthly with members of the Athletics Department administration. Please do not hesitate to ask your representatives to broach issues that you deem important to the board. If you are interested in serving on SAAC, talk to your head coach who determines who will be your team's representative.

Peer Athletic Leaders (P.A.L. Program)

The Peer Athletic Leaders (P.A.L.) program is made up of student-athlete representatives from each team who are dedicated to helping you with a variety of issues. P.A.L.'s are experienced teammates available as a resource to help with the transition into the University. The members of the P.A.L. Program provide each team with a knowledgeable and caring contact person who is aware of the many programs and services offered through the C.A.T.S. Life Skills Program as well as on campus. The P.A.L. Program also plans and coordinates events to help you get to know student-athletes from other sports and create a sense of family around McKale. If you would like to speak with a Peer Athletic Leader or are interested in becoming one, please contact your coach or the C.A.T.S. Life Skills Office.

S.T.A.R.R. Program (Student-Athletes Taking Active Responsible Roles)

In 1999, the University of Arizona student-athlete advisory board began what has evolved into a nationally recognized program – S.T.A.R.R. – Student-athletes Taking Active Responsible Roles. Understanding that they are looked up to as role models and the responsibility that goes along with that, this group advocates making healthy, low risk choices in social situations. Proud to represent the University and the Tucson community, Arizona student-athletes are doing just that. Any student-athlete interested in becoming involved with the S.T.A.R.R. program should contact the C.A.T.S. Life Skills Office.

Blue Chip Leadership Program

This program, offered through campus, is a tremendous opportunity to get involved early in your career in leadership activities. The growing popularity of this program proves that it is something with which you should consider getting involved. For more information see C.A.T.S. Life Skills or visit the Blue Chip Program's website at:

<http://arizonaleadership.orgsync.com/org/bluechip>

Faculty Fellow Program

Numerous faculty members from various colleges and disciplines constitute the Faculty Fellow Program. This program provides a variety of different resources for you, and allows the relationship between the student-athlete and the faculty member to become more personalized. It is an excellent opportunity to share intellectual, social and cultural experiences with a

distinguished faculty member. The program is seen as a bridge between the academic and student affairs components of the University. Studies have shown that you are more likely to graduate from college if you have some form of contact with faculty outside of the classroom.

The Athletics Department's faculty fellows are Dr. Donna Swaim from the Humanities Department and Dr. Bill Neumann from Eller College. Many more are available through the campus program. All Faculty Fellow members are listed on the C.A.T.S. web site at <http://saem-aiss.arizona.edu/sr-vp/faculty-programs/faculty-fellows/meet-our-fellows>. Faculty Fellow office hours are posted outside McKale 109A.

Career Development Program

The Career Development Program is designed to offer a variety of services to help you develop and implement career plans. The C.A.T.S. Career Development Program can help you with year-by-year career planning and strategies to best prepare for your future. A career development "game plan" is given to student-athletes that details steps to take each semester of your matriculation. The C.A.T.S. Life Skills Program will assist you with all areas of career development, including assessment tools, career and major exploration, resume writing, interviewing skills, and internship and job placement. C.A.T.S. Career Development also works very closely with the University's Career Services on campus and the multitude of programs they offer, including the campus-interviewing program and resume referral service. Your relevant extracurricular activities should clearly be documented in a resume. There are many different activities that you may participate in on the road to developing all areas of your well-being. These activities include participation the C.A.T.S. Life Skills Program. In addition to, and in line with, campus and community involvement, you should keep a close track of any leadership activities, boards or council affiliations, professional organizations, clubs, and other activities that you feel have affected your growth and development. All of these activities should be included in your resume.

L.I.F.E. Program (Links to Internships and Future Employment)

The University of Arizona student-athletes have the unique and valuable opportunity to participate in the C.A.T.S. L.I.F.E. (Links to Internships and Future Employment) Program while completing their academic degrees. Current and post-eligible student-athletes are encouraged to participate in career related experience whenever time permits. The program also works with post-eligibility student-athletes in helping them find employment following graduation. See C.A.T.S. Life Skills for any help with career related questions or assistance.

Community Outreach Program

The University of Arizona plays a key role in the Tucson community and as an Arizona student-athlete you are considered a role model in this community. The Athletics Department believes it is fortunate to have the opportunity to give something back to the community in return for all of the support it gives to Arizona Athletics.



There are many avenues available for Arizona student-athletes to become involved in the community, with the most visible being the Smith Project Speakers' Bureau. Through the Smith Project, Wildcat student-athletes venture into local schools to speak on a variety of different issues which include, but are not limited to: the detriments of drug and alcohol abuse, the importance of academics, handling peer pressure, and setting and achieving goals.

The Community Relations staff will train student-athletes prior to their first speaking engagement.



In addition to the Smith Project, Arizona student-athletes are involved in a variety of other outreach programs. Some of these programs include non-profit events such as Race for the Cure, Diabetes Walk, Dine Out for Safety and others. Furthermore, student-athletes visit hospitals, participate in Love of Reading Week, the Special Olympics, and several are Big Brothers and Big Sisters.

The Athletic Director's Cup for Community Service is given to the team that contributes the most hours per student-athlete during the course of the academic year, as well as the top male and female volunteer for the year.

It is the Athletics Department's hope that each of you will have the desire to become involved in some form of community outreach, whether through individual and team efforts or through the Community Service Program. Please contact Assistant Director for Community Relations, Lacey John at 520-621-2331 (lpjohn29@email.arizona.edu) or visit her in the Jim Click Hall of Champions to learn more about volunteering.

Seminar Series

The Seminar Series was established to introduce interesting and knowledgeable individuals to speak to student-athletes on a variety of health-related and student success issues. Voluntary and mandatory seminars utilizing C.A.T.S. Network members or other professionals are regularly scheduled for individuals, specific teams or all student-athletes. We will also inform you about campus speakers and seminars available to the general student body.

Campus Involvement Program

Just as your input and involvement on a particular team is of great importance, so is your input and involvement on campus. The Athletics Department puts a great deal of emphasis on maintaining representation across campus. A variety of committees and boards offer an opportunity to interact on campus. In addition, the campus offers several lecture and seminar series, addressing many different topics.

The University of Arizona also has approximately 400 clubs and organizations registered on the UA campus, providing endless opportunities for involvement. The Associated Students of the University of Arizona (ASUA) program offers many programs and services that students can

both help organize and utilize. The programs range from planning concerts to representing student concerns to the state legislature. If Greek life is one of your interests, the University is home to many sororities and fraternities. For information on any campus clubs or organizations, you may call (520) 621-8046.

Exit Interviews

The administrative staff holds exit interviews with all student-athletes who have exhausted their eligibility and those leaving the program before graduating. A written evaluation is completed in addition to a discussion that covers the student-athlete's experiences at the UA in order to find ways to better the overall program. A verbal, one-on-one interview can also be scheduled with the Vice President for Athletics & Director of Athletics, Senior Associate Director of Athletics/SWA or a Senior Associate Director of Athletics.

C.A.T.S. Forever

The C.A.T.S. Forever mission continues long after student-athletes have left the University of Arizona. Former student-athletes who have left the program prior to graduation are encouraged to return to complete their academic degrees. Assistance in this area is provided by the appropriate Athletics Department personnel. Former student-athletes are also provided with career counseling, internship opportunities, and job search assistance. Involvement opportunities and networking are also available through Arizona Athletics Letterwinners Association at 520-621-0889.

C.A.T.S. Life Skills Resources

C.A.T.S. Website:

http://www.arizonawildcats.com/ViewArticle.dbml?DB_OEM_ID=30700&ATCLID=208236687&DB_OEM_ID=30700

Through the *C.A.T.S. website*, the student-athlete can access information on all four areas of the award winning C.A.T.S. Program: academics and life skills in addition to general campus and community information.

C.A.T.S. Resource Library

The C.A.T.S. Resource Library is an in-house collection of video tapes, books, and other informational items that are made available through check out procedures to student-athletes, coaches and staff. Informational brochures on a variety of topics are also distributed and displayed. Please stop by the C.A.T.S. Life Skills Office for more information.

Campus-Wide Student Services

Dean of Student's Office and Student Life

The Dean of Student's Office and Student Life is responsible for the enforcement of University policies and procedures. The Dean of Students' staff works to help students build

their campus community assists with the resolution of problems, and advocates for new student programs.

Campus Health

Campus Health Services helps students maintain their physical and mental health. Areas covered by Student Health include Health Services, Counseling and Psychological Services, Health Promotions and Preventive Services, Insurance, and Medical Records and Campus Health Pharmacy. Campus Health is located at Highland Commons.

Counseling and Psychological Services (C.A.P.S.)

The Counseling and Psychological Services (C.A.P.S.) main office is located on the third floor of the Campus Health Services building and offers confidential, low-cost counseling for all University of Arizona students. Students do not need to have university health insurance to use their services. Students wanting to talk about problems ranging from depression to substance abuse can make an appointment with a counselor. Most students come in to deal with depression, stress, eating disorders, sexual assault consultation, drug and alcohol abuse, and family and relationship problems. All visits are strictly confidential, parents and teachers are not informed, and no records can be released without the written consent of the student. C.A.P.S. also offers support groups for a variety of issues, free of charge. In addition to emotional support, the center offers information about legal and medical options as well as connections to campus and community support groups and crisis centers.

There is also a satellite office located in the Kasser Medical Treatment Center in McKale Memorial Center specifically for student-athlete use. Student-athletes may schedule an appointment by contacting the Sport Medicine medical assistant at 621-8805 or asking their athletic trainer for assistance. See Section IV. C.A.T.S. Medical Services, "Counseling and Psychological Services" on page 56 for further information.

OASIS Program

The Oasis Program was established to provide a variety of services to UA students, staff, and faculty (men, women, and transgendered persons) that are impacted by sexual assault, relationship violence, and stalking. The Oasis Program is a unit of Campus Health Services and is an active partner with Tucson community service agencies. Together with our campus and community partners we work to provide coordinated responses to, and the prevention of, all forms of interpersonal violence.

Career Services

Offers a variety of programs designed to assist students and alumni develop and implement career plans, gain work related experience, seek part-time work while enrolled in school and gain professional employment after graduation. Extensive career development services are also available through the C.A.T.S. Life Skills Program.

Housing Facilities (Residence Life)

The University recognizes the importance of residence hall living as an integral part of the total educational program. Residence Halls provide a living/learning environment that reflects responsible citizenship and concern for others while offering opportunities for individual growth and development. Information about apartment living off campus is also available.

Associated Students

The student body is organized under the title, Associated Students of the University of Arizona (ASUA). The purpose is to enable students to assume the privileges and responsibilities of self-government. ASUA also acts to improve the lives of students and the quality of education on the local, state, and national levels.

Parking and Bicycle Parking

For information on the Parking and Transportation Departments, including parking permits, look on line at <http://www.parking.arizona.edu> **IMPORTANT NOTE:** All student-athletes must apply through Parking and Transportation for a parking permit.

Bicycle Parking Regulations

Bicycle parking has been available throughout our campus for many years and is governed by specific Parking and Traffic Regulations for non-motorized transportation. Bicycles must be parked only within the boundaries of designated bicycle areas and may not be brought into any University building that does not have an approved, designated bicycle storage area.

Additionally, bicycles shall not be parked or stored:

- a. in any offices, residence halls, classrooms, or parking structures without a bicycle storage facility;
- b. against or fastened to any tree, plant, bush, or foliage;
- c. against or fastened to any water, steam or gas pipe, fitting, electrical fixture, fence, sign post, railing, public seating fixture, or emergency safety device;
- d. upon or attached to any ingress/egress ramp, stairway or stairwell railing or otherwise fastened to or blocking any exit/entrance to any University building;
- e. in any locked, controlled entry enclosure if access has not been authorized by Parking and Transportation Services; or
- f. in any other area where parking is specifically prohibited by these regulations or by signs.

These regulations are designed to keep our buildings safe and clean, and to prevent unnecessary maintenance of floors and walls. They are also designed to ensure that bicycles will be placed in areas that do not block travel through emergency accessible areas--in particular University building stairways exits and entrances. Additionally, in the event of a fire alarm or other emergency evacuation; under no circumstances are bicycles to be carried out as part of the evacuation because they severely impede flow through exit pathways.

Several safe and convenient parking alternatives are available to the traditional bicycle rack for bicycles. Six campus garages include secure low-cost bicycle enclosures. Please call 626-PARK or visit http://parking.arizona.edu/alternative/bike_parking.php for more information about bicycle racks, enclosures and lockers. For additional information about riding your bicycle on campus, please visit: <http://parking.arizona.edu/alternative/bike.php>.

III. C.A.T.S. Strength and Conditioning

“The desire to succeed is useless, without the internal commitment to prepare...”

C.A.T.S. Strength and Conditioning Overview

C.A.T.S. Strength and Conditioning offers the student-athlete diverse programming designed to maximize the physical capabilities of each individual student-athlete. Each student-athlete receives direction appropriate to his or her specific sport and is able to benefit physically and mentally from strength and conditioning efforts.

C.A.T.S. Strength and Conditioning Staff

Lowell Stevens Football Facility:

Chris Allen, Associate Director of Athletics for C.A.T.S. Performance & Enhancement 626-1919
Brett Gerch– Assistant Coach, C.A.T.S. Performance & Enhancement 626-8992
Bryan Klobucar - Assistant Coach, C.A.T.S. Performance & Enhancement 621-9012
Parker Whiteman, Assistant Coach, C.A.T.S. Performance & Enhancement..... 621-8604
Matthew Barber, Assistant Coach, C.A.T.S. Performance & Enhancement..... 621-1788

McKale Center:

Jim Krumpos – Associate Director, Olympic Sports, Performance & Enhancement 621-4672
Rob Harris – Assistant Coach, C.A.T.S. Performance & Enhancement621-4570

Richard Jefferson:

Chris Rounds - Associate Head Director, Performance & Enhancement621-2430

Bill and Shirley Estes Strength and Conditioning Center

The Bill and Shirley Estes Strength and Conditioning Center at The University of Arizona is a functional facility with \$800,000 of strength, plyometric (indoor sandpit), indoor running turf and cardiovascular equipment. An individualized program is developed for each student-athlete depending on his or her sport, position, and specific physical needs. In today’s athletic arena, it takes more than just talent to succeed. Physical training that includes speed development, flexibility work, strength training, injury prevention exercises, and nutritional counseling will give a University of Arizona student-athlete the greatest chance to be successful in their competitive endeavor. The University of Arizona is totally committed to helping every student-athlete reach his or her potential. Hours may vary; check with your trainer for specific times.

Free Weight Equipment

Free weight training provides a student-athlete with functional power and strength development to enhance their performance. World class and state of the art equipment is available to help in maximizing athletic performance safely and effectively.

Plyometric and Flexibility Equipment

Transitioning strength development into reactive power and foot speed is vital for every student-athlete. Specific equipment such as an indoor sandpit, running turf, jumping machines, plyometric boxes, medicine balls, and the knowledge of when and how to use them from the strength staff will allow a student-athlete to reach the highest level of competition.

Machines and Dumbbells

Injury prevention and rehabilitation is another aspect that affects a student-athlete’s success. A line of top-quality selectorized machines and dumbbells coupled with a staff knowledgeable in functional rehabilitation will ensure that balanced development, joint isolation and stability can be achieved with the utmost in safety and comfort.

Cardiovascular Equipment

In addition to having some of the best weather in the country for conditioning outside on a year-round basis, the strength and conditioning center has top of the line heart rate monitored equipment for individual student-athletes to use.

Lowell Stevens Football Facility

The Lowell Stevens Football Facility is utilized by the football team for strength and conditioning training. Equipment specifically designed for performance enhancement for football student-athletes and a second story cardio-vascular area completes the facility.

Richard Jefferson Gymnasium

The Richard Jefferson Gymnasium is utilized by both men’s and women’s basketball for strength and conditioning training. Specialized equipment designed for basketball student-athletes are utilized in this facility.

IV. C.A.T.S. Medical Services

C.A.T.S. Medical Services Overview

C.A.T.S. Medical Services addresses the medical needs of the student-athlete and is able to provide valuable assistance for the student-athlete. The Medical Services area focuses on preventative measures in order to allow the student-athlete to enjoy the rewards of his or her sport to the fullest extent. Rehabilitation services assist the student-athlete in recovery and preparation for continued success in a specific sport.

Mission of the C.A.T.S. Medical Services

The mission of the C.A.T.S. Medical Services is to provide comprehensive athletic medicine service to the student-athletes at the University of Arizona. A medical team including athletic trainers, physicians and a psychologist work with coaches and the rest of the C.A.T.S. Student-Athlete Services Program as an integral part of a student-athlete’s total success.

C.A.T.S. Medical Services Staff

The athletic medicine team is comprised of primary care team physicians, team orthopedic surgeons and consultants, athletics trainers and a psychologist. In addition, the entire staff works with a team of specialists at the University of Arizona and in the Tucson community to provide comprehensive medical care for athletically-related injuries and illnesses.

KASSER SPORTS MEDICINE CENTER

Staff Athletic Trainers

Randy P. Cohen, Associate AD for Medical Services621-4674349-4061

Office

Cell

Justin Kokoskie, Assistant Director of Medical Services	621-3040	954-7992
Doug Contaoi, Assistant Athletic Trainer	621-4182	390-8094
Adam Garmon, Assistant Athletic Trainer	621-3040	954-7997
Jonathan Gress, Assistant Athletic Trainer/Physical Therapist	621-4182	370-6204
Stephanie Gross, Assistant Athletic Trainer	621-3040	847-738-

7833

Emily Johnson, Associate Athletic Trainer	621-9169	954-0324
Bruce Johnston, Assistant Athletic Trainer	621-3040	513-641-6644
Leanna Olivar, Assistant Athletic Trainer	621-0958	331-3310
Dustin Williams, Associate Athletic Trainer	621-4182	801-473-5046
Samantha Young, Graduate Assistant Athletic Trainer	621-4182	304-573-3101

LOWELL STEVENS FOOTBALL COMPLEX

Staff Athletic Trainers

	Office	Cell
Randy P. Cohen, Associate AD for Medical Services	621-4674	349-4061
Jenny Allen, Associate Athletic Trainer/Physical Therapist.....	621-9169	954-7991
Lanny Bradford, Associate Athletic Trainer	621-5964	979-2640
Kent Bultmeier, Assistant Athletic Trainer	621-2268	260-414-1202
Dale Rudd, Associate Athletic Trainer	621-9169	213-219-2921
Samantha Young, Graduate Assistant Athletic Trainer	621-4182	304-573-3101

Physicians

Don Porter, M.D., Head Team Physician	621-4674
Bruce Helming, M.D., Assistant Team Physician	621-4674
Steve Paul, M.D., Assistant Team Physician	
Mike Stilson, M.D., Assistant Team Physician	
Dave Millward, M.D., Assistant Team Physician	
Anna Waterbrook, M.D., Assistant Team Physician	
Jon Nisbet M.D., Orthopedic Consultant	
Jon Wang M.D., Orthopedic Consultant	
Bill Prickett, M.D., Orthopedic Consultant	
Peg Chivers, M.D., Orthopedic Consultant	

Medical Assistant

Angie Flores	(520) 621-8805
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Insurance Coordinator

Melinda Brinton	(520) 621-0819
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Director of Clinical & Sports Psychology

Dr. Amy Athey, Psy.D.	(520) 621-9533
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School Year Hours for Treatment

Kasser Sports Medicine Center

7:00 a.m. to 6:00 p.m. Other hours determined by practice schedule

Lowell Stevens Football Facility Sports Medicine Center

TBA

Team Physician Hours

See posted schedule outside office or contact an athletic trainer. To schedule call 621-8805 during normal working hours.

Team Orthopedic Hours

Available 4 days a week; see athletic trainer for specific days and times

Student-Athlete Pre-Participation Education

As part of the initial pre-participation physicals, student-athletes will meet one-on-one with their team athletic trainer to go over material pertinent to their participation with our varsity sports teams. Topics include concussion policy, training room rules, MRSA and other current issues in sports medicine. These issues will also be discussed in full team meetings prior to the start of the season and repeated each year of the student-athletes' participation.

Student-Athlete Requirement

Every student-athlete will accept the responsibility for reporting any injuries and illnesses to the medical staff during their time as a student-athlete at the University of Arizona, including signs and symptoms of concussion.

Required Procedures to Follow In Case of Injury/Illness*

1. If medical emergency, call 911
2. Report to Athletic Treatment Center for evaluation and treatment. An Athletic Trainer will direct you to the appropriate physician as needed.
3. If Athletic Treatment Center is closed call your Athletic Trainer at home. If you cannot reach them call another Athletic Trainer listed in the directory above.
4. If you seek outside medical assistance without approval from The Director of Medical Services the charges will be your responsibility.
5. **NOTE:** You are responsible for all medical costs for injuries or illnesses not caused by participation in UA covered sport related activity or you seek medical care outside of the UA system.

***If you are injured or ill and missing practice you need to receive treatment in the morning. This allows your athletic trainer to contact your coach about your injury status.**

Emergency Action Plan

The Athletics Department uses the following emergency action plan for all medical emergencies.

1. Emergency Action Plan - Role of First Responders:
 - a. Immediate care of the injured or ill student-athlete.
 - b. Emergency equipment retrieval.
 - c. **Activation of emergency medical system (EMS)**
 - i. **Dial 911**
 - ii. **Provide name and address of location.**
 - iii. **Provide number of individuals injured and condition of injured.**

iv. **Provide specific directions to venue.**

NOTE: The Emergency Medical Plan is posted at all athletics venues along with specific directions for that venue.

Arizona Athletics Medical Insurance Policy

In the event an injury occurs during a UA sport related activity, the charges for medical services will be sent to your health insurance carrier. After the insurance has paid for or denied the services provided, the University will act as a secondary insurance and pay the balance, (i.e. deductibles, excessive charges, denied claims etc.) The information you provide will help us assist the student-athlete in the event of a non-athletically related injury or illness and may help you meet your deductible.

All medical bills, EOB's (explanation of benefits) or insurance information needs to be forwarded to Melinda Brinton (Insurance Coordinator) in the Kasser Sports Medicine Center. Failure to do this could result in non-payment of bills.

The UA cannot cover treatment for injuries or illnesses not directly related to the participation in a covered sport activity. Therefore, we strongly recommend that all student-athletes obtain private health insurance. The University offers Campus Health Service insurance for a reasonable fee to cover non-sport related medical needs.

Should you have any questions regarding these matters, please feel free to contact Melinda Brinton, the program coordinator or Randy Cohen, the Associate Director of Athletics for Medical Services with your concerns (520) 621-4674.

Counseling and Psychological Services

UA Athletics Counseling and psychological services are committed to promoting individual student-athlete growth, enhancing performance in the sport, retention in the University community, and graduation into the larger society. To accomplish this mission, counselors provide educational and outreach programs, crisis intervention, and individual, couples, and group counseling for student-athletes who have a wide range of concerns. Additionally, counseling service professionals provide consultation to faculty and staff regarding student-athlete characteristics and development, student-athlete retention, assistance with student-athlete crises, diversity, and substance abuse education. UA Athletics Counseling and psychological services maintain solid working relationships with medical service professionals in Sports Medicine as well as campus and community mental health services in order to accommodate student-athletes with medical problems, or to assist student-athletes who require medication evaluation or hospitalization. UA Athletics Counseling and psychological services professionals adhere to the highest professional ethical standards, and are knowledgeable with local, state, and federal guidelines.

Student-athletes may schedule an appointment with **Scott Goldman, Ph.D., clinical and sport psychologist, by contacting the Sport Medicine medical assistant at 621-8805** or asking your athletic trainer for assistance.

Supplement Policy

No student, during the period of his or her eligibility to participate in intercollegiate athletics, shall use any of the drugs prohibited by the NCAA and listed on the NCAA Banned Drug List. Refer to the NCAA web site for an updated list of Banned Drugs:

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/SSI/Resources/Drug+Testing+Resources/>

The prohibition also applies to NCAA championship and post-season events certified by the NCAA. The NCAA list of Banned Drugs is also published each year in the NCAA manual for that year and attached to the Summary of NCAA Regulations provided to all student-athletes at the beginning of each academic year. A student-athlete who, as a patient, is prescribed a prohibited drug by a licensed physician may continue to participate in athletics if: (1) with respect to possible risks to the health of the patient, the attending physician certifies in writing that specified athletic activity safely may be undertaken and the patient executes a prescribed waiver which relieves The University of Arizona of any responsibility for illness or injury attributable to engagement in athletic activity while under the influence of the prescribed medication; and (2) with respect to possible performance-enhancing effects, the patient's attending physician, in consultation with The University of Arizona's medical and athletic authorities, can and does implement a schedule of medication that precludes such performance-enhancing effects during times relevant to intercollegiate athletic competition.

The Athletics Department does not condone the use of over-the-counter supplements of any kind by our student-athletes. Student-athletes should avoid any/all supplements not provided by the Athletics Department. The risk that over-the-counter supplements may contain banned substances and cause a student-athlete to test positive on drug test is too great.

Legally Permitted Substances: The abuse of and/or dependency upon legally permitted substances including legally obtained alcoholic drinks, tobacco, prescription drugs and other non-illegal substances is prohibited. A student-athlete's participation may be restricted as determined by the Athletics Team Physician when the above legally permitted substances adversely affect performance or endanger his/her well-being or that of his/her teammates, whether or not such substances are banned by the NCAA.

Pregnant Student Athlete Guidelines

The University of Arizona is committed to protecting pregnant student athletes' scholarships. In the event that a student-athlete is pregnant or believes she is pregnant, the student-athlete is encouraged to inform the head team physician, head coach, athletic trainer or the Senior Associate Director of Athletics/SWA so that we may protect the student athlete's health and scholarship, if applicable, and facilitate their participation on the team to the extent permissible. A student-athlete should not assume that they must withdraw from their sport; doing so may cause the student-athlete to lose their scholarship, if applicable.

Procedures

Notification

Student-athletes who are pregnant and wish to benefit from this leave policy should notify their head team physician, head coach, or the SWA/Senior Associate Director of Athletics.

Scholarship and Team Participation

Subject to notifying their head team physician, head coach, or the SWA/Senior Associate Director of Athletics, the student-athlete's scholarship*, if applicable, will remain in place for the remainder of the granting period, so long as the student-athlete **does not** voluntarily withdraw from their sport. Additionally, the student-athlete will not forfeit team membership, status, benefits or responsibilities. The student-athlete's participation in team activities, including practice, competition, and travel, shall be subject to the determination of the head team physician.

Based on NCAA regulations the student-athlete will be granted a one-year pregnancy leave for a possible six-year period of eligibility.

Training and Competing

Depending on the sport, the student-athlete may continue to train and participate in their sport in accordance with the determination of the head team physician. The head team physician may require the student-athlete receive medical clearance before returning from leave to full-participation post-pregnancy. The head team physician has ultimate decision-making authority in health-related decisions.

Medical and Insurance Coverage

Pregnancy is not covered under the student-athlete insurance through the Athletics Department. The student-athlete will need to contact other applicable insurance policies for coverage and benefits information.

* Your scholarship is subject to all University of Arizona policies and procedures regarding student- athlete scholarships.

Student-Athlete Exit Physical

Upon completion of their competitive career, all student-athletes will be required to complete an Exit Physical with their athletic trainer (see form on next two pages).

EXIT PHYSICAL - SAMPLE ONLY: The University of Arizona Athletics

Name: _____ Age: _____ Date of Birth: _____

Date: _____ Sport: _____

Medical History	<u>Yes</u>	<u>No</u>	<u>Explain Yes answers below</u>
Do you have any ongoing or chronic illness?	___	___	_____
Have you had any non-orthopedic surgery while at the University of Arizona?	___	___	_____
Are you currently taking any medication?	___	___	_____
Do you have any ongoing sport related injuries which require treatment?	___	___	_____
Do you have any ongoing sport-related injuries Requiring evaluation by a team physician?	___	___	_____

Orthopedic History: Have you ever had an **injury** or **surgery** to any of the following while at the University of Arizona?

	<u>Yes</u>	<u>No</u>	<u>Explain Yes answers below</u>
Neck	___	___	_____
Back	___	___	_____
Shoulder	___	___	_____
Elbow	___	___	_____
Wrist	___	___	_____
Hand	___	___	_____
Chest	___	___	_____
Hip	___	___	_____
Thigh	___	___	_____
Knee	___	___	_____
Shin/Calf	___	___	_____
Ankle	___	___	_____
Foot	___	___	_____

The following is a summary from the UA Athletics Medical Policy related to post-eligibility medical coverage.

1. The SA must adhere to all recommendations indicated by medical plan directed by team physician or coverage will be discontinued.
2. UA will cover referrals to outside health care providers only when approved in advance in writing by Associate AD for Medical Services.
3. UA will not be responsible for medical care of any injury after the SA has signed a professional contract or competed professionally.
4. UA will not cover medical expenses for athletically-related injuries beyond a) one year after eligibility is exhausted; b) one year after the SA leaves the team; or c) the length of current insurance policy.
5. UA insurance will continue to act as a "secondary" policy. All medical expenses must be submitted first to the SA's primary insurance. The UA may elect not to cover any injury to SA who fails to cooperate regarding the submission of claims to the SA primary insurance carrier.

Student-Athlete Signature: _____ Date: _____

Name: _____

Physical Examination

If this information is documented in an electronic medical record, please note above.

	<u>Yes</u>	<u>No</u>	<u>If Yes, please specify</u>
Does athlete need referral to team physician or other specialist?	_____	_____	_____

Athletic Trainer Signature: _____

Date: _____

Communication Services

Communication Services Overview

The University of Arizona Athletics Department's Communication Services office handles all sports information activities, coordinating the relationships between student-athletes, coaches, staff, and the media. The office directs media activity at all athletic events. A primary function of the staff is to foster goodwill between the University of Arizona Athletics Department and reporters, editors, and photographers throughout the city, state, and country.

The Communication Services staff consists of a Director of Communication Services, four fulltime assistants, and a number of student assistants. The Communication Services staff works closely with the vendors to design and edit all media guides, updates content on www.Arizonawildcats.com, and interacts with the media on non-sports related activities and issues. The general telephone number for the Communications Services office is (520) 621-4163. The fax number is (520) 621-2681.

Communication Services Staff

Jeremy Sharpe, Associate Director of Athletics for Communications Services	621-0917
Blair Willis, Associate Director of Communication Services.....	621-0914
Matt Ensor, Associate Director of Communication Services	621-0916
Daniel Berk, Assistant Director of Communication Services.....	621-1814
TBA, Assistant Director of Communication Services.....	626-9395
Danny Martinez, Intern.....	621-0084

Communication Services General Policies

During your years at Arizona, you will be called upon by UA Communication Services personnel and others for interviews, comments, photo sessions and other contact with the media. Most of these sessions are set up through the Communication Services office and acknowledged by your coach. The Communication Services staff contacts you and works out an appropriate time. You should never agree to an appointment with the media unless you can keep it. It is important to be on time for any interviews. It's important to agree to be interviewed by just about everyone who asks. Such contact with our student-athletes promotes the best coverage possible of Arizona Athletics. If you have problems making an engagement, let the Communication Services office know (one person will be responsible for working with your sport).

Sometimes the media may contact you by telephone (with your approval and by prior arrangement). If you don't know the reporter well, be cautious about what you say. Some of our student-athletes have conducted hundreds of phone interviews in the past several years and they do a great job of representing Arizona Athletics. The more media you talk to, the higher your profile becomes.

If you have questions about how to conduct interviews or have problems in handling media requests, please contact a member of the Communication Services office so that any problems can be solved. Arizona has wide support in Tucson and the state.

All our sports receive a share of attention, although some sports receive more coverage than others. Be appreciative of the job the media have to do and the media, in turn, will be fair with

You. The media's job is not related to "promoting" our sports, but to providing coverage for their readers or viewers.

Tips to Help You Deal with the Media

- You are always representing yourself, your coach, your sport, your teammates, and your University when you speak with the media. Understand this responsibility.
- Your academic and team responsibilities rank first and foremost. Don't let media requests conflict with your classes, practice schedules or team meetings, etc.
- Your appearance is a factor. Be aware of how you look and the image that presents. Obviously if you're being interviewed after a grueling practice or event, you will look a certain way. If you're talking to a reporter at a different time, you should be comfortable but presentable (perhaps you will be videotaped or photographed).
- Always show respect in dealing with the media. These people are doing a job.
- Sometimes media will ask questions you think are narrow-minded or foolish. They are simply trying to find out what makes you tick or to get your views on your (or your team's) performance.
- Get to know any reporters or photographers who cover your team or interview you. Many of you will work with these people for four or five years. They have names. They are people. Simple courtesies go a long way.
- Read the newspapers and follow the coverage of Arizona Athletics in the broadcast media. You can obtain plenty of information and get tips on how the media interacts with our programs. You can hear what your coaches are saying about events, opponents, and developments. You can see or hear what your opponents are saying.
- Be candid and honest, but not critical of your team or opponents. Be a good winner and a disappointed, thoughtful loser. Be gracious in post-event comments, win or lose. We meet with the media regardless of the outcome. Anything you say to the media may be reported.
- There is no such thing as "off the record." A reporter may use comments made while the recorder is turned off or a notebook is closed. Comments a reporter overhears you make to a teammate or opponent may be used. If a reporter says, "Just between you and me—off the record—could you tell me..." it should turn on a warning light in your brain. But, the better you know a reporter, the more flexible this area becomes. We're talking about games and athletics, not matters of national security. Still, whatever you say might end up in print or on a broadcast.
- Do not say anything you don't want your teammates, coach, family, opponents or thousands of readers and viewers to know.
- You are not obligated to answer questions you are uncomfortable with. Simply say, "I'd rather not answer that question" or "Maybe you should ask the coach that question" or any other truthful reason you prefer to not reply. Don't overuse this tactic, but don't allow yourself to be bullied by an inquisitive reporter.
- Look the interviewer in the eye. You are no different than the interviewer, just on the other side.
- Be creative. The same standard clichés and overused phrases don't make for good interviews. If you can think of a fun way to say something new, do it.
- Dealing with the media can become a regular occurrence. Reporters seek out student-athletes because they had an impact on the game or were involved in a specific play or because they're the student-athletes who always can put the event in perspective and come up with interesting things to say. Simply put, the more successful you are on the field, the more likely you are to be interviewed.
- If you liked a story written or broadcast by a reporter, tell them the next time you see them. If you didn't like a story, tell them the next time you see them. Reporters appreciate feedback of both kinds.

- Learn the difference between a news story and a column. A sports reporter normally writes advance stories about upcoming events, stories about the game or match, and features stories on student-athletes. A sports columnist sits back and writes his or her opinions about things. That's why they put the columnist's photo over the column, as if to say, "here is what this person thinks". You may or may not agree with what a columnist thinks, but either way the newspaper that runs the column pays the writer to make observations. They pay the other writers to cover sports and student-athletes and produce stories.
- Stories are often edited by someone other than the person who interviewed you. A story may appear on television or in the newspaper in a condensed style from the original form. The author of a story almost never writes the headline.
- Be cautious in interacting with the media via email or the Internet. You always are representing The University of Arizona even in a one-on-one note via the web.



Equipment Room

Equipment Room Operations Overview

The equipment room strives to operate in an extremely organized manner by being accountable for all merchandise and keeping the equipment room neat and orderly. Equipment staff members are to be professional in their dress, mannerisms, attitudes, and above all, customer service.

Equipment Room Mission Statement/Philosophy

The equipment room's role is to be a positive asset to the University of Arizona Athletics Department. The way to accomplish this is to always be available, and to always have a smile on your face and a joy in your heart through the good times and the bad. It is our overriding philosophy that we should always be improving and getting better at everything we do, not just maintaining or staying the same.

Equipment Room Staff

There are three Associate Directors of Equipment Operations, two Equipment Specialists, and two intern equipment managers assist the Director of Equipment Operations.

Wendell Neal, Associate Athletic Director for Equipment Operations	621-4888	Brian
Brigger, Assistant Director of Equipment Operations.....	621-2294	Emily Dwerlkotte,
Assistant Director Equipment Operations.....	621-2283	Michael Barnett, Assistant Football
Equipment Manager.....	621-4117	Tom Boesel, Athletic Equipment
Specialist.....	621-7881	Angie Ponce, Athletic Equipment
Specialist.....	621-2258	Zachary Cook, Athletic Equipment
Specialist.....	626-1437	General Phone for LSFF Equipment
Room.....	621-4441	General Phone for McKale Equipment
Room.....	621-9133	
FAX.....		621-2319

Hours

The equipment room is open at 8:00 a.m. every morning, or earlier depending on team schedules. The equipment room will remain open until the last athlete leaves during the season. Special hours are in no way a problem and can always be accommodated. Normal hours of operation are 8 a.m. to 5 p.m., Monday through Friday.

Duties

The equipment room services athletes participating in all nineteen sports, providing such services as equipment fitting and maintenance, laundry services, and packing for away contests. Equipment personnel will work in conjunction with the coaches for each sport to meet the specific equipment needs of each sport.

Student-Athlete Recognition Opportunities

Award Nomination Process: Deserving Arizona student-athletes are nominated for all campus, local, conference, regional and national awards. Nominees are determined by the Intercollegiate Athletics Awards Nominating Sub-Committee.

UA Academic Awards

Merril P. Freeman Medal – Awarded to two seniors with outstanding qualities of manhood or womanhood and manifestations of character and qualities of leadership.

Robie Gold Medals – Awarded to two seniors who have demonstrated personal integrity, initiative, cooperation, enthusiasm, humility, well-rounded interests, active participation in student affairs, service to the University, willingness to give more than is required, and love of God and Country.

Robert L. Nugent Awards – Awarded to a senior man and woman who have demonstrated a high degree of citizenship and leadership that imply future promise and exemplify the high ideals of Dr. Nugent.

Arizona Athletics Academic Awards

Graduates

Student-athletes who are earning their degrees are honored at the end of the school year at the C.A.T.S. Awards Banquet.

Academic Champions Awards

Academic Champion Award Recipients are outstanding male and female student-athletes, currently in good standing with the program and maintaining a 3.0 or better GPA for the previous two consecutive semesters (academic year, fall and spring, summer school is not included). In the fall of each year, student-athletes are recognized publicly annually at a home football game. In addition they are honored at the C.A.T.S. Awards Banquet in the spring.

Team Academic Achievement Awards

Awards are presented annually to the one men's and one women's team with the highest cumulative GPA as determined after the second semester of each academic year. Plaques are presented to the previous year's winners the C.A.T.S. Annual Awards Banquet held each spring.

Arizona Athletics Awards

Athletic Awards Policy and Procedures

General Policy:

Student-athletes (SAs) are permitted to receive awards provided by their member institution, its conference or an approved agency for their participation and achievement in sport. Awards received may not be sold, exchanged or assigned for another item of value, even if the student-athlete's name or picture does not appear on the award. The awards must fall within the following categories: Participation (including Senior Scholar-Athlete Award & Special Event Participation), Conference & National Championship Awards, & Special Achievement Awards. All awards are limited in value and number based on NCAA Figures 16-1, 16-2 & 16-3. The University of Arizona only monitors awards provided by UA and therefore, awards

provided by outside sponsors (e.g. Heisman Trophy, Pac-12 Championship Trophy, NCAA Championship awards) need not be included with award requests.

Procedures:

1. At the conclusion of a sports season, each sport must complete the UA Awards Chart for approval at least one week prior to providing an award to a student-athlete(s). The chart must list all student-athletes, potential awards they will receive and the value of the award.
 - a. Please note that awards typically must be ordered in much greater advance than one week, please plan accordingly.
 - b. Include all awards provided by the institution!**
2. For each award provided, the sport must attach a document noting the value of the award (e.g. invoice, online image noting price).
3. The UA Awards Chart must be submitted to and approved by the following individuals **prior to** purchasing and distributing the awards:
 - a. Associate Athletic Director for Compliance
 - b. Sr. Associate Athletic Director/Senior Woman Administrator
 - c. Athletic Business Office
4. Upon approval from all parties, each sport may distribute awards at their discretion.

Notes:

- Awards must receive normal retail value, which is defined as the cost to the institution that is based solely on volume and is available to all purchases of a similar volume and does not involve an obligation to make additional purchases to enable the supplier to recover those costs for the original purchase.
- A student-athlete may not contribute to the value of their award.
- A student-athlete must be eligible for competition to be eligible to receive an award for a particular event or segment.
- Awards presented must be uniform for all team members receiving an award.
- Administrative fees (e.g. tooling charges, tax, shipping and handling) for awards do not need to be included when calculating the value of the award.
- Providing a memento (e.g. flowers) to the parents or individuals representing the SA during senior day/night is permissible and need not be included in the value of the awards.

FIGURE 16-1
Participation Awards [R]

Type of Award	Maximum Value of Award	Number of Times Award May Be Received	Permissible Awarding Agencies	Maximum Number of Permissible Awarding Agencies
Annual Participation — Underclassmen	\$225	Up to maximum value per year per sport	Institution	1
Annual Participation — Senior	\$425	Up to maximum value per year per sport	Institution	1
Special Event Participation				
• Participation in postseason conference championship contest or tournament	\$375*	Once per event	• Institution • Management of event (may include conference office)	2
• Participation in postseason NCAA championship contest or tournament	Institution — \$375 NCAA — No limit	Once per event	• Institution • NCAA	2
• Participation in all-star game or postseason bowl	\$400 (Institution) \$550 (Management of event)	Once per event	• Institution • Management of event	2
• Participation in other established meets, tournaments and featured individual competition	\$400*	Once per event	• Institution • Management of event	2

*The combined value of all awards received for participation in this type of event from the institution and the management of the event may not exceed the published value.

FIGURE 16-2
Championship Awards [R]

Type of Award	Maximum Value of Award	Number of Times Award May Be Received	Permissible Awarding Agencies	Maximum Number of Permissible Awarding Agencies
National Championship conducted by NCAA	\$415*	Once per championship	• Institution** • Conference**	2
National Championship not conducted by NCAA***	\$415*	Once per championship	• Institution** • Conference**	2
Conference Championship — regular season	\$325* #	Once per championship	• Institution** • Conference**	2
Conference Championship — postseason contest or tournament	\$325* #	Once per championship	• Institution** • Conference**	2

* Each permissible awarding agency is subject to a separate \$415/\$325 limit per award.

** Award may be provided by another organization recognized by the institution or conference to act in its place.

*** Applies only to sports or classification divisions in which the NCAA does not conduct championships. Teams must be designated as a "national champion" by a national wire-service poll or the national coaches association in that sport.

The combined value of both awards shall not exceed \$325 if same institution wins conference regular-season and postseason championships.

FIGURE 16-3
Special Achievement Awards [R]

Type of Award	Maximum Value of Award	Number of Times Award May Be Received	Permissible Awarding Agencies	Maximum Number of Permissible Awarding Agencies
Special attainments or contribution to team's season (e.g., scholar-athlete, most improved player, most minutes played, most valuable player)	\$175	Once per category of award per year	Institution	1
Most valuable player — special event*	\$325**	Once per event	• Institution • Conference • Organization approved by institution or conference	Unlimited
Most valuable player — bowl game or all-star contest	\$350	Once per event	Sponsoring entity of all-star contest or certified postseason bowl	1
Established regional/national recognition awards (e.g., Wade Trophy, Heisman Trophy)	\$325	Once per year per award	Management of award program	1
Trophy recognizing established national award	Unlimited	Once per year	Management of award program	1
Trophy recognizing conference "athlete of the year"	\$1,500	Once per year to one male and one female	Conference	1
Specialized performance in single contest or during limited time period (e.g., player of the game, player of the week)	\$80 (certificate, medal or plaque only)	Unlimited	• Conference • Outside organization (e.g., local business)	Unlimited
Hometown award	\$80	Unlimited	Group (other than institution's booster club) located in the student-athlete's hometown	Unlimited

*The award recipient must be selected by a recognized organization approved by a member institution or conference.

** Each permissible awarding agency is subject to separate \$325 limit per award. Each awarding agency may provide only a single award for each event to each student-athlete.

Varsity Letter Awards

Varsity Letter Awards are awarded to student-athletes at the request of their respective coaches. Criteria for the awards vary for each sport and are determined by the coach and administration. Student-Athletes are eligible to receive participation awards while an active ungraduated student with eligibility remaining or are a 5th year athlete. If participation awards are not received during that time, student-athlete will be allowed to purchase the award but must be approved by the administration office.

Awards are as follows:

- First Year Award: Jacket
- Second Year Award: "A" Blanket
- Third Year Award: Plaque
- Fourth Year Award: Watch

Varsity Awards for Transfer Student-Athletes

Arizona letter awards are based upon the specific year the student-athlete letters at the UA. Any transfer-student, whether he or she transfers in as a sophomore, junior, or senior would receive a jacket for the first year letter award, a blanket for the second year, and a plaque for the third year.

Multiple Sport Letterwinners

Only one award may be presented to a student-athlete in any one year, regardless of the number of sports he or she lettered in during the year.

Championship Rings

National: The University of Arizona championship rings are presented to all members of a national championship team and to individual national champions.

Conference: The University of Arizona championship rings are presented to all members of a conference championship team.

Participation on a Championship Team: means the student-athlete was on the traveling squad to the national/conference championship and a letterwinner in the sport during the same season. If a student-athlete participates on two championship teams in two different sports he or she will receive two rings, one for each sport.

The Arizona Golden 'A' Award

The Golden 'A' award is given to the outstanding athlete on all teams. The recipient of this award may be selected by the coach or by a vote of the members and the coach.

The Ruby and Sapphire Achievements in Excellence Awards

The Ruby Award and the Sapphire Award are presented to the most outstanding senior female and male student-athlete of the year. The awards are based upon excellence in athletics, academics, personal development and community involvement through their entire career. The awards are presented at the C.A.T.S. Award Banquet.

Commitment to an Athlete's Total Success Awards

The C.A.T.S. Award is presented annually to those student-athletes who show that they have fulfilled the philosophy of the C.A.T.S. Program by achieving a well-rounded and balanced collegiate experience. Applicants are also judged on the diversity of activities participated in with regard to academics, athletics and personal development, the three main components of the C.A.T.S. Program.

Conference or National Athletic Awards

Pac-12 Conference Medal Award

The Pac-12 Conference Medal is presented annually to one male and a one female senior student-athlete who has exemplified excellence in academics athletics and community service. The medal award is the highest honor presented by the Pac-12 Conference.

NCAA Woman of the Year - Each year one female student-athlete is nominated for the national NCAA Woman of the Year. This student-athlete will have shown a commitment to the philosophy of the C.A.T.S. Program and excelled in athletics, academics and community service.

Alumni Letterwinner Awards

Arizona Sports Hall of Fame

For Arizona Sports Hall of Fame criteria please refer to the Athletics Department's official website.

C.A.T.S. Silver Anniversary Awards

The C.A.T.S. Silver Anniversary Award is presented annually to a former male and female UA student-athlete who last attended the University of Arizona at least 25 years ago. Those alumni letterwinners considered for the award will have made a significant impact in the community and the University, developed themselves into leaders at various levels, and experienced success within their chosen profession. The Silver Anniversary C.A.T.S. Award is also presented at the annual C.A.T.S. Awards Banquet. Nominees will be accepted and reviewed by a committee appointed by the Vice President for Athletics & Director of Athletics.

Retirement of Jerseys

Only student-athletes who were recognized as National athletes of the year, received a major national "athlete of the year" honor or have been inducted into the The National Football Foundation College Football Hall of Fame are eligible for their jersey to be retired. These student-athletes shall not be eligible to have their jersey retired until three (3) years after exhaustion of their eligibility. Names should be submitted to the ICA Heritage Committee. Student-Athlete jerseys are retired but not individual player numbers.

Ring of Fame

For Arizona Ring of Fame criteria please refer to the Athletics Department official web site.

Post-Eligibility Scholarships (Scholarships Student-Athletes Must Apply To Receive)

NCAA Post Graduate Scholarships (Deadline varies by sport)

- The student-athlete must be recommended by the Faculty Athletics Representative, Dean of the College, Head Coach, and/or the Vice President for Athletics & Director of Athletics.
- The student-athlete must enroll in a full-time graduate program, but recipients can defer enrollment for up to five years.

- The student-athlete must have an overall GPA of 3.0 on a 4.0 scale. (one male, one female) who are competing in their final year of eligibility.
- The student-athlete must have completed or must be completing his/her athletic eligibility.

Pac-12 Post Graduate Scholarship

- Must have a 3.0 cumulative GPA.
- Must be in final season of eligibility.
- Must have performed with distinction in their sport.
- Must be a full time graduate student.
- Must enroll in graduate school within 3 years of receiving the scholarship.
- One time grant of \$3,000.

Walter Byers Scholarship (Deadline: mid-January)

- Awarded to two student-athletes (one male, one female) who are competing in their final year of eligibility.
- Student-athlete awarded in recognition of academic achievement, leadership, character, and citizenship.
- Student-athlete must have a minimum GPA of a 3.5 on a 4.0 scale.

NCAA Women's Enhancement Program (Deadline: mid-February)

- Applicants must be accepted into a NCAA member institution's graduate sports administration program or a similar program.
- One-time grant of \$6,000.

Ethnic Minority and Women's Scholarships (Deadline: mid-February)

- Ten scholarships are available to ethnic minorities and 10 scholarships for women that are awarded annually.
- Applicants must be accepted into a NCAA member institution's graduate sports administration program or a similar program.
- One-time grant of \$6,000.

John McLendon Memorial Minority Scholarship (Deadline: early January)

- Does not have to be student-athlete
- Must have a 3.0 GPA
- Must be full-time senior level minority student
- Must have demonstrated leadership qualities
- One-time grant of \$10,000

National Association of Collegiate Directors of Athletics (NACDA) / Disney Scholar-Athlete Award

- Ten scholarships to five football student-athletes and five student-athletes in another sport.

- Applicants must have a minimum 3.0 GPA on a 4.0 scale.
- Applicants must have earned All-Conference or All- American honors.
- Applicants must be planning on attending graduate school and have demonstrated leadership qualities.
- One-time grant of \$5,000.

Alumni Letterwinners

"A" Club

The "A" Club is an association whose members are former Arizona student-athletes who retain the spirit of Wildcat Athletics and want to stay involved in supporting the current student-athletes. For over thirteen years, the "A" Club has been an avenue through which former student-athletes can remain actively involved in Arizona athletics.

The goals and objectives for the "A" Club include encouraging members to foster and promote the heritage, traditions, and success of the athletics program at the University of Arizona as well as promoting the values and qualities inherent to being a Wildcat. Additionally, the members are urged to actively support programs that are designed to assist current Wildcats to be successful athletically and academically.

Once you have completed your eligibility, you are encouraged to join the "A" Club and remain an active supporter of U of A Athletics.

Letterwinner Quotes

"At the University of Arizona I learned what good teaching and coaching is all about. The experiences there rounded me out as a whole person and taught me all that I could do in my life. For me, it has provided the foundation for all that I do." **Dr. Michele Mitchell, Ph.D.**, Swimming and Diving – Diver 1980-84

"Some of the best years of my life were spent at the University of Arizona. Graduating with a degree was unforgettable, but the relationships that I developed with the wonderful individuals there is what I will cherish forever." **Tedy Bruschi**, Football 1991-95

"Attending the University of Arizona was the best decision I have ever made. My experiences here hold many joyful memories and dear friendships. Through these experiences I have grown as a person and matured into the woman I am today. I came to Arizona to be a champion, not only in softball, but also in life. And that dream has come true." **Nancy Evans**, Softball 1994-95, 1997-98

"It was great to go to Arizona as a local kid, play baseball and get my degree. My experiences with the coaches taught me about baseball and the issues we faced off of the field. Besides my parents, Coach Kindall helped lay the foundation for who I am today." **Gil Heredia**, Baseball 1984-87

The Wildcat Club Investing in Arizona Student-Athletes

As an Arizona student-athlete, it is important for you to understand that Arizona Athletics is a fiscally strong department on campus that helps you reach your academic and athletic goals. The funding for Arizona's 20 sports comes from a variety of sources that includes private donations, ticket sales, corporate sponsorship, as well as radio and TV broadcast rights.

To illustrate the Athletics Department's budget more clearly, provided below is the fiscal year 2012-13 budget:

Budget Category	Year 12-13	% of Total
Gifts	17,000,000	28.7%
External Services, Advertising, Facility Rentals	6,138,000	10.4%
Guarantees Received	0	0%
Transfers and Other	0	0%
State Appropriations	0	0%
Concessions & Souvenirs	750,000	1.2%
Student Fees	0	0%
Gate Receipts	14,500,000	24.5%
TV and Radio ⁽¹⁾	20,812,000	35.2%
TOTALS	\$59,200,000	100.00%

In addition to these valuable resources, private support from fans, alumni and alumni letterwinners ensures your continued success as a student-athlete. Individuals who make charitable gifts to Arizona Athletics become members of the **Wildcat Club**. The monies raised from these members are essential to fulfilling the University's Athletics mission which is "to allow its student-athletes to compete at the highest level of intercollegiate competition and to reach their educational and academic progress objectives."

This generous financial support provides student-athlete scholarships, operational expenses (i.e. team travel, NIKE gear, etc.), academic support, and facility improvements. The Jim Click Hall of Champions, Estes Family Weight Room, Richard Jefferson Center, women's locker rooms, Kasser Family Pool and the currently under construction Lowell/Stevens Football Facility are prime example of facilities that were privately funded by members of the Wildcat Club.

The Wildcat Club staff welcomes student-athletes to stop by room 246 in McKale and learn more about Arizona Athletics' fundraising program. Student-athletes can help by encouraging friends to become Student Wildcat Club members or become involved as a Young Alumni Wildcat Club member.

⁽¹⁾ *Includes TV, Bowls, NCAA men's basketball tourney, Pac-12 Basketball Tourney, less conference assessment.*

Athletic Rules, Regulations and Policies

NCAA Rules and Regulations

Compliance with the University of Arizona, Pac-12 Conference and NCAA rules and regulations is critical and necessary for success at the intercollegiate level. The governing bodies have established rules and regulations in order to provide a framework for fair competition and an appropriate balance between educational and athletic pursuits. These governing bodies have created legislation to govern the conduct of intercollegiate programs at the institutional level. The rules and regulations apply to many athletics issues such as admissions, amateurism, playing and practice seasons, financial aid, awards and benefits, academic eligibility and recruiting.

The University of Arizona is committed to operating within all rules and regulations. That commitment is critical to the integrity of this University. With that in mind, student-athletes are asked to assist in ensuring that all rules and regulations are followed.

If you become aware of a problem regarding a possible rules infraction, you are expected to provide such information to either your head coach or a member of the Compliance Office.

If you are uncertain of how governing legislation may apply to a specific situation, contact the Compliance Office for clarification before taking any action that might jeopardize your eligibility.

When in doubt - DON'T! Ask First.

Following is a short review of selected topics that each student-athlete needs to be familiar with in order to protect his or her own eligibility. Please note that this information is only an outline of selected topics and not a complete review of all NCAA regulations relating to your eligibility. For further information please refer to the NCAA supplement provided at the initial team meeting each year, or contact a member of the Compliance staff.

Extra Benefits / Preferential Treatment

You, your relatives and/or friends are strictly prohibited from receiving benefits from an institutional coach, staff member, or booster that are not expressly authorized by the NCAA; no loans, transportation, or other items of material worth. Nor are you allowed to receive preferential treatment from any source because of your participation or prestige as a student-athlete (e.g., special discounts or freebies). Remember: ***if it's not available to the general student body, it's not available to you.***

Outside Competition

You will be declared immediately ineligible for further competition if you, at any time during the academic year, compete on any outside team in any non-collegiate, amateur competition. *See the Compliance Office about the very few exceptions before acting.*

Amateurism

An individual must comply with the following to retain amateur status: An individual loses amateur status and thus shall not be eligible for intercollegiate competition in a particular sport if the individual:

- a. Uses his or her athletic skill (directly or indirectly) for pay in any form in that sport:
- b. Accepts a promise of pay even if such pay is to be received following completion of intercollegiate athletics participation.

- c. Signs a contract or commitment of any kind to play professional athletics, regardless of its legal enforceability or any consideration received.
- d. Receives, directly or indirectly, a salary, reimbursement of expenses or any other form of financial assistance from a professional sports organization based upon athletics skill of participation, except as permitted by NCAA rules and regulations;
- e. Competes on any professional athletics team and knows or had reason to know that the team is a professional athletics team (per 12.02.4), even if no pay or remuneration for expenses was received, or;
- f. Enters into a professional draft (basketball one time exception) or an agreement with an agent or other entity to negotiate a professional contract.

Use of overall athletic skill - effect on eligibility: Participation for pay in competition that involves the use of overall athletic skill (e.g. 'Superstars' competition) constitutes a violation of the Association's amateur status regulations; therefore, an individual participating for pay in such competition is ineligible for intercollegiate competition in all sports.

"Road Racing" is essentially the same as cross country or track competition and cannot be separated effectively from those sports for purposes of Bylaw 12. Therefore, a student-athlete who accepts pay in any form for participation in such a race is ineligible for intercollegiate cross country or track competition.

Promotional Activities

You may not accept any remuneration for or permit the use of your name or picture to advertise, recommend or promote the sale or use of a commercial product or service of any kind. All requests for appearances or use of your name in conjunction with any event (i.e., charity event) must be approved in advance (requires written permission from the Athletic Director, Assoc. A.D. for Compliance, or Assistant Director of Athletics for Community Relations & Hall of Champions. *[NO Modeling]*)

Agents

You become immediately ineligible if you agree (orally or in writing) to have a person represent you in future negotiations involving your athletics abilities or worth. Be aware that Arizona State Law requires notification of your institution's athletic director within 72 hours if such an agreement is made with an agent. Civil or criminal action could result from non-compliance. You become ineligible at once if you or your family or friends accept anything (inducements) from an agent or their emissaries.

Gambling

Staff members and student-athletes shall not knowingly provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition; solicit a bet on any intercollegiate team; accept a bet on any team representing the institution; or participate in any gambling activity that involves intercollegiate or professional athletics. This includes fantasy leagues, pools, brackets, etc.

THE UNIVERSITY OF ARIZONA STUDENT-ATHLETE SUBSTANCE ABUSE EDUCATION AND TESTING POLICY

I. DEFINITIONS

The following definitions will apply as used in this Student-Athlete Substance Abuse Education and Testing Policy (Policy):

- A. **Intercollegiate Athletics (ICA)** – sports sanctioned by the National Collegiate Athletic Association (NCAA) and the Pac-12 Conference.
- B. **Department** – the University of Arizona’s (UA) department of intercollegiate athletics.
- C. **Student-Athlete (SA)** – a student as defined by NCAA bylaw 12.02.13 in the NCAA Division I Manual.
- D. **Director of Athletics (AD)** – the Vice President of ICA and Athletic Director and his/her designee.
- E. **Coordinator** – the Department’s Drug Testing Coordinator or his/her designee.
- F. **Lab** – a company under contract with the Department and certified by the Drug and Alcohol Testing Industry Association to perform and interpret drug tests.
- G. **Banned Substances** – those performance enhancing and/or street drugs listed in the appendices hereto. As used herein, this term includes medications prescribed for another person or used in violation of instructions as prescribed. For purposes of this Policy, the Sanctions applicable to Street Drugs will also apply to alcohol and tobacco (including smokeless tobacco and e-cigs) if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc).
- H. **Random Testing** – a drug test administered unannounced using a computerized or other method designed not to target a specific individual.
- I. **Reasonable Suspicion** – a drug test administered based on an articulable and credible reason to believe a(n) SA is using drugs in violation of this Policy. The evidence supporting the suspicion must be reasonably reliable and clearly documented in writing. Reasonable Suspicion includes, but is not limited to:
 - 1. Current or past involvement with the criminal justice system for drug or alcohol related activities; and
 - 2. Physiological or behavioral indications of possible impairment from drugs or alcohol (e.g., increase/decrease in weight in a short period of time, increased injury rate, excessive and unexplained absences from class or athletic activities, mood swings, etc).
- J. **Suspension** – inability to participate in scheduled intercollegiate competitions. Suspensions may include scrimmages, exhibitions, and contest during the nonchampionship season if imposed by the AD, the Senior Woman Administrator for the Department, and the Department’s designated Supervisor for the SA’s specific sport.

II. INTRODUCTION

Participation in ICA is a privilege, not a right. Therefore, SA's agree to abide by the rules and regulations set forth in this Policy and to the sanctions set forth herein for violating those rules and regulations. The purpose of this Policy is to provide substance abuse education to SA's in order to promote their health, safety, welfare, and fair competition. This Policy shall be interpreted consistent with the University of Arizona Statement on Drug Free Schools and Campuses and federal and state laws, as applicable. This Policy addresses ICA's Policy and is separate from NCAA drug testing.

This Policy and its administration are subject to modification by the AD or the President of the University. SA's will receive prompt notice of the relevant changes. Amendments to the policy will not take effect retroactively.

III. SA DRUG EDUCATION

A major component of this Policy is education. There are two facets to the educational program:

- A. Explanation of this Policy's testing program to SA's and others; and
- B. Dissemination of information to SA's and those associated with athletic teams regarding:
 - 1. Drugs, alcohol, nutritional supplements, and tobacco;
 - 2. Their use and abuse; and
 - 3. How such use or abuse affects the SA, his/her team, and teammates.

The testing program will be explained to the SA as followed:

- 1. A presentation will be made to each ICA team in order to outline and review this policy, its purposes and implementation, and sanctions for violating it.
- 2. An internet link of this Policy will be given to SA's at their annual team certification meeting. They will be asked to sign a form acknowledging receipt of the Policy and consent to testing. Any SA who does not sign the consent form or who does not submit to drug testing as set forth in this Policy will not be allowed to participate in ICA and will lose his/her athletic scholarship and/or grant in aid.

IV. SA COUNSELING

Voluntary counseling is available to SAs as follows:

- A. At confidential sessions, the team physician and/or psychologist will determine, along with the SA, the course of any further medical treatment.
- B. A(n) SA may seek counseling at any point to help with any issue involving substance abuse or use. Counseling does not preclude the SA from being selected for Random Selection.

V. SA DRUG TESTING

Drug testing is designed to be fair, reliable, and to respect the privacy of the SA.

A. General Provisions:

1. The testing program consists of two types of testing:
 - a. Random Testing for Banned Substances.
 - b. Reasonable Suspicion testing for Banned Substances.
 - c. The protocol for collection, chain of custody, and the sanctions for positive tests shall be the same for both Random and Reasonable Suspicion testing.
2. Test results shall be considered medical records and filed accordingly. The Coordinator may retain a copy of such test results to implement this Policy.

B. Random Testing:

Random Testing will be conducted throughout the calendar year with or without notice. The Coordinator may require each SA to provide an initial baseline specimen upon enrollment.

C. Reasonable Suspicion Testing:

1. If there is Reasonable Suspicion that a(n) SA is using a Banned Substance, the SA will be immediately removed from athletic participation, evaluated by CATS medical staff, and will not be allowed to return until medically cleared. Additionally, the SA will be required to provide a specimen sample for testing by the Coordinator.
2. The SA may appeal the decision that Reasonable Suspicion exists (see **Section H**).

D. Specimen Collection and Chain of Custody:

1. Upon notification of testing, the SA must present himself/herself at the specified collection site at the designated time for testing. Specimen collection will be carried out under the direction of the Coordinator.
2. Urine will be the primary method of testing. ICA participation may be subject to Suspension until the SA produces the required specimen under conditions prescribed by the Coordinator, which may include an alternative testing method (e.g., saliva test) if a(n) SA:
 - a. Fails within a reasonable period of time to produce a required testable urine specimen; or
 - b. Provides a second dilute sample (specific gravity below 1.005 (1.010 if measured with a reagent strip)), pH greater than 7.5 or less than 4.5 (with a reagent strip).

3. Specimen collection will be carried out in a private area under the supervision and observation of the Lab specimen collector.
4. Upon collecting the sample, the Lab will arrange for the specimen to be maintained with appropriate documentation of the chain of custody.
5. Scientifically accepted screening techniques will be used to determine the presence of Banned Substances. If the sample tests positive, it will be reconfirmed using a secondary technique.

E. Conduct That May Be Sanctioned by ICA:

1. ICA or other positive results for Banned Substances;
2. Self-admission of Banned Substances usage after notification of a drug test;
3. Evaluation and/or admittance to a medical facility in connection with suspected use of a Banned Substance;
4. Specimen
 - a. Manipulation – the use of any product, including excessive water consumption, used for the purpose of providing a dilute urine sample or substitution of a urine sample; and/or
 - b. Adulteration – the use or attempted use of any chemical or product (including water) added directly to the urine sample for the purpose of interfering with the testing procedures used to identify the presence of Banned Substances.
5. Possession of a Banned Substance including, but not limited to, an arrest or citation therefor.
6. After notification of a drug test, failure to appear and/or produce an adequate sample within a reasonable amount of time as determined by the Coordinator. If this determination is made, the Coordinator will provide written documentation for the determination.

F. Medical Responses to Positive Test Results:

Notwithstanding any other provision of this Policy, a positive test for any drug may, in the judgment of a physician, require the immediate and/or indefinite suspension of a(n) SA for health and safety reasons. This determination will be made by the head team physician after consultation with the SA's head coach and the Head Trainer.

G. Sanctions^(a):

1. The following sets forth the Sanctions of violating this Policy while a SA is enrolled at the University of Arizona. The Sanctions described below will apply each time a(n) SA violates this Policy.
 - Notify Team Physician, Head Athletic trainer, Head Coach, the AD, ICA Sport Psychologist, and Parents/legal guardians^(b)
 - Mandatory testing at ICA's discretion for a full year starting from the date of the violation

- Mandatory assessment(s) and treatment recommendations as directed by the ICA Physician and Psychologist^(c)

2. The Sanctions described below may apply each time a(n) SA violates this Policy:

- Trash pick-up
- Community service
- Behavior contract
- No complimentary tickets for a period determined by the AD
- Suspension from practice
- No issued athletic gear
- Withholding from the ICA program for a portion of the team's scheduled competitions^(d)
- Suspension from the ICA program for a full year from the date of the violation
- Athletics scholarship recommended for non-renewal
- Athletic eligibility canceled permanently at the University and immediate cancellation of scholarship with ineligibility for renewal

(a) Head Coaches have the discretion to impose harsher penalties than prescribed in this Policy if set forth in written team rules.

(b) Other University officials may be notified when the AD determines that the relevant official has a legitimate institutional interest in receiving the information.

(c) The SA will agree to completion in timely manner. Unexcused failure to complete as agreed to will result in the SA being withheld from participation in ICA until completion.

(d) If the total penalty exceeds the number of competitions remaining in the current season, then the suspension shall continue into the following season of eligibility until the sanction is satisfied.

H. Determining What Sanction to Impose:

1. The AD, the Senior Woman Administrator for the Department, and the Department's designated Supervisor for the SA's specific sport will make the determination which sanctions may be imposed.
2. While efforts will be made to promote uniformity in imposition of sanctions, determinations will be made on a case-by-case basis taking into account individualized mitigating and aggravating factors. Factors to be considered in mitigation or aggravation include the individual's prior history of violations of this policy, the nature of the violation(s), the damage to the reputation of the SA's team/sport, the Department, or the University of Arizona, or any other factors deemed appropriate under the circumstances, including but not limited to the individual's participation in an approved counseling program.
3. Repeated violations of this Policy may result in the imposition of progressively more severe sanctions, although any sanction may be imposed as appropriate under the circumstances.

- I. Appeals:
 1. Appeals are limited to the following:
 - a. a determination that Reasonable Suspicion exists;
 - i. If the SA files an appeal based on the lack of Reasonable Suspicion, the collected specimen will be tested;
 - ii. However, the results will be held in confidence by the Coordinator until the Appeals Committee renders a decision on whether Reasonable Suspicion existed.
 - b. the accuracy of a test result; and
 - c. any sanction resulting from a positive drug test;
 2. A(n) SA desiring to file an appeal shall deliver a written notice of appeal to the AD within three business days of notification of a positive test result or determination of Reasonable Suspicion. Failure to timely deliver the notice of appeal to the AD shall be deemed a waiver of the SA's right to appeal.
 3. If a(n) SA files a timely appeal, a hearing will be set before a Committee consisting of three UA personnel not affiliated with the current case. The Committee, appointed by the Coordinator, shall be comprised of at least one medically credentialed person, the Faculty Athletics Representative or his/her designee, and one University employee not employed by the Department.
 4. The Coordinator will appoint a chairperson from the Committee, who shall conduct the hearing and make evidentiary and procedural rulings as appropriate.
 5. A Department representative, who may be the AD, may present an opening statement followed by such a statement by the SA.
 6. The Department representative will present evidence in support of the SA's violation of this Policy. The SA may challenge such evidence and present evidence in opposition to such violation.
 7. The Department representative may present rebuttal evidence.
 8. A Department representative will present evidence of the SA's usage of a Banned Substance and/or the basis of Reasonable Suspicion. The AD may present for the Department.
 9. The SA will be given an opportunity to present evidence in opposition to the Department's contentions.
 10. Each party will provide a packet consisting of its position statement and evidence it will rely upon to the Coordinator no later than four business days prior to the scheduled hearing. The Coordinator will provide a copy of each party's packet to the other party within three business days of the appeal hearing.
 11. The SA may choose to have representation present at the appeal. Only legal counsel may have a speaking role at the hearing. No other representatives may address the Committee.
 12. The Department will have the burden of proving by a preponderance of the evidence that either:
 - a. Reasonable Suspicion exists;
 - b. The test result was accurate; or

- c. The Sanction imposed for a positive drug test or any conduct listed in §V.E. was appropriate and not contrary to this Policy.
- 13. Formal rules of evidence will not apply and hearsay is admissible.
- 14. After all evidence is presented, the ICA Representative may make a closing argument followed by a closing argument by the SA and a rebuttal statement by the ICA Representative.
- 15. The Committee will decide the issues before it by a majority vote within five working days of the hearing. The chairperson will notify, in writing, the head team physician or designee, the SA, his/her team trainer, his/her head coach, the Coordinator, and the AD of the Committee's decision.
- 16. The hearing shall be recorded. The decision of the Committee is final and may not be appealed. A written record of the Committee's decision, including the evidence considered by the Committee, will be maintained by the head team physician, the Coordinator, and/or the AD.

VI. TOBACCO USE

Use of tobacco products (e.g., cigarettes, cigars, pipes, and smokeless tobacco) poses serious health threats to SA's. The U.S. Surgeon General, National Cancer Institute, Center for Disease Control, and the National Institute for Dental Research do not recommend the use of any tobacco products. Additionally, the University of Arizona is a tobacco free campus.

VII. ALCOHOL USE

Possession and consumption of alcohol by minors in the State of Arizona is illegal. Accordingly, SA's under the age of 21 are expected to abide by State law. Responsible consumption or abstinence is expected from SA's over the age of 21. Each head coach may have written team rules regarding the consumption and possession of alcohol which may affect the SA's eligibility for both practice and competition on his/her team.

The following provisions are intended to assist SA's with alcohol related problems, provide treatment for SA's experiencing alcohol related problems, and provide a uniform policy relating to alcohol use by SA's:

- A. A(n) SA who self-admits an alcohol related problem to any Department staff person will be referred to the CATS Medical Team;
- B. Should a(n) SA violate State law, University policy, or a team rule relating to the use of alcohol, the SA will be assessed by his/her team physician and referred to a substance abuse counselor if deemed necessary by the team physician. Applicable sanctions will apply.

VIII. NUTRITIONAL SUPPLEMENT USE

Nutritional supplements are unregulated and may contain dangerous substances. SA's are required to disclose their use of nutritional supplements to the head athletics trainer or team trainer. For specific guidelines on permissible use and purchase of nutritional and/or dietary supplements, reference the ICA's Supplement policy.

APPENDIX A: "PERFORMANCE ENHANCING DRUGS"

This appendix contains a list of prohibited substances. This list is not exhaustive and may change at any time in accordance with guidance from the Center for Drug Free Sport. Note to Student-Athletes: There is NO complete list of banned substances. Do not rely on this list to rule out any label ingredient.

Anabolic/Androgenic Steroids and their metabolites (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione):

Androstenedione;
boldenone;
clenbuterol;
DHEA (7-Keto);
epi-trenbolone;
etiocholanolone;
methasterone;
methandienone;
nandrolone;
norandrostenedione;
ostarine,
stanozolol;
stenbolone;
testosterone;
trenbolone;
SARMS (ostarine); etc.

Exogenous Testosterone (if not prescribed by a licensed physician in consultation with the Head Team Physician or his/her designee).

Blocking/Masking Agents, for example:

Diuretics (water pills)
Bumetanide;
chlorothiazide;
furosemide;
hydrochlorothiazide;
probenecid;
spironolactone (canrenone);
triameterene;
trichlormethiazide; etc

APPENDIX B: "STREET DRUGS"

This appendix contains a list of categories of prohibited drugs. This list is not exhaustive and may change at any time in accordance with guidance from the Center for Drug Free Sport.

AMPHETAMINES

BARBITURATES

BENZODIAZEPINE and METABOLITES

COCAINE METABOLITES

METHADONE

METHAQUALONE

OPIATES

PHENCLIDINE

PROPOXYPHENE

MARIJUANA/TETRAHYDROCANNABINOL (THC)/CANNABINOIDS

JWH – 18 (SYNTHETIC MARIJUANA)

BATH SALTS

TOBACCO - if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc). Additionally, the University of Arizona is a tobacco free campus.

ALCOHOL - if related to the SA's arrest, citation, and/or evaluation/admittance to a medical facility or if used during practice, competition, and/or athletic events (e.g. athletic banquets, press conferences, study table sessions, etc).

APPENDIX C

ACKNOWLEDGMENT OF STUDENT- ATHELE (SA) SUBSTANCE ABUSE EDUCATION AND TESTING POLICY AND CONSENT FOR DRUG TESTING

I, _____, was present at my team certification meeting and/or I received notification of the link to the *SA Drug Education and Testing Policy and The University of Arizona Statement on Drug Free Schools and Campuses*.

I hereby consent to have specimens collected and tested for the presence of prohibited drugs in accordance with the provisions of the *SA Drug Education and Testing Policy*. I understand that samples are tested by outside laboratories.

I authorize the release of all information and records, including test results, relating to the testing of my specimen sample(s) to those individuals specified in the *SA Drug Education and Testing Policy*. They include, but are not limited to, my head coach, my team physician, the Head Team Physician, the Head Athletic Trainer, and Vice President of Intercollegiate Athletics and/or designee, members of the Appeals Committee, and my parents/legal guardians. I also agree to release any records where I have been tested for banned substances.

I waive any privilege or right to privacy I may have in connection with the release of such information and records to those individuals. I release The University of Arizona, its Board of Regents, its officers, employees, and agents from any legal responsibility or liability for the release of such information and records to those individuals.

I understand that I may choose not to sign this Form. If I do not sign this form, I understand that I will not be able to participate in intercollegiate athletics at The University of Arizona and that I will, therefore, have to forfeit my athletic scholarship and/or grant in aid.

SA Signature

Parent Signature (If SA is under 18)

Print SA Name

Date

Sport

NOTE: Also see University of Arizona eligibility requirements on page 44.

Academic Eligibility

Rules for Eligibility to Practice and Compete: Academic Requirements - Satisfactory Progress

For satisfactory progress rules clarification, see a member of the Compliance staff or your C.A.T.S. Academics counselor.

The NCAA, to which the University of Arizona is a member, imposes rules and regulations which you must follow in order to be eligible to participate (practice and compete) in your sport.

Freshmen: Incoming freshmen must have registered with, and be certified by, the NCAA Clearinghouse before they may compete. Practice opportunities may be limited pending NCAA Clearinghouse certification.

Transfer student-athletes: Transfer student-athletes, including mid-year transfers, must meet all applicable satisfactory progress requirements.

During the academic year, all student-athletes must be enrolled in a minimum of 12 units (or credit hours) per semester. Should you drop below the 12 unit minimum at any time during the semester, you will immediately be ineligible to practice or to compete in your sport, and your financial aid could be discontinued for the remainder of the semester.

To meet satisfactory progress:

Student-Athletes who first enrolled on or after August 1, 2003

<i>Academic Year</i>	<i>Hours Earned</i>	<i>Minimum GPA</i>	<i>%Degree Completed</i>	<i>Including:</i>
Begin Year 2	24 (Summer OK)	90%(1.8)	n/a	Pass 6 hours preceding term (GPA by semester)
Begin Year 3	18 (No Summer)	95%(1.9)	40% (48)	Pass 6 hours preceding term (GPA by semester)
Begin Year 4	18 (No Summer)	100%(2.0)	60% (72)	Pass 6 hours preceding term (GPA by semester)
Begin Year 5	18 (No Summer)	100%(2.0)	80% (96)	Pass 6 hours preceding term (GPA by semester)

We will begin applying the “by semester” application during the student-athlete’s second (2) year in attendance (i.e., Figure the 1.8 GPA by semester).

Points to remember concerning academic requirements and satisfactory progress.

1. You must be in good academic standing.
2. You must have completed 24 units with a passing grade in the preceding academic year (or an average of 12 units per semester if you enrolled before 8/1/03). If after 8/1/03, you must pass 18 units during the academic year, NO summer will count.
3. 75 percent (18 of 24 units) must be completed during the regular academic year, while only 25 percent (6 units) can be completed in summer school if you enrolled before 8/1/03. If after 8/1/03, you must pass 18 units during the academic year, NO summer will count. Summer school can be used to meet percentage rules.
4. You must pass a minimum of 6 units in the previous semester to be eligible to compete.
5. You must declare a major by the beginning of your third year (fifth semester) of enrollment.
Note: football student-athletes who do not pass a minimum of 9 degree credits during the fall, will be required to sit out the first four games of the next football season. A football student-athlete may regain eligibility to compete in the third and fourth contests of that season, provided he successfully completes at least 27-semester hours of academic credit before the beginning of the next fall term. One time during a student-athlete's five-year period of eligibility, a student-athlete who does not successfully complete at least nine-semester hours of academic credit during the fall term or earn the Academic Progress Rate eligibility point for the fall term may regain eligibility to compete in the first four contests against outside competition in the following playing season, provided he successfully completes at least 27-semester hours of academic credit before the beginning of the next fall term.

Renewal of Athletic Financial Aid

All athletic financial aid at The University of Arizona is awarded on an academic year basis. Athletic financial aid may be renewed yearly, given the following minimum requirements are met:

- The student-athlete maintains membership on the intercollegiate team for which financial aid was awarded.
- The student-athlete qualifies according to current NCAA, conference, and institutional regulations.
- A maximum of 5 years of aid may be received within the 6 year period of initial enrollment.

Summer School Financial Aid

The application form for summer school financial aid should be completed by the student-athlete and signed by their respective College Academic Advisor, the Head Coach, an Advising Specialist and the Compliance Office for final approval.

Only student-athletes on grant-in-aid during their most recent academic year of UA enrollment are eligible for summer school financial aid. Three credit hours during any given session is the preferred course load; exceptions may be made on a case by case basis. You may not enroll for an independent study, internship or a correspondence course only and receive a scholarship check. **Please see the Summer School Financial Aid Scholarship Application for detailed requirements.**

Post-Eligibility Financial Aid

The application form for this award is mailed to eligible student-athletes in early spring. It should be completed by the student-athlete and signed by the Head Coach. It is processed by the Compliance Office and approved by the Senior Associate Athletics Director for Sports Programs.

An eligible candidate for this award is one who has completed all eligibility in their primary sport; is within 36 units of graduating, has completed 24 units in the previous year, and has a cumulative GPA of at least

a 2.0. A candidate must also be within six years of initial collegiate enrollment, have not received more than four years of athletics financial aid. Please see the Compliance Office for details.

The amount of aid for post-eligibility financial aid is equivalent to the amount received during the last year of competition. The Vice President for Athletics & Director of Athletics or his designee reviews the criteria for this aid on an individual basis.

Gradation and Termination of Financial Aid

The awarding and withdrawing of financial aid is a very sensitive issue with coaches, administrators and student-athletes alike. Coaches are reminded that they can “recommend” action relative to financial aid, but that, by NCAA legislation, the final decision rests with the Office of Student Financial Aid.

Financial aid may not be gradated or cancelled during the period of its award (the academic year in most cases) on the basis of the student-athlete’s ability or contribution to a team’s success, because of an injury or illness, or for any other athletic reason. Aid may be gradated or cancelled during an award period if the recipient renders him or herself ineligible for intercollegiate competition or fraudulently misrepresents any information on an application, letter of intent or tender, or engages in serious misconduct warranting substantial disciplinary penalties (University suspension). Aid may be gradated or cancelled immediately if the student-athlete voluntarily withdraws from a sport for personal reasons.

The Office of Student Financial Aid is responsible for informing student-athletes in writing that their financial aid will not be renewed or has been withdrawn. If a coach recommends that aid be withdrawn, he or she should verbally provide the student-athlete with reasons for the action. The student-athlete has the right to due process and may request a hearing from the Office of Student and Financial Aid.

Books

The University of Arizona Scholarship Book program works as follows:

- A. Books can be obtained by charging the REQUIRED text books and /or course materials to your Student Bursar Account.
 - DO NOT charge additional items to the book receipt. If you need additional items please try to make two transactions.
- B. Bring the original receipt from the book store to the Compliance Office with your name printed across the top.
 - If you do not submit your receipt you will be charged for your books.
 - You will only be reimbursed for required material. If something you are purchasing does not appear on your booklist but does appear on your course syllabus, you must bring a copy of the syllabus with your receipt or the item(s) in question will not be removed from your Student Bursar account.
- C. If you drop a class and have text books/material for the dropped class you must return the item(s) to the Compliance Office within 5 business days or you will be charged 100% of the cost of the item(s).
- D. All text books/materials are the property of The University of Arizona Department of Athletics until the first day of final examinations. You will be permitted to sell or keep the text books at the conclusion of each semester. It is not permissible to sell back text books/material early.
 - The Compliance Office will periodically select a random group of student-athletes to verify that all books are still in their possession. If the student-athlete cannot produce all text

books that were on the original receipt, the student-athlete's account may be charged 100% of the textbook cost.

- E. If you charge your text books and/or course materials at a location other than The University of Arizona Bookstore you will need to bring your receipt and syllabus to the Compliance Office for reimbursement.
- F. Any attempts to circumvent the book program could result in loss of eligibility.

Class Excuses & Missed Class Time

Excuses from Class for Competition

Student-athletes should obtain official excuses from class for competition from their academic advisors or coaches at least **one week prior** to departure for out-of-town competition and **in time to show the excuse to all instructors** before the absence occurs. Compliance with this policy can be a key factor in the academic status of student-athletes because, if an excuse is presented to an instructor after the absence(s), it may not be acceptable to the instructor and the student-athlete's course grade could be penalized. Student-athletes are encouraged to provide their professors with a schedule of their away competitions at the beginning of the semester, and to request course work that will be missed prior to departure for competition. Missed class should also be covered in the syllabus provided to students by the course professors at the beginning of the semester.

A. The following policies and guidelines shall apply to the development of competitive schedules:

- Class Time Missed - Coaches are required to keep the amount of class time missed to an absolute minimum. Each schedule will be evaluated on its own merits and that missed class time hasn't increased remarkably from the previous seasons. This consideration is critical in terms of approval or disapproval. If missed class time has increased remarkably, ICA shall share that information with the Faculty Athletics Representative for further discussion. Any schedule which requires the student to miss 5 (five) or more consecutive class days or miss more than 10 (ten) class days per semester must be approved by the Athletic Director or his designee. [Eff: 9/95].
- Final Examination Period - No off-campus competition may be scheduled during the time period beginning with the last two days of scheduled classes through the last day of final examinations unless such competition is part of the approved Pac-12 Conference scheduling or NCAA tournament or championship. Exceptions to this policy must be reviewed by the Intercollegiate Athletics Committee (ICAC).
- Sunday Play - Coaches are encouraged to avoid scheduling competition on Sundays. In instances where Sunday competition cannot be avoided, coaches must honor, without penalty, the religious convictions of their student-athletes.
- Concurrent Events - Whenever possible, coaches are to avoid scheduling events that run concurrently with each other. Concurrent events present staging, staffing and promotional problems.
- Guarantees - All financial guarantees must be approved by the appropriate Senior Associate Director. When negotiating with the opponent, be fair but not generous. Only cash guarantees are negotiated; no qualitative guarantees, i.e., room and board or air fares, etc. are to be negotiated.
- Contracts - A written contract must be issued for each home event and a written contract must be received for each away event. No verbal commitment will be honored. **Only the Vice President/Director of Athletics may sign contracts.**

- JC/CC Competition - In order to foster good relationships with the community colleges in Arizona, and have their teams as well as our teams benefit from competition with them, competition may be scheduled when the skills of the two teams are fairly equal. Such schedules should be limited so that our competition with two-year institutions does not appear disproportionate with our Division I status. Results of JC/CC competition does not count on individual or team records. See NCAA sport sponsorship regulations.
- International Competition - NCAA has strict regulations regarding international competition. Coaches considering competition in foreign countries and/or hosting competition, in which international teams compete, should check these guidelines. Note that in some cases international competition may cause a student-athlete to become ineligible. See appropriate section in NCAA Handbook and consult with the Director of Compliance.
- Statistics - Only games and competition against four-year U.S. intercollegiate varsity teams may be included in team or individual season statistics. All competition against junior colleges, club teams and international teams is considered "exhibition". The only exception to this procedure would be individual competition in NCAA-approved international events in individual sports such as swimming and track and field which could be included in season "best performance" listings.

B. The following policy shall apply to the development of practice schedules:

Practice – No class time shall be missed for practice activities except when a team is traveling to an away-from-home contest and the practice is in conjunction with the competition. "Practice" includes on field practice, film review, meeting with coaches or strength and conditioning, etc.

Student-Athlete Policies for Athletic-Related Activities

Playing Season Limitations

- A. The following limitations (*) on athletically-related activities apply during the playing season. The playing season equals the period between the first official practice date to the last day of practice or last day of competition, whichever occurs later.
1. 20 Hours a Week: Student-athletes are limited to 20 hours per week of athletically related activities.
 2. 4 Hours per Day: Student-athletes are limited to 4 hours per day of athletically related activities. (NOTE: A practice round of golf may exceed 4 hours-per-day limitation, but the weekly limit of 20 hours remains in effect.)
 3. 1 Day off per Week: **All** countable athletically related activities are prohibited during one calendar day per week. (NOTE: A travel day related to competition may be considered as a day off provided no athletically related activity occurred on that day.)

(*) Daily and weekly hour limitations do not apply during the academic year in periods between academic terms when classes are not in session, or during preseason practice prior to the first day of classes or first contest whichever is earlier.

Out Of Season Limitations

- A. 8 Hours per Week: Student-athletes are limited to 8 hours of required weight training and conditioning.

Outside of the playing season a student-athlete's required participation is limited to a maximum of 8 hours per week in weight training and conditioning activities ONLY. (NOTE: A student-athlete may not

do his or her conditioning in an activity related to his/her sport, with the exception of track student-athletes, who may run on the track while doing conditioning exercises. The allowable 8 hours of required conditioning that may occur in the off-season in the sport of swimming may not take place in a swimming pool.)

Exception for All Sports Other Than Football

For all sports other than football 2 of the allowable 8 hours per week can be used for individual skill-related instruction only if the student-athlete requests such instruction. No more than **four** student-athletes from the same team may be involved in such instruction at any one time (except basketball). These required sessions may be held at the direction of or supervised by an institutional staff member. This rule does not apply during any institution's vacation period, either during the summer or the academic year. In other words, a student-athlete may not participate in any countable athletically related activities outside the playing season during any institutional vacation periods.

Explanation of Countable and Non-Countable Activities In Season

A. Practice: NOTE: No class time can be missed for practice activities.

1. **COUNTABLE:** Practice is any meeting, activity or instruction involving sports-related information and having athletic purpose, held for one or more student-athletes at the direction of, or supervised by, any member or members of an institution's coaching staff. Practice has occurred if one or more coaches and one or more athletes engage in the following:
 - a. Team conditioning / physical-fitness activities.
 - b. Required individual workouts (with or without coach).
 - c. Team members' practice or captain's practice.
 - d. Discussion or review of game films, motion pictures or videotapes relating to the sport.
 - e. Chalk talks - lectures or discussions of strategy, setting up offensive or defensive alignments.
 - f. Field, floor or on-court activity/activities using equipment related to the sport.
 - g. Time spent by student-athletes in recruiting activities (i.e., student host).
 - h. Activities conducted under the disguise of a physical education class (i.e. any class primarily composed of or including members of an intercollegiate team on a required attendance basis or where the class utilizes equipment for that sport).
2. **NON-COUNTABLE:** Voluntary individual workouts at any time, provided these workouts are not required or supervised by coaching staff members (such activities may be monitored for **safety** purposes by the strength and conditioning staff or trainer.) Institutional facilities may be reserved by the athletics department for voluntary workouts only during the academic year.

Safety exception: A coach may be present during voluntary workouts in the regular practice facility and may spot or provide safety or skill instruction but cannot conduct the individual's workouts in the sports of **gymnastics, swimming and diving**, and field events only in **track and field**.

B. Competition = 3 HOURS: NOTE: If you participate in warm-up activities but do not compete in the ensuing contest you still are charged with 3 hours of competition.

1. **COUNTABLE:** All competition and any associated athletically related activities on the day of competition shall count as three hours of competition regardless of the actual duration of these activities (practice may not be conducted following competition except during periods between multi-day events).

C. Weight-Training And Conditioning Activities

1. **COUNTABLE:** Required weight-training and conditioning activities held at the direction of

or supervised by an institutional staff member.

2. NON-COUNTABLE: Voluntary weight-training and conditioning. Strength and conditioning staff may be present during voluntary workouts for safety reasons.

D. Film Or Videotape Sessions

1. COUNTABLE: Required review of game films, motion pictures or videotapes relating to the sport, practices or contests, that is supervised or monitored by institutional staff members.
2. NON-COUNTABLE: Student-athletes who choose to watch tapes voluntarily with no coaches) present.

E. Meetings

1. COUNTABLE:
 - a. Meetings initiated by coach(es) or other institutional staff members on athletically related matters.
 - b. Chalk talks with coach(es).
 - c. Lectures on or discussions of strategy with coach(es).
 - d. Film reviews (see above).
2. NON-COUNTABLE:
 - a. Meetings initiated by student-athlete provided the coach(es) and athlete do not engage in athletically related activities.
 - b. Meetings with coach(es) on non-athletic matters.

F. Camps, Clinics, Workshops, P.E. Classes

1. COUNTABLE:
 - a. Required participation in camps, clinics, workshops or physical education classes.
 - b. Participation in a P.E. class conducted by a member of the athletics staff.
2. NON-COUNTABLE:
 - a. Regular P.E. classes, open to all students and publicized in appropriate publications.
3. Other NON-COUNTABLE related activities include:
 - a. Training table or competition related meals, travel to and from practice and competition.
 - b. Physical rehabilitation, medical examinations or treatments, dressing, showering or taping.
 - c. Academic study hall or tutoring sessions.
 - d. Any meeting or discussion regarding drug education, training room procedures, academic support services, team discipline, care and maintenance of athletic equipment, general meeting schedule, information about housing and meals, off-season conditioning activities, NCAA rules, post-game interview procedures.
 - e. Time spent by student-athletes in recruiting activities (i.e. student host)
 - f. Fund-raising activities/events such as luncheons, phone-a-thons, booster gatherings are not countable as long as no athletic-related activity takes place.

Uniforms and Equipment

All equipment is issued, maintained and collected by the Athletics Equipment Manager. At the conclusion of each sports' season, or whenever a student-athlete leaves a team for any reason, all equipment must

be accounted for and returned to the equipment room. Lost or stolen equipment should be immediately reported to the equipment room.

Athletics awards (letters, jackets, etc.) may be withheld until the student-athlete's equipment record has been cleared. Failure to clear the record may result in the student-athlete's pre-registration, grades and/or transcripts being encumbered until the item is returned or paid for.

Complimentary Football Tickets

Student-athletes and students serving as team managers, for teams other than football, receive one complimentary admission per home game. Student-athlete seating is in the ZonaZoo general admission section in Arizona Stadium and will be assigned on a first come first serve basis, until the allocation is full. Each student-athlete may purchase a guest ticket at the full price using our online ticket system (price may vary per game). In the event that the guest is a UA student, a CatCard student identification must be presented for the student discount. Each guest must enter the stadium with the student-athlete at ZonaZoo entrance with the student-athlete.

Once admitted into the stadium, there will be no passes for re-admittance.

Football Game Day

Student-athletes must go to the ZonaZoo entrance with his/her CatCard (student identification card), starting 1.5 hours before kickoff. **STUDENTS WITHOUT AN I.D. WILL NOT BE ADMITTED.**

Student Host Instructions

A. Requirements:

1. You must be enrolled at this institution. If you are a freshman student you must have been a qualifier out of high school.

B. Use of Entertainment Funds:

1. Only you shall be provided money with which to entertain only yourself, the prospect, the prospects parents (legal guardians) or spouse. Other students may assist with hosting the prospect but shall pay for their own entertainment if the \$30 limitation will be exceeded.
2. A maximum of \$30 per day may be provided to cover the entertainment expenses of both yourself and the prospect. You may be provided with an additional \$15 per day for each additional prospect entertained by you.
3. No cash may be given to the visiting prospect or anyone else accompanying the prospect.
4. You may not use entertainment funds to purchase, or otherwise provide the prospect with, gifts (e.g., souvenirs or clothing).
5. You may receive one complimentary admission via pass list (no hard ticket) when accompanying a prospect to a campus athletics event. The prospect must already be on a pass lists provided to the McKale Ticket Office by your head coach prior to the event.

C. Prohibited Conduct, includes but is not limited to:

1. Use of vehicles provided or arranged for by any institution staff member or booster.
 - a. Transporting the prospect or anyone accompanying the prospect more than 30 miles from campus as the crow flies.
2. Allowing recruiting conversations to occur, on or off-campus between the prospect and a booster of the athletic program (if an unplanned meeting occurs, only an exchange of greeting is permissible).

3. Allowing the prospect to participate in any athletics activity, if the activity is organized or observed by members of University coaching staff, or are designed to test the athletics abilities of the prospect.
4. Violation of university rules and state laws governing alcohol, including consumption/ consumption by those under 21 years of age, distribution, unauthorized sale or possession of alcoholic beverages. [University Alcohol Policy and Regulations]
5. Unauthorized use, sale, possession or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law
6. Unauthorized use, sale, or distribution of any over-the-counter or prescription substances.
7. Engaging in gambling or gaming activities.
8. Engaging in discriminatory activities, whether unlawful or whether prohibited by university policy on the basis of age, ethnicity, gender, disability, color, national origin, race, religion, sexual orientation or veteran status.
9. Engaging in any sexual offense that may violate state or federal law, including but not limited to sexual assault, or prostitution and solicitation of prostitution.
10. Engaging in any activity involving sexual favors or exchanges.
11. Use of commercial establishments providing adult entertainment and escort services.
12. Commission of any offense prohibited by state or federal law.
13. Allowing the prospect to be placed in a situation that could cause you, them, our program, the athletics department or the University embarrassment or harm.
14. Any attempt to commit or conceal an act of misconduct prohibited by these rules is subject to sanctions to the same extent as completed acts.

Travel

- A. The institution's travel policy dictates that student and employee travel be arranged through commercial or public carriers (bus and air) and via the "most direct and usually traveled route." Charter air travel may be arranged providing the common carrier is not feasible or in the best interest of the University. Chartered air service may be provided only by FAA licensed commercial flight operators. Intercollegiate Athletics adheres to all UA travel safety policies and procedures, e.g., only professional commercial air and bus carriers are used to transport student-athletes, coaches, and staff.
- B. All employees transporting students or others in high occupancy vehicles are required to participate in classroom and behind-the-wheel training sessions that must be successfully passed before they are allowed to drive the vehicles. Transportation provided by passenger vans may be driven only by a UA Risk Management Department certified high occupancy vehicle operator. ICA personnel are regularly trained by Risk Management for this purpose and must pass a written and driving test prior to certification.
- C. The University of Arizona is covered under the State of Arizona's insurance policy for travel.
- D. Trip lengths are approved by the Senior Associate Director of Athletics when schedules are developed and are arranged to minimize missed class time for travel for student-athletes. NCAA and PAC-12 policies regarding travel (time that teams can leave before and after competition) are strictly enforced.

Arizona Board of Regents Student Code of Conduct

Student Conduct Policy

Along with other students at the University of Arizona, student-athletes are subject to the Code of Conduct and to penalties for infractions of that Code. Penalties may be imposed only in accordance with the Code's procedural provisions. Like all citizens of the community at large, student-athletes are also subject to the laws of the land and to penalties administered in accordance with those laws. Unlike other citizens and most students; however, some student-athletes receive scholarships and other benefits from their participation in intercollegiate athletics. That participation in part, depends upon the student-athletes' observance of rules of conduct imposed by authorities both within and outside of the University.

As stated in the following pages, in addition to penalties imposed by institutional or public authorities outside the Department of Intercollegiate Athletics, a violation of those rules may result in the loss to the student-athlete of some or all of the benefits of participation in intercollegiate athletics, including scholarship benefits.

When a violation of rules or of laws has caused such extra-departmental penalties to be imposed on a student-athlete at the University, the Athletics Department through the Vice President for Athletics & Director of Athletics shall have the right, at the latter's discretion, to withdraw, temporarily or permanently, any or all of the benefits provided to the student-athlete in connection with his or her participation in intercollegiate athletics. When a withdrawal of benefits is such as to give the student-athlete a right to appeal to another University venue under present regulations, such right of appeal shall be preserved.

ABOR Policy Number: 5-308

Policy Name: Student Code of Conduct

Policy Revision Dates: 06/12, 04-2011, 9/2009, 8/2008, 6/00; Rev. 06/2012

5-308 Student Code of Conduct

A. Jurisdiction and Authority

1. Under Arizona law, the Arizona Board of Regents is responsible for the control and supervision of the state universities and their properties and activities. The Board is authorized to enact ordinances for the governance of the universities and the maintenance of public order upon all property under its jurisdiction. The Board has promulgated this Student Code of Conduct in order to meet its responsibilities under Arizona law. Enforcement of this Student Code of Conduct is subject to applicable law, including constitutional protections for speech, association and the press.
2. The Presidents are authorized to enforce the Student Code of Conduct.
3. Actions under the Student Code of Conduct are administrative and not criminal in nature. Therefore, a student can be found responsible under the Student Code of Conduct even if the underlying conduct would not also constitute a criminal offense, and even if a prosecutor has determined not to prosecute as a criminal matter or the student has been found not guilty in a criminal proceeding.

4. For purposes of interpreting words and phrases not otherwise defined in the Student Code of Conduct, every day and common usages and understanding shall apply, and external sources may be consulted for guidance.
5. Violators may be accountable to both civil and criminal authorities and to the university for acts of misconduct that constitute violations of the Student Code of Conduct. At the discretion of university officials, disciplinary action at the university may proceed before, during, or after other proceedings. Sanctions may be imposed for acts of misconduct that occur on university property or at any university-sponsored activity. As further prescribed in these rules, off-campus conduct may also be subject to discipline. With respect to student organizations, and their members, university jurisdiction extends to premises used or controlled by the organizations on or off campus.

B. Philosophy

1. The aim of education is the intellectual, personal, social, and ethical development of the individual. The educational process is ideally conducted in an environment that encourages reasoned discourse, intellectual honesty, openness to constructive change, and respect for the rights of all individuals. Self-discipline and a respect for the rights of others in the university community are necessary for the fulfillment of such goals. The Student Code of Conduct is designed to promote this environment at each of the state universities.
2. The Student Code of Conduct sets forth the standards of conduct expected of students who choose to join the university community.
3. Students who violate these standards will be subject to disciplinary sanctions in order to promote their own personal development, to protect the university community, and to maintain order and stability on campus.

C. Scope

1. The adoption of the Student Code of Conduct does not prohibit any university or the Board from adopting or maintaining additional rules to govern the conduct of students. Allegations of misconduct brought under the Student Code of Conduct may be combined with allegations arising under other university or Board rules.
2. Each university may adopt policies and procedures for reviewing allegations of academic dishonesty.
3. The Student Code of Conduct applies to individual students and to student organizations.
4. Students and student organizations are also subject to the following rules:
 - a. Rules adopted by each university to govern the control of vehicles and other modes of transportation on university property
 - b. Rules relating to student classroom conduct, academic dishonesty, and academic eligibility, performance and evaluation
 - c. Rules governing student housing
 - d. Rules governing the maintenance of public order
 - e. Rules governing the conduct of student athletes
 - f. Rules governing the use of university communication and computing resources, and
 - g. Such other rules as may be adopted by the Board, or the universities in furtherance of university and educational goals.

D. Student Organizations

1. Student organizations may be charged with violations of the Student Code of Conduct to the same extent as students.
2. Student organizations, as well as their members and other students, may also be held collectively and/or individually responsible for violations including but not limited to misconduct that occurs: (a) on university property; (b) on premises used or controlled by the organization; (c) at university-sponsored activities; or (d) in violation of university hazing policies.
3. The officers or leaders of a student organization may be held collectively and/or individually responsible when such violations are committed by persons associated with the organization who have received consent or encouragement from the organization's officers or leaders or if those officers or leaders knew or should have known that such violations were being or would be committed.
4. The officers or leaders of a student organization may be directed to take action designed to prevent or end such violations by the organization or by any persons associated with the organization. Failure to comply with a directive may be considered a violation of the Student Code of Conduct, both by the officers or leaders of the organization and by the organization.

E. Definitions

1. "Advisor" means an individual selected by the student to advise him/her. The advisor may be a faculty or staff member, student, attorney, or other representative of the student.
2. "Board" means the Arizona Board of Regents.
3. "Complainant" means any individual who initiates the referral procedures set forth in the student disciplinary procedures.
4. "Controlled substance" means a drug or substance whose use, possession, or distribution is controlled under state or federal law.
5. "Day" means university business day, not including Saturday, Sunday, any officially recognized university employee holiday, or any day the university is closed.
6. "Dean of Students" or "Dean" means the administrative officer responsible for administration of student conduct bearing this or similar title and includes his/her designee.
7. "Distribution" means sale, exchange, transfer, delivery, or gift.
8. "Endanger" means to bring into danger or peril.
9. "Explosive" refers to dynamite, nitroglycerin, black powder, or other explosive material or bomb including plastic explosives; any breakable container that contains a flammable liquid with a flash point of 150°F or less and has a wick or similar device capable of being ignited.
10. "Fabrication" means falsification or creation of false data or information.
11. "Fireworks" refers to any fireworks, fire crackers, sparklers, rockets, and any propellant-activated device whose intended purpose is primarily for illumination

12. "Gambling" shall have the same meaning as defined by Arizona law.
13. "Hazing" means either (a) any intentional, knowing or reckless act committed by a student, whether individually, or in concert with other persons, against another person, in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with a university that contributes to a substantial risk of potential physical injury, mental harm or degradation, or causes physical injury, mental harm or personal degradation; or (b) any act otherwise defined as hazing under applicable law. Hazing includes, but is not limited to, paddling in any form, physical or psychological shocks, late work sessions that interfere with scholastic activities, advocating or promoting alcohol or substance abuse, tests of endurance, submission of members or prospective members to potentially dangerous or hazardous circumstances or activities which have a foreseeable potential for resulting in personal injury, or any activity which by its nature may have a potential to cause mental distress, panic, human degradation, or embarrassment.
14. "Illegal drug" means any drug whose manufacturing, use, possession, or distribution is prohibited or restricted by state or federal law.
15. "President" means the president of the university or his/her designee.
16. "Sexual misconduct" means one or more of the following:
 - a. Sexual violence and other non-consensual sexual contact – actual or attempted physical sexual acts perpetrated against a person by force and without consent or where a person is incapable of giving consent due to circumstances including, but not limited to: 1) use of drugs or alcohol, 2) intellectual or other disability, or 3) age.
 - b. Sexual harassment – unwelcome conduct of a sexual nature that is sufficiently severe or pervasive as to create an intimidating, hostile, or offensive environment; or
 - c. Other sexual misconduct including but not limited to indecent exposure, sexual exploitation or voyeurism, or non-consensual photographing or audio-recording or video-recording or another in a state of full or partial undress or while engaged in sexual activity, or publishing or disseminating such materials.
17. "Stalking" means engaging in a course of conduct that is directed toward another person if that conduct would cause a reasonable person to fear for the person's safety or the safety of that person's immediate family member or close acquaintance, and that person in fact fears for his/her safety or the safety of that person's immediate family member or close acquaintance.
18. "Student" for purposes of this Student Code of Conduct means any person who is currently admitted or registered or who participates in a university function, such as orientation, in anticipation of enrollment, or who was enrolled in a previous term or who is or was registered for a future term, including a faculty member or other employee so admitted, registered, or enrolled.
19. "Student organization" means an organization or group which has been registered or has received recognition according to university policies and procedures or is affiliated with a university.
20. "Title IX" means Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681 et seq.
21. "Title IX Coordinator" means the individual designated by each University to oversee compliance with the nondiscrimination and anti-harassment provisions of the Student Code of Conduct.

22. "University" means either the University of Arizona, Arizona State University, Northern Arizona University, or any other university campus or division governed by the Board.
23. "University community" means all university students, employees, and guests.
24. "University property" means all resources, including but not limited to real and personal property, money, and intellectual property owned, operated, leased to, contracted by, controlled, or in the possession of a university or the Board.
25. "University-sponsored activity" means any activity on or off campus authorized, supervised, or controlled by a university.
26. "Vice President for Student Affairs" means the administrative officer bearing such title, similar title, or his/her designee.
27. "Weapon" refers to any object or substance designed to (or which could be reasonably expected to) inflict a wound, cause injury, incapacitate, or cause death, including, without limitation, all firearms (loaded and unloaded, simulated and real), devices designed to expel a projectile (such as bb guns, air guns, pellet guns, and potato guns), electronic control devices such as Tasers or stun guns, swords, knives with blades of 5 inches or longer, martial arts weapons, bows and arrows, and chemicals such as mace, tear gas, or oleoresin capsicum, but excluding normally available over-the-counter self-defense chemical repellents, chemical repellents.

F. Prohibited Conduct

1. All forms of student academic dishonesty, including but not limited to cheating, fabrication, facilitating academic dishonesty, and plagiarism.
2. Endangering, threatening, or causing physical harm to any member of the university community or to oneself, causing reasonable apprehension of such harm or engaging in conduct or communications that a reasonable person would interpret as a serious expression of intent to harm.
3. Violating the terms of any disciplinary sanction imposed for an earlier violation of the Student Code of Conduct or other Board or university rules.
4. Violation of, or attempt to violate, other rules that may be adopted by the Board or by the university.
5. Impersonation of another, using another person's identity, or furnishing materially false information, including manufacturing or possession of false identification.
6. Initiating, causing, or contributing to any false report, warning, or threat of fire, explosion, or other emergency.
7. Failure to comply with the directions of university officials or agents, including law enforcement or security officers, acting in the good faith performance of their duties. This section is not intended to prohibit the lawful assertion of an individual's Fifth Amendment right against self-incrimination.

8. Forgery, falsification, fabrication, unauthorized alteration, or misuse of campus documents, records, or identification, including, but not limited to, electronic software and records.
9. Unauthorized presence in or unauthorized use of university property, resources, or facilities.
10. Unauthorized access to, disclosure of, or use of any university document, record, or identification, including but not limited to, electronic software, data, and records.
11. Interfering with or disrupting university or university-sponsored activities, including but not limited to classroom related activities, studying, teaching, research, intellectual or creative endeavor, administration, service or the provision of communication, computing or emergency services.
12. Misrepresenting oneself or an organization as an agent of a university.
13. Possession of property the student knows or has reason to believe may be stolen or misappropriated.
14. Misuse, theft, misappropriation, destruction, damage, or unauthorized use, access, or reproduction of property, data, records, equipment or services belonging to the university or belonging to another person or entity.
15. Violation of the Board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages.
16. Unauthorized use, sale, possession, or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law.
17. Off-campus conduct that a reasonable person would believe may present a risk or danger to the health, safety or security of the Board or university community or to the safety or security of the Board or university property.
18. Gambling as prohibited by applicable law, university policy, or associated with any university event.
19. Engaging in, supporting, promoting, or sponsoring hazing or violating the Board or university rules governing hazing.
20. Engaging repeated or significant behavior toward another individual, whether in person, in writing, or through electronic means, after having been asked to stop, or doing so to such a degree that a reasonable person, subject to such contact, would regard the contact as unwanted.
21. Engaging in discriminatory activities, including harassment and retaliation, as prohibited by applicable law or university policy.
22. Interfering with any university disciplinary process, including but not limited to tampering with physical evidence or inducing a witness to provide false information or to withhold information.
23. Sexual misconduct.
24. Use, possession, display, or storage of any weapon, dangerous instrument, explosive material or device, fireworks, bomb materials or dangerous chemical on university property, at a university

sponsored activity or in violation of law or university policy, is not permitted unless one of the following exceptions apply:

- a. Subject to A.R.S. §12-781 and other applicable law, a person may lawfully transport or lawfully store a firearm that is both
 - 1) in the person's locked and privately owned motor vehicle or in a locked compartment on the person's privately owned motorcycle, and
 - 2) not visible from the outside of the motor vehicle or motorcycle, although the board or a university may require that vehicles transporting or storing firearms be parked in alternative parking as described in A.R.S. §12-781, or
- b. Use, possession, display or storage is specifically authorized by an Arizona or federal statute governing law enforcement officers or in writing by university officials with the authority to grant such permission, or
- c. Universities may permit students to possess certain potentially dangerous instruments, and limited quantities of chemicals or other dangerous materials if they are used for academic and other legitimate purposes, if the presence of these items does not present an undue risk to the campus or community, and if the proposed use, possession, display or storage of these items has been expressly approved in writing by an authorized university representative.

25. Photographing, videotaping, filming, digitally recording, or by any other means secretly viewing, with or without a device, another person without that person's consent in any location where the person has a reasonable expectation of privacy, or in a manner that violates a reasonable expectation of privacy. This section does not apply to lawful security or surveillance filming or recording that is authorized by law enforcement or authorized university officials.

26. Commission of any offense prohibited by state or federal law or local ordinance. Any attempt to commit or conceal an act of misconduct prohibited by these rules is subject to sanctions to the same extent as completed acts.

G. Sanctions

1. The Dean of Students may impose one or more of the following sanctions for any violation of the Student Code of Conduct:
 - a. **Expulsion:** Permanent separation of the student from the university. An indication of expulsion may appear on the student's transcript. The expelled student will not participate in any university-sponsored activity and will be barred from university property. An expelled student will be ineligible to attend Arizona State University, Northern Arizona University, or the University of Arizona or any other university campus or division governed by the Board unless approved according to paragraph G.2(a) and (b).
 - b. **Suspension:** Temporary separation of the student from the university for a specified period of time, or until specific conditions, if imposed, have been met. An indication of suspension may appear on the student's transcript. Except where prior approval has been granted by the Dean of Students, a suspended student will not participate in any university-sponsored activity and will be barred from the university campus. A suspended student will be ineligible to attend Arizona State University, Northern Arizona University, or the University of Arizona or any other university campus or division governed by the Board until the conditions of suspension have been met.
 - c. **Degree Revocation:** A university may revoke a degree, certificate or other academic recognition previously awarded by that university to a student. Notice of any degree revocation will appear on the student's transcript. If the university previously communicated the award of a degree, certificate or other academic recognition to a third party, it may provide notice to that entity of the revocation.

- d. Probation: Removal of the student from good disciplinary standing. Additional restrictions or conditions may also be imposed. Probation will last for a stated period of time and until specific conditions, if imposed, have been met. Any violation of these rules, the conditions of probation, or other university rules committed during the probationary period will subject the student to further discipline, including suspension or expulsion.
 - e. Warning: A written statement advising the student that a violation of the Student Code of Conduct has been committed and that further misconduct may result in more severe disciplinary action.
 - f. Administrative Hold: A status documented in the registrar's official file which may preclude the student from registering, from receiving transcripts, or from graduating until clearance has been received from the Dean of Students in accordance with university rules.
 - g. Restricted Access to University Property: A student's access to university property, including but not limited to research, communication and computing resources, may be restricted for a specified period of time or until certain conditions are met.
 - h. Organizational Sanctions: Sanctions for organizational misconduct may include revocation of the use of university property or privileges for a period of time, revocation or denial of recognition or registration, or suspension of social or intramural activities or events, as well as other appropriate sanctions permitted under the Student Code of Conduct or other rules of the university.
 - i. Educational Response: The Dean of Students may require a student to complete an educational program at the student's expense, write a paper or letter of apology, engage in community service, or assign other educational responses to address the student's conduct.
 - j. Interim Action: The Dean of Students may impose on a student or suspend a student for an interim period prior to resolution of the disciplinary proceeding.
 - k. Academic Conduct: Each university may adopt procedures regarding student conduct that takes place while participating in academic activities. These procedures may outline sanctions including but not limited to lower-level warnings, administrative drop from a particular class, or other sanctions as appropriate.
 - l. Restitution: Payment to the university or to other persons, groups, or organizations for damage to property or costs incurred as a result of the violation of this Student Code of Conduct.
 - m. Notation on Transcript.
 - n. Other sanctions permissible under existing university rules.
2. A student who has been suspended or expelled from one university will be ineligible for admission, enrollment, re-enrollment or re-admission to Arizona State University, Northern Arizona University, or the University of Arizona or any other university campus or division governed by the Board except as follows:
- a. Each university may adopt rules and procedures to consider a request for readmission from a student who has been previously suspended or expelled, which shall include criteria to be used in evaluating a request for readmission, and shall provide that a decision to readmit must be approved by the Vice President for Student Affairs at the admitting university.
 - b. Except as set forth in Section G.2.a, a student who has been suspended or expelled at one university will not be eligible for admission or re-enrollment at another university governed by the Board until the student has met the conditions for reinstatement at the university which imposed the suspension or expulsion. The conditions for reinstatement may be waived in whole or in part at the discretion of the Vice President for Student Affairs at the admitting university.

H. Determining What Sanction to Impose

1. Mitigating and aggravating factors may be considered. Factors to be considered in mitigation or aggravation include the individual's prior disciplinary record, the nature of the offense, the severity of any damage, injury, or harm resulting from the violation, the payment of restitution to the university or to any victims, or any other factors deemed appropriate under the circumstances, including but not limited to the individual's participation in an approved counseling program.
2. Repeated violations of the Student Code of Conduct may result in the imposition of progressively more severe sanctions, although any sanction may be imposed as appropriate under the circumstances.

I. Enforcement

1. Student sanctions shall be enforced through use of disciplinary procedures adopted by each university that are consistent with Board Policies and applicable laws and regulations and the April 24, 2011, "Dear Colleague Letter" guidance issued by the U.S. Department of Education, Office for Civil Rights.
2. Sanctions for organizational misconduct shall be enforced through the use of the disciplinary procedures adopted by each university, consistent with Board Policies and applicable laws and regulations, and the April 24, 2011, "Dear Colleague Letter" guidance issued by the U.S. Department of Education, Office for Civil Rights.

J. Miscellaneous Provisions

1. The description of prohibited conduct shall be interpreted as broadly as consistent with applicable law.
2. The Presidents are authorized by the Board to take other actions or to adopt other rules to protect university property and the safety and well-being of members of the university community and the public.

ICA Student-Athlete Code of Conduct

A. External Activity

Along with other students at The University of Arizona, student-athletes are subject to the Code of Conduct (ABOR Policy 5-308) and to penalties for infractions of that Code, which penalties may be imposed only in accordance with the Code's procedural provisions. Like all citizens of the community at large, student-athletes are also subject to the laws of the land and to penalties administered in accordance with those laws. Unlike other citizens and most students, however, some student-athletes receive scholarships and other benefits from their participation in intercollegiate athletics. That participation in part, depends upon the student-athletes' observance of rules of conduct imposed by authorities both within and outside of the University. As stated below, in addition to penalties imposed by institutional or public authorities outside the Department of Intercollegiate Athletics, a violation of those rules may result in the loss to the student-athlete of some or all of the benefits of participation in intercollegiate athletics, including scholarship benefits.

When a violation of rules or of laws has caused such extra-departmental penalties to be imposed on a student-athlete at the University, the Department, through the Director shall have the right, at the

latter's discretion, to withdraw, temporarily or permanently, any or all of the benefits provided to the student-athlete in connection with his or her participation in intercollegiate athletics. When a withdrawal of benefits is such as to give the student-athlete a right to appeal to another University venue under present regulations, such right of appeal shall be preserved.

B. Intradepartmental Activity

It is assumed that the University of Arizona students who participate in Intercollegiate Athletics will conduct themselves in a manner befitting representatives of the University and abide by practices that enhance their personal health as well as their skills in sports.

Students representing the University of Arizona in Intercollegiate Athletics shall not act in a manner contrary to regulations of the University nor the policies of the team. The following specific regulations (in addition to any other practices the coach may require) shall be brought to the attention of all participants.

Because of the demanding nature of sport as well as the privilege of participation, and in an effort to make clear the conduct expected in athletics and procedures which will be followed in case of misconduct, please be alerted to the following:

1. Illegal Drugs

A student-athlete shall not use, be under the influence of, or possess illegal drugs.

2. Alcoholic Beverages

A student-athlete shall not drink, be under the influence of, or in personal possession of alcohol during any event, practice, or on any trip, nor during any other time and/or place designated by the coach.

3. Tobacco

A student-athlete shall not use tobacco during any practice or at the site of the competition or in the spectator area of any UA athletic event, nor during any other time and/or place designated by the coach. The use of tobacco is restricted in all forms.

Penalties for infringement of the above code shall be determined by the coach and University policy where applicable, and may range from warning to immediate and/or permanent dismissal.

It is the coaches' responsibility to inform their student-athletes of this policy and of individual team rules.

1. Conduct Regarding Involvement in Internet-Based Social Networking Communities

As a student-athlete at the University of Arizona you are not only representing yourself and your team, but the entire university and community. Because of your higher profile on campus, it is important that you be concerned with what is being published on social networking sites, such as Facebook and MySpace. **If you choose to have a personal site, it is departmental policy to set your privacy settings as to not allow the public to view your page.** You are in a very vulnerable position as a student-athlete and this policy is to protect your personal information.

You should also take note of some disturbing accounts that have been published regarding: (1) student-athletes being stalked as a result of their MySpace and Facebook profiles; (2) females being sexually assaulted by men they met through MySpace.com; (3) student-athletes being contacted through the personal profiles by agents and gamblers.

- Viewing by Potential Employers/Graduate School Admissions Offices: Again, it is important to emphasize that *anyone* can view the information you share on these websites. This includes potential employers and graduate school admissions officers. Some of the corporations for which you may hope to work, and some of the universities to which you may apply for graduate school, are taking the time to screen their applicants by reviewing the Facebook and MySpace profiles. There are confirmed reports of students being passed over for interviews and denied admission to universities based on the content of their profiles.
- Stalkers and Thieves: If you choose to create a profile on these websites, **please be very careful about what personal information you share**, including class schedules. People could know where you “are” or where you “aren’t”. For your own security and protection, you are encouraged to:
 - Keep your phone number, physical address and other personal information confidential -- do not include this information in your personal profile.
 - Limit the access of others to your e-mail address and screen carefully those who you accept as “friends” on your site.
 - Use whatever security and privacy features are available to restrict the ability of others to post pictures, messages and other content on your site.
- Embarrassment and Reputation: When deciding what pictures and other content to include in your profile, please remember you are representatives of The University of Arizona and you are constantly in the public eye. Information posted can follow you around for years to come. This is true even if you remove photos or files. Someone else may have copies or may have distributed embarrassing facts or photos. It is expected that you will not post any pictures or other content that might cause embarrassment to you, your team or The University of Arizona (e.g., obscene language, pictures at parties with alcohol, references to drugs or sex, weapons, etc.). While your privacy settings are mandatory, you are responsible for the content. This also includes monitoring “tagged photos” and groups that you choose to belong to or start.
- Policy, Rule, or Law Violations; Unethical Behavior: Student-athletes at other universities have posted inappropriate content on their profiles that resulted in significant disciplinary action. For example, two student-athletes at LSU were dismissed from their team after participating in a Facebook.com discussion group that posted negative comments about their coaches. At Colorado, two student-athletes received harassment citations from campus police and were disciplined by the athletics department after posting racially threatening remarks on Facebook.com about another student-athlete. At Florida State student-athletes were told to remove some of the content on their website or face dismissal from the team. Disciplinary action against UA student-athletes for these types of activities will be taken if necessary.

Any online behavior that fails to reflect the high standards of honor and dignity that characterize the privilege to participate in athletics at the University of Arizona could result in punishment up to and including reduction or non-renewal of your athletic scholarship.

Nondiscrimination and Anti-Harassment Policy

The University of Arizona
June 14, 2012
Division of Human Resources

Policy Number: (to be assigned)

Contact: The Office of the Vice President for Human Resources

Effective Date: June 1, 2012

Approved By: University President

POLICY

The University of Arizona is committed to creating and maintaining an environment free of discrimination. In support of this commitment, the University prohibits discrimination, including harassment and retaliation, based on a protected classification, including race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. The University encourages anyone who believes he or she has been the subject of discrimination to report the matter immediately as described in the section below on Reporting Complaints to University Offices. All members of the University community are responsible for participating in creating a campus environment free from all forms of prohibited discrimination and for cooperating with University officials who investigate allegations of policy violations.

UNIVERSITY OBLIGATIONS

The University will take prompt and appropriate action to: (1) thoroughly investigate complaints of discrimination described in this policy; and (2) prevent, correct and, if necessary, discipline individuals who engage in behavior that violates this policy in accordance with existing University policies.

APPLICABILITY AND ENFORCEMENT OF POLICY

This policy applies to:

- All University employees in all aspects of their employment relationship with the University;
- All University students in all aspects of their participation in the University's educational programs and activities;
- All University applicants, whether for employment or for admission to educational or University-sponsored programs, activities, or facilities;
- All persons or groups participating in or accessing University-sponsored programs, activities, or facilities; and
- All vendors or contractors in all aspects of their relationship with the University.

Enforcement of this policy is subject to constitutional protections related to freedom of speech, association, and the press.

PROHIBITED DISCRIMINATION, INCLUDING HARASSMENT AND RETALIATION

Discrimination

Discrimination occurs when an individual, or group of individuals, is treated adversely because they belong to a classification of individuals that is protected from discrimination by a federal or state statute or University policy as set forth above. The failure to provide reasonable accommodations required by law or University policy based on disability or religious practice may constitute discrimination.

Harassment

Harassment is a specific form of discrimination. It is unwelcome behavior, based on a protected classification, that a reasonable person would perceive to be sufficiently severe or pervasive to create an intimidating, hostile, or offensive environment for academic pursuits, employment, or participation in University-sponsored activities. Additionally, sexual harassment, whether between individuals of the same or different sex, includes unwelcome conduct of a sexual nature that is made, either explicitly or implicitly, a condition of an individual's education, employment, or participation in a University program or activity, and/or when the submission to or rejection of such conduct is a factor in decisions affecting that individual's education, employment, or participation in University-sponsored activities.

Harassing conduct may take many forms, including verbal acts and name calling, as well as nonverbal behavior, such as graphic, electronic, and written statements, or conduct that is physically offensive, harmful, or threatening.

Retaliation

Retaliation occurs when an adverse action is taken against an individual for engaging in protected activity. Protected activity consists of: (1) opposing conduct reasonably believed to constitute discrimination, including harassment, which violates a nondiscrimination statute or which University policy prohibits; (2) filing a complaint about such practice; or (3) testifying, assisting, or participating in any manner in an investigation or other proceeding related to a discrimination complaint. Adverse actions that are reasonably likely to deter a complaining individual or others from engaging in protected activity are prohibited.

SUPERVISORY RESPONSIBILITIES TO PREVENT AND REPORT DISCRIMINATION, HARASSMENT AND RETALIATION

Employees or agents of the University who (a) supervise other employees, graduate or undergraduate students, contractors, or agents; (b) teach or advise students or groups; or (c) have management authority related to a University-sponsored program or activity are required to:

- Engage in appropriate measures to prevent violations of this policy; and
- Upon receiving a report or having a reasonable basis to suspect that potential discrimination, harassment, or retaliation has occurred or is occurring, promptly notify and provide all available information and documentation either to the Dean of Students Office if the alleged policy violator is a student, or to the Office of Institutional Equity for all other matters.

The Dean of Students Office will promptly notify the Office of Institutional Equity of all reports of potential discrimination, harassment, or retaliation that it receives.

REPORTING DISCRIMINATION, HARASSMENT, OR RETALIATION

Reporting Complaints to University Offices

An individual who believes that he or she has been subjected to discrimination, harassment, or retaliation in violation of this policy should report the matter immediately as set forth below to obtain information about resolving concerns, including complaint-filing options and procedures, and to enable the University

to take prompt remedial action. If the alleged policy violator is a University student, the individual who has been the subject of discrimination, harassment or retaliation in violation of this should contact:

Dean of Students

Dean of Students Office
Old Main 203
P.O. Box 210021
Tucson, AZ 85721-0021
(520) 621-7057
dos-deanofstudents@email.arizona.edu

For all other instances, the recipient of the alleged conduct should contact:

Director
Office of Institutional Equity
University Services Building, Rm. 217
P.O. Box 21058
Tucson, AZ 85721-0158
(520) 621-9449
equity@email.arizona.edu

If the alleged policy violator is employed by the Dean of Students Office or the Office of Institutional Equity, then the individual who has been the subject of discrimination, harassment or retaliation in violation of this policy may contact the Executive Vice President and Provost. See http://provost.arizona.edu/provosts_office online for contact information.

Good Faith Allegations

Because of the nature of discrimination, harassment, or retaliation complaints, allegations often cannot be substantiated by direct evidence other than the complaining individual's own statement. Lack of corroborating evidence should not discourage individuals from seeking relief under this policy. No adverse action will be taken against an individual who makes a good faith allegation of discrimination, harassment, or retaliation under this policy, even if an investigation fails to substantiate the allegation. However, individuals who make dishonest statements or make statements with willful disregard for the truth during an investigation or enforcement procedure under this policy may be subject to disciplinary action in accordance with existing University policies.

Anonymous Inquiries and Complaints

Members of the University community may contact the Office of Institutional Equity or the Dean of Students Office at any time to ask questions about discrimination, harassment, retaliation, or complaint-filing procedures and may provide information without disclosing their names. This provision does not relieve managers, supervisors, instructors, or advisors of their responsibility to promptly report under this policy.

Reporting Complaints to Outside Agencies

University employees and students have the right to file discrimination, harassment, and/or retaliation complaints with outside agencies as well as with the University's Office of Institutional Equity or the Dean of Students Office. If an individual files a complaint with an external agency, the filing will not affect the University's investigation concerning the same or similar events.

CONSEQUENCES OF POLICY VIOLATIONS

Members of the University community who violate this policy will be subject to disciplinary action that could include reprimand, demotion, denial of promotion, termination from employment or from educational programs, or other appropriate administrative action.

AFFILIATED ENTITIES

University employees or students who work or study at a worksite or program of an institution with which the University has entered into an Affiliation Agreement (Affiliate) are subject to this policy while at such worksite or participating in such program. Similarly, Affiliates are obligated under agreements with the University to comply with all applicable state and federal statutes and regulations regarding equal employment opportunity and nondiscrimination. If a University employee or student believes that he or she has been subjected to discrimination, harassment, or retaliation while working at or participating in a program of an Affiliate in violation of this policy, he or she should contact the Office of Institutional Equity or the Dean of Students Office in accordance with the reporting provisions of this policy.

CONFIDENTIALITY

Employees of the Office of Institutional Equity, employees of the Dean of Students Office, and all responsible administrators who receive reports of discrimination, harassment, or retaliation shall maintain the confidentiality of the information they receive, except where disclosure is required by law or is necessary to facilitate legitimate University processes, including the investigation and resolution of discrimination, harassment, or retaliation allegations.

Transgender Participation Policy

The University of Arizona Intercollegiate Athletics Department (ICA) is committed to diversity, inclusion and gender equity among its student-athletes. In accordance with the NCAA policy on transgender student-athletes, ICA supports transgender student-athletes participating in sex-separated sports activities so long as the athlete's use of hormone therapy is consistent with the NCAA policies and current medical standards. The following are the current standards:

A trans male (female to male) student-athlete who has received a medical exception for treatment with testosterone for gender transition may compete on a men's team but is no longer eligible to compete on a women's team without changing the team status to a mixed team. A mixed team is eligible only for men's championships.

A trans female (male to female) student-athlete being treated with testosterone suppression medication for gender transition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of documented testosterone-suppression treatment. A mixed team is eligible only for men's championships.

The goal of this policy is to create opportunity for transgender student-athletes to participate in accordance with their gender identity while maintaining the relative balance of competitive equity within sports teams. ICA will continue to follow the NCAA policies regarding transgender student-athlete participation in college athletics. A link to the NCAA policy can be found on [ncaa.org](https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf).

https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf

Hazing Policy

The Department of Intercollegiate Athletic adheres to a “no tolerance” policy when it comes to hazing. Any intentional, knowing or reckless act, occurring on or off the campus, by one person, or acting with others, directed against a student-athlete, that endangers, the mental health, physical health or safety of a student-athlete for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group will not be tolerated as is subject to the University’s Code of Conduct.

University of Arizona Hazing Policy

Revised October 25, 2001

The University seeks to promote a safe environment where students may participate in activities and organizations without compromising their health, safety or welfare. It is, therefore, the university's policy that hazing is prohibited. The impact of hazing activities can result in irrevocable harm to its victims, their families and the university community.

Prevention of hazing is the responsibility of every member of the University community. Each organization, as well as each individual, must accept the personal obligation to uphold the basic community values of being just, civil and respectful of the rights of others.

1. Hazing is prohibited. "Hazing" means any intentional, knowing or reckless act committed by a student, whether individually or in concert with other persons, against another student, and in which both of the following apply:
 - a. The act was committed in connection with an initiation into, an affiliation with or the maintenance of membership in any organization that is affiliated with the University; and
 - b. The act contributes to a substantial risk of potential physical injury, mental harm or degradation, or causes physical injury, mental harm or personal degradation.
2. Any solicitation to engage in hazing is prohibited.
3. Aiding and abetting another person who is engaged in hazing is prohibited.
4. It is not a defense to a violation of this policy that the hazing victim consented to or acquiesced in the hazing activity.
5. All students, faculty and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.
6. Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Student Code of Conduct. Any University employee who knowingly permitted, authorized or condoned hazing activity is subject to disciplinary action by the University.
7. Violations of this policy by students or student organizations can be reported by filing a Student Code of Conduct complaint with the Dean of Students Office.

The Dean of Students Office will investigate the complaint in accordance with the Student Disciplinary Procedures. The Student Disciplinary Procedures shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance with the Student Code of Conduct.

Violations of this policy by faculty, staff and other employees are subject to discipline in accordance with the Arizona Board of Regents' and University's policies and procedures governing employee misconduct. Violations by faculty, staff or other employees can be reported in writing to the Provost for referral to and investigation by the appropriate administrator(s) or supervisor(s).

Any violation involving a crime, emergency or an imminent threat to the health or safety of any person should be reported immediately by dialing 911 to reach local law enforcement officials

8. The University will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the University community. Such reporting shall include, but not be limited to, criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.
9. This policy is not intended to prohibit or sanction the following conduct:
 - a. Customary public athletic events, contests or competitions that are sponsored by the University; or
 - b. Any activity or conduct that furthers the goals of a legitimate educational curriculum, a legitimate extracurricular program or a legitimate military training program.
10. For the purposes of this policy,
 - a. "Organization" means an athletic team, association, order, society, corps, cooperative, club, student organization, fraternity, sorority or other similar group that is affiliated with the University and whose membership consists primarily of students enrolled at the University. "Organization" includes a local chapter, unit or other local division consisting primarily of students, regardless of the nature of the membership of the larger public or private organization.
 - b. "Student" means any person who is enrolled at the University, any person who has been promoted or accepted for enrollment at the University or any person who intends to enroll at or be promoted to the University within the next twelve calendar months. A person who meets the definition of a student for purposes of this paragraph shall continue to be defined as a student for purposes of this section until the person graduates, transfers, is promoted, or withdraws from the University.

U of A Policy on Disruptive Behavior in an Instructional Setting

Effective Date: January 26, 2004
Approved By: President Likins
Contact: Dean of Students' Office

The University seeks to promote a teaching and learning environment free from material and substantial classroom disruptions. Faculty members and teaching staff have the authority and responsibility to effectively manage their classroom environments. Instructors may determine the time and manner for student questions and expression of points of view in the instructional setting. Accordingly, instructors should establish, communicate and enforce reasonable rules of classroom behavior and decorum via the syllabus and classroom discussion. This policy is not intended to discourage appropriate classroom expression, discussion or disagreement, but to promote respectful interactions.

A. Instructional Rules and Decorum

Rules and expectations for the instructional setting should be established by the instructor and communicated to the students via the syllabus and classroom discussion at the outset of the course. Such rules may contain reasonable restrictions in light of the instructional setting, teaching method and learning objectives; and may vary depending upon the educational context. Instructional rules may include, but not be limited to, prohibitions on cell phone use, refusing to be seated, talking during lectures, sleeping, eating, newspaper reading, entering the classroom late or leaving early without authorization, etc.

B. Prohibited Behavior

Disruptive Behavior is Prohibited. "Disruptive behavior" means conduct that materially and substantially interferes with or obstructs the teaching or learning process in the context of a classroom or educational setting. Disruptive behavior includes conduct that distracts or intimidates others in a manner that interferes with instructional activities, fails to adhere to an instructor's appropriate classroom rules or instructions, or interferes with the normal operations of the University.

Students who engage in disruptive behavior may be directed by the instructor to leave the class for the remainder of the class period. If the student refuses to leave after being requested to do so, the instructor may summon the University Police. For involuntary removal for more than one class period, involuntary withdrawal from class, or more serious sanctions, the disciplinary procedures set forth in section C, below, must be utilized.

C. Disciplinary Procedures for Significant Disruptions

Before a student can be involuntarily removed for more than one class period or involuntarily withdrawn from a class or from the University for disruptive behavior, the following procedures must be utilized. For serious disruptions, the instructor may start at Step 2 or Step 3 as appropriate.

Step 1. The instructor of record for the course should communicate with the student as soon as possible after the first incident of disruptive behavior to identify the behavior, review the classroom rules and this policy, and instruct the student on the behavior that is required in the future.

Step 2. If the disruptive behavior continues, as soon as practical the instructor should provide a written warning to the student identifying the prohibited behavior that occurred, the rules that were violated and the behavior that is required in the future. The warning should also include notice that any subsequent violation of the classroom rules or this policy will result in the instructor filing a Student Code of Conduct Complaint with the Dean of Students Office for failure to comply with this

policy, the directions of a university official and/or interfering with classroom related activities. See ABOR Policy 5-308. The Dean of Student's Office and the instructor's Department Head or Dean must also be copied on the warning.

Step 3. If the disruptive behavior is serious or continues after a written warning, the instructor must document the disruptive behavior in writing and file a Student Code of Conduct Complaint with the Dean of Students Office. The Complaint should also include a copy of any written warning provided to the student, as well as any documentation related to prior incidents and the names of any witnesses. The instructor must also notify his/her Department Head or Dean of the matter as well. The Dean of Students Office will investigate the Complaint in accordance with the Student Disciplinary Procedures (ABOR Policy 5-401, et seq.). The Student Disciplinary Procedures shall govern all proceedings involving such complaints. Sanctions, if necessary, will be imposed in accordance with the Student Code of Conduct.

U of A Policies on Threatening Behaviors

Effective Date: October 15, 2003

Approved By: President Likins

Contact: Dean of Students Office

The University seeks to promote a safe environment where students and employees may participate in the educational process without compromising their health, safety or welfare. The Arizona Board of Regents' Student Code of Conduct, ABOR Policy 5-308, prohibits threats of physical harm to any member of the University community, including to one's self. Threatening behavior can harm and disrupt the University, its community and its families.

A. Prohibited Behavior

Threatening Behavior is Prohibited. "Threatening behavior" means any statement, communication, conduct or gesture, including those in written form, directed toward any member of the University community that causes a reasonable apprehension of physical harm to a person or property. A student can be guilty of threatening behavior even if the person who is the object of the threat does not observe or receive it, so long as a reasonable person would interpret the maker's statement, communication, conduct or gesture as a serious expression of intent to physically harm.

B. Procedures for Mandatory Reporting of Threatening Behavior

If threatened by any student's conduct to the point of reasonable fear of immediate physical harm to self, others or property:

1. Leave the area immediately.
2. Call the Police by dialing 9-1-1 to request that an officer come to the location. Inform the Police if it is a repeat occurrence.
3. Anyone who observes what appears to be threatening behavior must report it to the Dean of Students Office and in the appropriate case file a Student Code of Conduct Complaint (see ABOR 5-403).
4. University employees who observe what appears to be threatening behavior must also report it to their supervisor or Department Head, who should report it to the Dean.

C. Disciplinary Process

In addition to any law enforcement action, the Dean of Students Office will investigate complaints against students and will keep records of such complaints and investigations in accordance with the Student Disciplinary Procedures (ABOR Policy 5-401, et seq.). Such records are subject to the Family Educational Rights and Privacy Act and may be shared with faculty and other University Officials who have a legitimate educational interest, and those persons who need to know in a health or safety emergency, including any person who was the object of the threat. The person observing a threat or being threatened by a student is to complete the Student Code of Conduct Complaint Form and send it to the Dean of Students Office. This will initiate the Student Disciplinary Procedures regarding the student who is charged with exhibiting threatening behavior. Within 24 hours, the Dean of Students Office will email the person who submitted the form to confirm that the form has been received. The Dean of Students Office will communicate the progress of the investigation within ten calendar days to the person who was the object of the threat.

The Student Disciplinary Procedures shall govern all proceedings involving such complaints. The Dean of Students may suspend the student for an interim period prior to the resolution of the disciplinary proceeding if the Dean determines that the continued presence of the student poses a threat to any individual, property, or university function. Sanctions, as appropriate, may be imposed in accordance with the Student Code of Conduct, up to and including suspension or expulsion from the University. In addition

to any other sanction, any student who has been found responsible for threatening behavior after an opportunity for appeal may be expelled from the University.

The Dean of Students Office may utilize a student behavior assessment committee to assist in determining whether the student can remain on campus or whether other appropriate disciplinary actions should be taken. The Student Behavior Assessment Committee is an advisory committee that shall include representatives from Counseling and Psychological Services, the Dean of Students Office, member(s) of the Faculty (including a representative of the Faculty Senate Student Affairs Policy Committee), Life and Work Connections, the Department of Risk Management, the University Police Department, and other ad hoc members and consultants as deemed necessary by the Dean of Students on a case-by-case basis. The Committee will receive its charge from the Dean of Students, as necessary.

Related Policies

[Student Code of Conduct](#), [ABOR Policy 5-308](#)

[Student Disciplinary Procedures](#), [Workplace Violence Policy](#)

Student-Athlete Appeal, Grievance, and Discipline Procedures

A. Financial Aid Appeal Policy and Procedures. The Office of Student Financial Aid administers the Financial Aid Appeal.

The Office of Student Financial Aid will notify the student-athlete in writing via a "Notification Letter" if aid is to be non-renewed or reduced. The student-athlete may formally appeal by submitting a written request to the Office of Student Financial Aid within fifteen days of the date of the Notification Letter. NCAA guidelines will be followed for the proper grievance procedures.

Procedures are as follows:

When the Athletics Department intends to recommend that a student-athlete's (athletic) institutional aid should not be renewed or should be reduced for the upcoming award period, the following procedure shall be followed.

1. The Compliance Office will forward a memo regarding the student-athletes who will not be renewed and setting forth the names of affected students, the recommendation and the reason for the recommendation. Any student-athlete who is having their aid reduced will be clearly identified during the recommendation process along with the reason for the reduction.
2. The University's Office of Student Financial Aid will review the recommendation and render a decision.
3. The appropriate letter will be sent to the student-athlete ("Notification Letter").
4. If the student-athlete feels that the aid has been non-renewed or reduced unfairly, he or she may formally appeal. To appeal, he or she submits a written request that includes the student-athlete's name, ID number, year in school and their sport. In addition, the student-athlete should state the reason he or she believes the reduction or non-renewal is unfair, as well as provide the names of institutional staff members with whom the student-athlete has discussed his or her financial aid. The student-athlete should include any relevant documents. The student athlete needs to also state whether or not he or she wants an in-person hearing. This request, along with the information described, shall serve as the student-athlete's appeal documents ("Appeal"). This Appeal and related information must be submitted by the student-athlete to the Office of Student Financial Aid within fifteen days of the date of the Notification Letter. The Appeal options are set forth below:

Option 1: If the student-athlete elects not to have an in-person hearing, the Office of Student Financial Aid shall direct the Appeal to the Financial Aid Appeals Committee within 10 days of receiving the Appeal from the student-athlete. The Office of Student Financial Aid shall also notify the Athletics Department of the Appeal and provide the Department with adequate time for a response should they elect to respond. The chairperson will have the Appeal and the response read by the Committee. The Committee may request additional information if necessary. The Committee will reach a decision within two weeks of receipt of the Appeal. The chairperson will issue the Committee's response to the student-athlete in writing as soon as possible. The Committee's decision is final.

Option 2: The student-athlete shall submit with the Appeal a written request to the Office of Student Financial Aid for an Appeal hearing before the Financial Aid Appeals Committee. The request for a hearing must be included with the Appeal and must be received within 15 days of the date of the Notification Letter. The Athletics Department will be given adequate time to prepare a written response should they elect to respond. A hearing will be scheduled, and the student-athlete and Athletics Department will be notified of the time and place. Each side presents its arguments to the Financial Aid Appeals Committee as determined by the chairperson. Within 10 days, the Financial Aid Appeals Committee will reach a decision and send it in writing to each party. The Committee's decision is final.

As a general rule, one of two actions may be taken by the Committee:

1. If the Financial Aid Appeals Committee finds that the decision to reduce, cancel or not renew is consistent with applicable rules, regulations or institutional policies, and the Committee does not feel that whatever extenuating circumstances may be present warrant a different decision, the Appeal will be denied.
2. If the Committee finds that the decision is not consistent with applicable rules, regulations or institutional policies, or that whatever extenuating circumstances may be present warrant a different decision, the decision may be reversed or modified as the Committee deems appropriate, and the Committee will direct that some level of aid be made available to the student-athlete.

Whether the student-athlete elected a written appeal or a hearing, or if he or she wishes to discuss the result of the Appeal, a meeting with the chair or a designated member of the Financial Aid Appeals Committee will be arranged. The Committee's decision, however, is final, and may not be appealed.

The Financial Aid Committee will consist of a minimum of three people selected by the Student Financial Aid Director. No member of the Athletics Department may sit on the Committee.

B. One-Time Transfer Release - Hearing Procedures. The One-Time Transfer Release Appeal Committee is formed and administered by the Faculty Athletics Representative. The procedures are as follows:

1. Notice Of Hearing Procedures: As per NCAA Bylaw 14.5.5.3.11(d), if the Department of Intercollegiate Athletics (with the Vice President for Athletics & Director of Athletics approval) denies a student-athlete's request for a one-time transfer release, the department shall inform the student-athlete in writing within seven (7) days of the decision that he or she, upon request, shall be provided a hearing conducted by an institutional entity or committee outside of the Athletics Department. The letter informing the student-athlete shall be from the Vice President for Athletics & Director of Athletics and will include a copy of these procedures and will state that the student-athlete is to contact the chair of the appeal committee directly if he/she wishes to appeal the decision. Specific contact information regarding the appeal committee will be provided in the letter.
2. Hearing Request: If the student-athlete feels that the decision to deny a one-time transfer release is wrong he or she may formally appeal. To appeal, he or she submits a written request that includes the student-athlete's name, ID number, year in school and their sport. In addition, the student-athlete should state the reason he or she believes the denial is unfair.

The student-athlete should include any relevant documents. The student athlete needs to also state whether or not he or she wants an in-person hearing. This request, along with the information described, shall serve as the student-athlete's appeal documents ("Appeal"). This Appeal and related information must be submitted by the student-athlete to the FAR within ten days of the date of the Notification Letter from the Vice President for Athletics & Director of Athletics. The Appeal options are set forth below:

Option 1: If the student-athlete elects not to have an in-person hearing, the Faculty Athletic Representative shall direct the Appeal to the Hearing Committee within 10 days of receiving the Appeal from the student-athlete. The Faculty Athletic Representative shall also notify the Athletics Department of the Appeal and provide the department with adequate time for a response should they elect to respond. The chairperson will have the Appeal and the response read by the Committee. The Committee may request additional information if necessary. The Committee will reach a decision within two (2) weeks of receipt of the Appeal. The chairperson will issue the Committee's response to the student-athlete in writing as soon as possible. The Committee's decision is final.

Option 2: The student-athlete shall submit with the Appeal a written request to the Faculty Athletics Representative for an Appeal hearing before the Hearing Committee. The request for a hearing must be included with the Appeal and must be received within ten (10) days of the date of the Notification Letter. The Athletics Department will be given adequate time to prepare a written response should they elect to respond. A hearing will be scheduled, and the student-athlete and Athletics Department will be notified of the time and place. Each side presents its arguments to the Hearing Committee as determined by the chairperson. Within 10 days, the Hearing Committee will reach a decision and send it in writing to each party. The Committee's decision is final.

3. Hearing Committee: The Appeal Committee is chaired by the Faculty Athletics Representative and seats two (2) additional campus representatives as appointed by the Faculty Athletics Representative.
4. Dismissal and Hearing Procedures: The Dismissal and Hearing Procedures are administered by the Vice President for Athletics & Director of Athletics, but no ICA departmental staff or employees may sit on the appeal decision-making body.

C. Disciplinary Procedures for the Athlete Code of Conduct and ICA policies and Team Rules

The purpose of this policy is to establish disciplinary procedures for the enforcement of the Athlete Code of Conduct as well as violations of other Department of Intercollegiate Athletics ("ICA") policies and individual team rules (collectively "ICA Policy"). This Policy is applicable to any student-athlete who is charged with a violation of ICA Policy, which results in permanent dismissal from a team. These procedures neither modify nor replace the University's Student Disciplinary Procedures, which are applicable to all University students, including student-athletes, for violations of the University Student Code of Conduct, nor take the place of any Code of Conduct disciplinary proceeding initiated by the Dean of Students Office, which shall take precedent over these proceedings.

1. Notice of Decision. If a team Coach or Sr. Associate Athletic Director ("Athletics Administrator") decides to permanently dismiss a student-athlete from a team for a violation of ICA Policy, such administrator shall provide the student-athlete with a written notice of the decision. The written decision shall include: (1) a statement of the violation; (2) the factual basis supporting the violation with sufficient detail to enable the student-athlete to respond; (3) the

administrator's conclusions; and (4) the sanction imposed. The written decision shall be delivered personally or by mail directed to the last known address of the student-athlete, return-receipt requested. The written decision is final, unless the student-athlete requests a hearing before the Athletics Department Hearing Committee to review the decision. The written decision should reference the student-athlete's right to a hearing, and include a copy of these procedures.

2. **Hearing Request:** The student-athlete may request a hearing before the Hearing Committee to review the Athletics Administrator's decision by filing a written request with the Vice President for Athletics & Director of Athletics no later than fourteen (14) days following receipt of the written decision. In the hearing request, the student-athlete shall state the reasons why he or she believes that the written decision is wrong. Upon receipt of the hearing request, the Vice President for Athletics & Director of Athletics will set a hearing date, and will send a written notice of hearing, return-receipt requested, to the student no less than ten (10) days prior to the date set for the hearing. The notice will be delivered personally, or by mail directed to the address furnished by the student-athlete. The notice will include: (1) a statement of the date, time, and location of the hearing; and (2) notice of the student-athlete's right to bring an Advisor to the hearing. "Advisor" shall mean one individual selected by the student-athlete to advise him/her. The Advisor may be a faculty or non-athletics' department staff member, student, attorney, or other representative of the student-athlete. If the student is represented by an attorney, then the Athletics Administrator may also be assisted by an attorney.
3. **Hearing Committee:** The Athletics Department Hearing Committee shall be composed of a standing committee consisting of three persons appointed by the Athletic Director. No officer, employee, or agent of the Athletics Department shall be eligible to serve on the Hearing Committee.
4. **Hearing Procedures:**
 - a. The hearing shall be convened within twenty (20) days after it is requested. In order to preserve the confidential nature of the hearing process, and to protect the privacy interests of the student who is charged with the violation and the witnesses who may be called to testify, the hearing conducted by the Hearing Committee will be closed.
 - b. The Hearing Committee must select a chairperson from among them. The chairperson will preside at the hearing and will rule upon all procedural matters. The formal rules of evidence will not apply, although objections to the introduction of specific statements or documents may be considered by the chairperson. Irrelevant, immaterial, privileged, or unduly repetitious information will be excluded. The chair may establish reasonable limits upon the time allotted to the student and the Athletics Administrator for oral presentation and examination of witnesses.
 - c. The Athletics Administrator will present the information that supports the charges, and will have the burden of showing that a violation of ICA Policy was more likely than not to have been committed by the student.
 - d. The student who has requested the hearing will present statements or written information on his/her own behalf. A student who fails to appear at the hearing will be deemed to have abandoned his/her request, unless the student can demonstrate that an extraordinary circumstance prevented his/her appearance.
 - e. Both the student and the Athletics Administrator may be assisted thought the proceeding by an advisor.
 - f. Witnesses may be excluded from the hearing except during their own testimony.
 - g. The order of presentation will be as follows:

- 1) The Athletics Administrator will present an opening statement which summarizes what the information that has been gathered is expected to show.
- 2) The student may present an opening statement, or may reserve it until the presentation of his/her case.
- 3) The Athletics Administrator may call witnesses to provide statements.
- 4) At the conclusion of each witness' statements, he or she may be questioned by the student.
- 5) Following the questioning by the student, the Athletics Administrator and the members of the Hearing Committee may ask further questions of each witness.
- 6) Following the testimony of all witnesses called by the Athletics Administrator, the student then presents his/her case.
- 7) Each witness for the student is called to testify. The pattern remains the same as described above.
- 8) Following the close of the student's presentation, the Athletics Administrator may call witnesses to refute statements made by the student or the student's witnesses. If such witnesses are called, they will be subject to the same procedure outlined above.
- 9) Throughout the proceeding, all parties may introduce written documents. All documents that are admitted will be marked as exhibits, for example, "Athletics Department's Exhibit #1" or "Student's Exhibit #1," and may be considered by the Hearing Committee in reaching its decision.
- 10) Following the presentation of witnesses, the parties will be allowed to present closing statements, which summarize the information that has been presented. The Athletics Administrator presents his/her closing statement first, followed by the student.

5. Hearing Committee Deliberations And Recommendation

- a. Following the presentation of information and closing statements, the Hearing Committee will deliberate in private to discuss the information that has been presented and the reasonable inferences to be drawn from this information prior to reaching their decision. Only the members of the Hearing Committee and its legal advisor, if any, may be present during the deliberations.
- b. Based solely upon the information presented during the hearing, the Hearing Committee will formulate a recommendation to the Athletics Director (and others permitted to receive this information consistent with applicable law or policy), as to whether a violation of ICA Policy was more likely than not to have been committed by the student. A majority vote of the Hearing Committee is necessary to make any recommendation.
- c. The Hearing Committee will render its recommendation following the hearing, and will communicate the recommendation to the student, the Athletics Administrator and to the Athletic Director in writing no later than three (3) days following the conclusion of the hearing. The written recommendation will include findings of fact, conclusions regarding any violations of ICA Policy and recommended sanctions, if any, and will be signed by the chairperson.
- d. Within ten (10) days following receipt of the Hearing Committee's recommendation, the Athletic Director shall issue a written decision on whether a violation of ICA Policy occurred and what sanctions, if any, will be imposed.

D. Student-Athlete Grievance Procedures: The Student-Athlete Grievance Procedures are administered by the Vice President for Athletics & Director of Athletics but a final appeal may be made to the President of the university.

These procedures are meant to apply only when there are no other applicable procedures for recourse (i.e., any of the procedures/appeals listed above).

If a student-athlete believes he/she has been treated improperly in regard to his/her sport, he/she may pursue the following grievance procedures.

1. The student-athlete should discuss the perceived offense with the individual(s) most directly responsible.
2. If the perceived offense involves the coach or a team policy established by the coach, the student-athlete should contact the coach and work on an informal basis to resolve the issue. It is the responsibility of the coach to meet in private with the concerned individual to discuss the concern, respond, and, if needed, develop a plan of action to correct the situation that is agreeable to all parties involved.
3. If no resolution results in a non-coach/non-team policy issue, the student-athlete should then consult with the individual at the next administrative level, i.e. supervisor, Assistant or Associate Director of Athletics. At this step, the administrator shall inform the Senior Associate Director of Athletics/SWA that the consultation is taking place and shall solicit his/her advice to ensure that adequate steps are taken to achieve a fair result. If the perceived offense involves a coach (#2 above) and no resolution results, the student-athlete should consult with the Senior Associate Director of Athletics/SWA. Every effort should be made to resolve the issue at an informal level without the complaint escalating to the status of a formal grievance.
4. If an informal means of resolution proves inadequate, the student-athlete should set forth, in writing, the substance of the alleged offense, the grounds on which the student is basing the complaint, and the efforts being taken to date to resolve the matter. It is at this stage that the complaint becomes a formal grievance. The document should be submitted to the Senior Associate Director of Athletics/SWA. A grievance should be filed in a timely fashion, i.e. normally within thirty (30) days of the end of the academic semester in which the alleged offense occurred.
5. The grievance officer (i.e. the Senior Associate Director of Athletics/SWA) shall promptly initiate an independent investigation. This should normally be completed within thirty (30) days. In understanding the investigation, the grievance officer may request a written response to the issues raised in the grievance from any individuals believed to have information the investigator considers relevant including captains, other student-athletes on the team, coaches, academic advisors or other Athletics Department staff. Both parties to the grievance will be given an opportunity to comment in writing on the responses.
6. If a party is dissatisfied with the grievance officers' disposition, he or she can appeal to the Vice President for Athletics & Director of Athletics. The appeal should be filed with the Director within ten (10) days of the issuance of the grievance officer's report. The Director (or his or her designee) shall normally complete his or her review of the appeal and issue his or her disposition within twenty (20) days.

7. If either party is dissatisfied with the decision of the Director, he or she can write a final appeal to the President of the University giving reasons why he or she believes the grievance result to be wrong. This written statement urging further appeal should be filed with the President within ten (10) days of the issuance of the Director's decision. In any case, the President may agree to or decline to entertain this further appeal. If the President declined to entertain the appeal, the decision of the Director shall be final. If the President agrees to entertain the appeal, the decision of the President (or his or her designee) on that appeal -- which decision shall normally be issued within twenty (20) days -- shall be final.

E. Additional Resources:

ICA refers student-athletes to units on campus (e.g. Dean of Students, Affirmative Action) that can assist them with various grievances and/or issues of concern.

1. Harassment, Hazing, Abusive Behavior, etc.: In cases involving violations of the University's Student Code of Conduct related to unlawful discrimination, hazing, abusive behavior, or sexual harassment, the student-athlete should contact the Dean of Students Office, or, if applicable, the University's Equal Opportunity & Affirmative Action Office.
2. Student-athletes may, at any time, contact the C.A.T.S. Life Skills office, the Dean of Students Office, or, if applicable, the Equal Opportunity & Affirmative Action Office.
3. The student-athlete may also contact the Vice President for Athletics & Director of Athletics and/or the Senior Associate Director of Athletics/SWA with any questions or guidance needed regarding any of the preceding procedures.

F. Gender Equity Disclosure

Effective October 1996, Federal legislation requires that NCAA institutions make available to students, potential students, and the public a report on participation rates, financial support, and other information on the men's and women's athletic programs. Student-athletes should see the Senior Associate Director of Athletics/SWA if they have questions regarding this information.