

# **Bryant & Stratton College**



STUDENT ATHLETE HANDBOOK

WNY CAMPUSES

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## Letter from the Director of Athletics

Dear Student-Athletes,

Congratulations on your decision to attend Bryant & Stratton College Buffalo and become a member of the Bobcat family. We are excited that you will be taking this journey with us as a student-athlete. We are confident you will develop the skills to become the best version of yourself on and off the playing field, and be the best representation of Buffalo, our college, and our community.

The information contained in this handbook is provided to communicate the policies, procedures, and expectations of our athletic department. The goal of the athletic department is to help student-athletes develop the skills of accountability, trust, respect, pride, loyalty, and dedication, which make up our core six-pack values. Having chosen to participate in one or more of our athletic programs, you must commit yourself to certain responsibilities and obligations. This handbook will acclimate you with specific policies and rules necessary for a well-organized program of intercollegiate athletics. Our athletic programs are governed by the United States Collegiate Athletic Association (USCAA).

I also remind you that being a student-athlete at Bryant & Stratton College Buffalo is a privilege and carries with it a great responsibility. What we ask is that you understand the responsibility that goes with being a member of our athletic department and work each day to make our entire program one that we are all proud of. When you become a Buffalo Bobcat student-athlete, you are not only representing the College, but more importantly your fellow classmates, faculty and staff, and the entire college community that is behind you, 100 percent.

Again, congratulations, and welcome to the Buffalo Bobcat family!

With regards,

Damone Brown

Director of Athletics

## Mission Statement

Bryant & Stratton College's mission is to offer a personalized career education and experience leading to high-demand professions, so graduates are prepared for their career and life pursuits. Our athletics program strives for excellence in academics, athletics, leadership, and service to others while embracing the principles of good sportsmanship, ethical conduct, and equity in opportunity.

## Vision

Bryant & Stratton College's Vision is to empower our students to build successful careers in high-demand professions through innovative, personalized connections in an outcomes-focused environment. Our students come from many backgrounds, but they all share one thing in common: a desire to change their future. Our student-athletes are held to high standards, and our coaches take pride in ensuring their success on the court and in the classroom.

## Core Values

In pursuing this mission, the Department of Athletics subscribes to establish core values through which all stakeholders of the program ensure that we will:

- Understand that our student-athletes are central to our primary purpose and as such, their well-being and successful graduation from the College are expected.
- Continually recruit student-athletes that will enhance our program by representing the College with distinction.
- Diligently prepare for and compete in each contest with the expectation of winning.
- Expect the highest levels of sportsmanship and personal integrity from all participants.
- Strive to provide a leadership role in the College's service to the community.
- Embrace equal opportunity for all participants in a culturally diverse community.
- Provide a positive educational and athletic experience for our student-athletes and alumni that will create a commitment to the College and its future.

The 6 pillars - Accountability, Pride, Respect, Dedication, Loyalty and Trust

## Bryant & Stratton College /USCAA Sportsmanship Pledge

All members of the United States Collegiate Athletic Association (USCAA) are expected to exhibit and promote sportsmanship throughout the season and at the USCAA National Championships. Competing in a National Championship event is a privilege. Participating institutions are expected to do everything within their power to hold their coaches, student-

athletes, team managers, and fans accountable for their actions. Negative and unsportsmanlike behavior towards opponents, officials, and game day administration staff is not acceptable and will not be tolerated.

Proper conduct should be exhibited at all times including team travel, hotels and restaurants, practice site(s), banquet, post event awards ceremony, and most importantly at the competition venue(s). Alcohol, tobacco, and firearms are prohibited from competition and event sites. Failure to comply will result in immediate expulsion from event.

Individuals, teams, and coaches exhibiting unsportsmanlike conduct may be subject to sanctions from the USCAA National Office and the Board of Directors. At a minimum, these sanctions would include removal from the championship event in addition to all other powers granted to the USCAA Board of Directors.

### Athletic administrators

Athletics administrators, led by the Director of Athletics, must communicate the expectation of good sportsmanship to all representatives of the institution active in intercollegiate athletics. It is particularly imperative that this message is impressed on each coach, along with the intention that the coach will require compliance with the Sportsmanship Statement by each member of the team. The director must ensure that opponents are treated with fairness and respect. All aspects of game management must be controlled to assure such treatment, including crowd behavior.

### Coaches

The coach's behavior influences that of the players and frequently, the fans. The coach has a responsibility to educate the players concerning their obligations to the coach, the institution, intercollegiate athletics and themselves. Respect for an opponent can most effectively be conveyed to the players by the manner in which the coach speaks of, and acts toward, the opponent.

### Student-Athletes

Student-athletes must honor the responsibilities which accompany the privilege of representing a USCAA institution by adhering to conference and playing rules, and the USCAA Sportsmanship Statement. On the field/court of competition, appropriate conduct is expected by all student-athletes. All students at Bryant & Stratton College are subject to the College's various policies and rules, including the Student Code of Conduct. In addition to the expectations and obligations in the College's policies, student-athletes are expected to honor the integrity of the games, and in doing so will never disrespect opponents, officials, coaches, or fans. Student-athletes are expressly prohibited from engaging in the following behavior at any intercollegiate sporting event:

- Fighting opponents, fans, coaches, or officials
- Taunting opponents or their fans

- Disrespectful attitude toward opponents, fans, coaches, or officials
- Inciting crowd hostility in an unsportsmanlike manner
- Using profane or vulgar language

### Public Address Announcers

Each public address announcer should provide an impartial and even-handed report of the event. Partisanship in this area inflames emotions and can promote poor sportsmanship by participants and spectators.

### Cheerleaders, Spirit Groups, Bands/DJs and Mascots

Like student-athletes, members of cheerleading squads, spirit groups, bands/DJs and mascots are highly visible representatives of USCAA institutions. They can influence the behavior of others. Each group should welcome its counterpart group and demonstrate respect for its members. Likewise, it should convey respect for each opponent player and team.

## Athletics Directory

Campus Phone: 716-884-9120

Damone Brown	Athletic Director	<a href="mailto:Dbrown@bryantstratton.edu">Dbrown@bryantstratton.edu</a>
Damone Brown	Head Men's Basketball Coach	<a href="mailto:Dbrown@bryantstratton.edu">Dbrown@bryantstratton.edu</a>
Brittney Perry	Head Women's Basketball Coach	<a href="mailto:Bperry@bryantstratton.edu">Bperry@bryantstratton.edu</a>
Averick Parker	Head Soccer Coach	<a href="mailto:Arparker@bryantstratton.edu">Arparker@bryantstratton.edu</a>
Johnathan Snyder	Sports Information Coordinator	<a href="mailto:Jsnyder@bryantstratton.edu">Jsnyder@bryantstratton.edu</a>
Jennifer Russell	Director of Admissions	<a href="mailto:Jrussell@bryantstratton.edu">Jrussell@bryantstratton.edu</a>
Deb Andriaccio	Athletic Liaison	<a href="mailto:Dconnelly@bryantstratton.edu">Dconnelly@bryantstratton.edu</a>
		x 2316
		x 2523

## Quick Reference

Campus Phone: 716-884-9120

### Department

Learning Center/Tutoring Services	<a href="mailto:Dlewis@bryantstratton.edu">Dlewis@bryantstratton.edu</a>
Career Services/Athletic Liaison	<a href="mailto:Dconnelly@bryantstratton.edu">Dconnelly@bryantstratton.edu</a>
Business Office Director	<a href="mailto:Kowczarczak@bryantstratton.edu">Kowczarczak@bryantstratton.edu</a>
Financial Aid Manager	<a href="mailto:Eebrokmann@bryantstratton.edu">Eebrokmann@bryantstratton.edu</a>

### Academics:

Vietta Ward	x 2509	<a href="mailto:Vward@bryantstratton.edu">Vward@bryantstratton.edu</a>
Betty Mansour	x 2510	<a href="mailto:Bmansour@bryantstratton.edu">Bmansour@bryantstratton.edu</a>

## Student Athlete Expectations & Policy

The purpose of intercollegiate athletics is to provide an opportunity for each participant to develop their potential as a skilled performer while in an educational setting. Educational activities, such as intercollegiate athletics, provide opportunities for students to grow emotionally, socially and intellectually. In addition, the student-athlete is given the chance to travel, represent their school, and learn the art of team play. It is important to remember that, as a student-athlete, you are representing yourself, your teammates, your coach, your school, your family, and your community always. Consequently, it is critical that you carry yourself in a positive manner in any and every situation in which you find yourself. It is essential that you act responsibly and do nothing to jeopardize your opportunity to obtain maximum results from your college experience. Your personal conduct is a direct reflection of your character.

All students at Bryant & Stratton College are subject to the College's various policies and rules, including the Student Code of Conduct and Disciplinary Policy. This includes our student-athletes, who also are subject to the Student-Athlete Handbook. These responsibilities apply to you all the time, whether you are on or off campus.

Violations of these expectations will be subject to disciplinary review by the Director of Athletics and/or designee and the judicial process outlined in the Bryant & Stratton College Disciplinary Policy. The Director of Athletics, their designee, Head Coach and/or Dean of Instruction shall determine the appropriate disciplinary action in the context of immediate consequences related to athletics on a case-by-case basis. Potential disciplinary action related to athletics includes, but is not limited to suspension, cancellation of athletic financial aid, and/or dismissal from the program. All students are expected to have read and understand the College's Student Code of Conduct and Disciplinary Policy and to conduct themselves accordingly.

### General Expectations

1. Student-athletes are always expected to demonstrate respect for themselves and others. This respect includes a responsibility to show sensitivity to differences and act justly in interactions with one another.
2. Student-athletes are expected to respect College property, the private property of other members of the College Community, and the property of the larger communities in which they live.
3. Student-athletes should always present themselves positively as a representative of the College; you should not act disorderly, lewd, or indecent. Also, do not do or say anything to embarrass yourself, your team, your family or the College.
4. Understand the importance of being punctual; be on time for every commitment.
5. Be prepared to give 100%, both mentally and physically, whether in the classroom or on the playing field.



## Academic Expectations for Student Athletes

You are a member of the Athletic Department, which means that your coaches, instructors and advisors expect you to provide your classroom instructors the following courtesies:

- Treat all instructors and classmates with respect and honesty.
- Attend all classes, arrive on time, be attentive, and do not leave early. There is an expectation of a correlation between class attendance and practice attendance. Note Bryant & Stratton College has a strict attendance policy. If no attendance is recorded in 14 consecutive calendar days the student will be dismissed from the College and will need to appeal and attend within 7 days to remain enrolled. This will negatively impact eligibility and financial aid.
- Complete all assigned work on time. Do not assume that late work can be taken unless an arrangement has been made due to a class/competition conflict.
- Come to class prepared with the proper materials.

## Academic Learning Center

Bryant & Stratton College offers free tutoring and study programs to keep student-athletes on track academically while participating in their sports. The tutors are located in the Academic Learning Center. Tutors are available for general tutoring and at specific times for specific subjects. Tutors are also available to assist with the use of technology and to proofread papers.

## Career Services

For those student-athletes that wish to take advantage of career services before they graduate the following support is available:

- Personalized career plans
- Internship placement assistance
- Resume development
- Interview preparation
- Strategic job search advisement

## Communication and Meeting Requirements

Student-athletes should meet weekly with their Academic Advisor to ensure progression in their studies and to address any changes or concerns. During these times the advisor and student-athlete will review the students plan toward graduation and prepare for registration for the following semester.

Student athletes will also meet with the Athletic Liaison once at the beginning of the term and then as deemed necessary by the Athletic Liaison. The Athletic Liaison will work with the Academic Advisor to confirm that the students' academic path aligns with eligibility and financial aid opportunities.

For At-Risk Students, a periodic meeting may be required by the Market Dean of Instruction to discuss areas of opportunity and additional support.

A required weekly student-athlete meeting will occur as scheduled by the Athletic Director. Programming during these meetings supports enrichment for the student-athlete experience.

## Dropping and Adding Courses/Changing Majors

The student-athlete must notify their head coach and must meet with the Academic Liaison to discuss their intentions to withdraw from a class.

The coaching staff member and the Academic Liaison will verify with the Registrar that withdrawing from the class will not affect eligibility for the current semester or future semesters.

The Academic Dean or the Academic Advisor will sign the drop/add form for the student-athlete and process the request.

To change majors a student-athlete must discuss this with the assigned Academic Advisor and the Athletic Liaison. A transfer credit analysis must be completed by the Registrar to ensure an understand of length of program and alignment with eligibility and financial opportunities.

Please refer to Eligibility section for further criteria.

## Class/Competition Conflicts

Making a commitment to athletics and academics is a challenge, understandably. Your goal as a student-athlete should be to find the right balance between the two. One of the main challenges that you are likely to face as a student-athlete is the need to miss class time due to competitions. Here are some basic guidelines that you can follow to aid you in handling this situation properly:

- Meet with your instructors as soon as you have your game schedule in order to go over any dates that may conflict to see if accommodations can be made. It is better to meet in person so you can avoid any miscommunication over the phone or through e-mail. Student-athletes should never miss class because of practice, only competition. Discuss with your instructor in advance the procedure you are to follow if you miss an examination or assignment deadline due to competition.
- If you have questions, never be afraid to ask your instructors.

## GPA Requirement

Grades will be monitored on a weekly basis for any students falling below 65%. In addition, the Athletic Director and Athletic Liaison attend the weekly Retention Meeting to be made aware of any attendance situations or at-risk students. **Proactive weekly monitoring improves communication among the academic advisors, student-athletes, coaches, and instructors.** Students are required to attend mandatory proctored study tables Monday – Thursday unless they have a GPA over 3.5. Please refer to Eligibility section for further criteria.

## Internship

For any program requiring an internship, the student-athlete is responsible to coordinate with either Career Services or the Program Clinical Coordinator during their second to last semester to arrange internship. Student-athletes are required to fulfill their internship obligation regardless of being in-season. Student-athletes will submit proof of hours in a timely manner and as outlined by Career Services or the Program Coordinator.

## Student Athlete of the Week

Each week during the regular academic year, the athletic staff is responsible for selecting student-athletes who are believed to exemplify high academic standards, this can be either through outstanding performance in the

classroom or dedication to study hall or tutorial sessions; as well as displaying a dedication to the six athletic pillars.

## **Time Management**

As student-athletes, Bryant & Stratton College expects dedication and related academic and athletic excellence. To ensure student-athletes can meet these expectations, the College recommends all students to create a Time Management Plan (TMP) at the start of each semester. The College recommends the following distribution of time based on a 168-hour week (24 hours in a day, seven days per week totals 168 hours): 38.5 hours to athletics; 34 hours to Academics; 17.1 hours to socializing/relaxing, 56 hours to sleep; 22.4 hours to other responsibilities (job, family, etc.)<sup>1</sup>. Students finding time management challenging will likely be required to create a Time Management plan, where you will ensure that your academic, career, and life pursuits are appropriately balanced.

## **Athletic communication**

The College has a Sports Information Director (SID) who handles all media communications. If at any time you are approached by media for interview or comment, please notify and coordinate your response through the SID. Student-athletes represent Bryant & Stratton College, their sport and themselves at all times when they speak with the media. Maturity, common sense, and ethics dictate that you should never criticize teammates, officials, opponents or coaches.

## **Attendance**

Attend all sport practices and meetings faithfully. If you have a conflict (i.e., class schedule conflicts with practice), contact the coaching staff immediately. Follow all reasonable requests made by the Athletic Director and coaches, especially those involving practice, rest and games.

## **Change of Status**

If a student-athlete's status as an athlete changes, due to choice, injury, eligibility or termination from the team, the Academic and Financial Aid offices will be notified via a Change in Status form. This will indicate if any changes in financial aid will be occurring and will notify the Registrar for any necessary eligibility reporting.

## **Commitment to Non-Discrimination**

Consistent with its obligations under governing laws, Bryant & Stratton College prohibits discrimination on the basis of race, color, national origin, age, sex, perceived gender identity, disability, religion, sexual orientation, marital status, pregnancy or any other characteristic protected by governing law in the administration of its educational policies, admission policies, scholarship and loan programs, and other College-administered programs. The College's Non-Discrimination Policy is accessible to all students in the Official Catalog – Student Life Section.

If the individual has a complaint regarding a matter related to discrimination on the basis of race, color, national origin, age, sex, perceived gender identity, disability, or religion, students may elect to use these grievance procedures. Individuals also may contact the Department of Education Office of Civil Rights by email at OCR@ed.gov or first-class mail at U.S. Department of Education, Office of Civil Rights, Lyndon Baines Johnson Department of Education Building, 400 Maryland Avenue, SW, Washington, DC 20202-1100.

## **Criminal Violations**

Any student-athlete who is charged with a crime within the criminal justice system at any level (local, state, federal) will be immediately suspended from all athletic participation, including practice, until the case can be reviewed by the head coach and Athletic Director.

Each student-athlete is responsible for reporting to his or her head coach and/or the Athletic Director if he or she is involved in any action that could reasonably constitute a violation of law or school policies. Self-reporting an incident immediately (within 24 hours of the incident) may help reduce any sanctions that may be imposed for the violation. If an incident is not self-reported, additional penalties can be imposed.

## Disability Accommodations

At Bryant & Stratton College, all qualified disabled students are provided with an equal opportunity to participate in extracurricular sports activities, including intercollegiate, club and intramural athletics, regardless of the nature or severity of the person's disability. Bryant & Stratton College provides qualified student-athletes with needed aids, accommodations as needed, in order to ensure that qualified individuals receive equal opportunity to participate in athletics.

Bryant & Stratton College may require a certain skill level or ability for participation in any selective or competitive program or activity. All selection and competition criteria shall meet any applicable USCAA criteria.

## Eligibility- Per USCAA

For a student to be eligible for any intercollegiate competition, a member institution must ensure that the student conforms to the following regulations:

**Section 3A** The student must be a graduate of an accredited high school or have earned a graduate equivalent degree (GED).

**Section 3B** All students must be enrolled in a recognized academic program and be making progress towards a 2/4 year degree at the attending college.

**Section 3C** All students must be enrolled in a minimum of 12 credits at time of participation. If a student is enrolled in less than 12 credits, he/she will be considered part-time for eligibility purposes.

**Section 3D** Second semester students must have achieved a GPA of 1.6. Thereafter, all students must pass 24 credit hours the two preceding terms of attendance. Exception. If a freshman completes their first semester at an institution and leaves the following semester, upon the student's return they may reestablish their eligibility by completing the necessary credits to reach 12 during a summer or interim period only.

**Section 3E** After accumulating 24-48 credit hours, the student must have achieved a 1.75 cumulative GPA.

**Section 3F** After accumulating more than 48 credit hours, the student must achieve a 2.0 cumulative GPA.

**Section 3G** Summer and inter-term credit hours can be used to satisfy the 12/24 credit hour rule and GPA requirement. Summer credit hours should be attached to the preceding spring term for eligibility purposes. Winter term credits should be attached to the first semester.

Please note that students receiving athletic scholarship are required to maintain a GPA of 2.0 to maintain their scholarship. Certain programs do have additional GPA requirements that might be higher than the 2.0 requirement. For those programs, the student must meet the program GPA requirements to progress. Also, any student using the spring semester for credit recovery and staying in student housing will incur an additional housing fee.

**Section 4A** Each student is limited to four seasons of college competition within the respective sport.

**Section 4B** If a student is not enrolled as full-time status for 12 consecutive calendar months, he/she may return to a USCAA member college and be immediately eligible.

**Section 4C** A student who has not been identified with an institution during the first term does not become eligible to participate for second term until the first day of class.

**Section 4D** Two eligibility forms must be filed for sports spanning two semesters.

**Section 4E** A student who has graduated from a two-year institution the preceding semester shall be immediately eligible to participate.

**Section 4F** Military exemptions will be granted to students whose careers are interrupted by service in the military.

**Section 4G** A senior at a USCAA institution may be enrolled in less than 12 credits in their final semester or quarter, if he/she are taking the credits necessary to complete graduation requirements.

**Section 4H** College graduates are ineligible for athletic competition with the USCAA. Exceptions: Student athletes may complete their fourth year of athletic eligibility only if they are participating as a full time student at the institution for which they received their bachelor's degree.

## Equipment & Uniform Responsibilities

Over the course of a season, student-athletes will be loaned equipment and game/match/meet uniforms that is property of Bryant & Stratton College. All student-athletes are required to take care of that equipment/uniform(s) and return it at the end of the season. For any equipment issued to a student-athlete that is not returned, that student-athlete will be charged for the cost of each piece of missing equipment. This includes any training and/or injury prevention equipment/braces (i.e., ankle braces, knee braces, etc.) Uniform and practice laundry is handled by work studies.

## Hazing

Bryant & Stratton College has a zero-tolerance policy regarding hazing. Hazing takes various forms, including endangering the physical or mental health of an individual. Hazing can be defined as any action taken or situation created, either intentionally or unintentionally, on or off campus, to produce physical discomfort, embarrassment, ridicule, or possible physical harm/injury as a rite of passage to a group or team. Any violation of the hazing policy should be reported to the coaches and/or Athletic Director. Violation of this policy may result in disciplinary action, up to removal from the team for the current season.

## Health Insurance

All students are required to have health insurance prior to participation. If a student has coverage, proof of coverage must be provided. For those students that do not have coverage, the student will be referred to a local insurance plan, currently Highmark insurance. The College does not cover the cost of the student's health insurance.

## Injury Reporting

If a student-athlete is injured, he or she must report the injury to his or her coaches and the athletic trainer. If the student-athlete needs to see a physician, the appropriate injury report and medical referral report must be completed first, except in the case of an emergency situation. If a student-athlete sees a physician for any reason during the season, it must be reported to the athletic trainer and his or her coaches along with a note from the physician stating the condition, any treatment needed and the status for participation. If the student-athlete is then restricted from participation by a physician, he or she will need a note from that physician (or referred specialist) releasing them to return to athletic participation.

## Name, Image and Likeness Policy (NIL) for USCAA

1. Student-athletes can engage in NIL activities that are consistent with Federal, State, and Local laws and USCAA policies where the school is located.
2. Institutions must develop reporting procedures (required in most states) for student-athletes to report any NIL appearances and/or contracts.
3. Student-athletes must report all NIL activities in accordance with all date and time requirements consistent with state law and all conference and/or institutional guidelines. (i.e. 7 days prior to execution in the state of Pennsylvania).

4. Student-athletes who attend a school in a state without an NIL law must abide by all Federal and USCAA NIL policies.
5. Student-Athletes are encouraged to enlist the guidance of a licensed professional service provider, in accordance with state law, if applicable, for NIL activities.
6. Student-athletes may not earn compensation as a result of the use of their name, image or likeness in connection with a person, company or organization related to or associated with the development, production, distribution, wholesaling or retailing of any of the following:
  1. Adult entertainment products and services.
  2. Alcohol products.
  3. Casinos and gambling, including sports betting, the lottery and betting in connection with online games and mobile devices.
  4. Tobacco and electronic smoking products and devices.
  5. A controlled dangerous substance.
  6. State and federally restricted categories (i.e. firearms, pharmaceuticals, etc.) *(Adopted 6/8/2022).*

*See Addendum for the College's NIL policy.*

## Amateur Status

Only amateur students shall be eligible to participate in a given sport. A student athlete would not be considered an amateur and thus be ineligible if they engage in any of the following:

1. Accept payment, promise of payment, or reimbursement (direct or indirect) outside of NIL policy (Federal, State, Local, USCAA) that exceed expenses of travel, meals, and lodging.
2. Receive payment for any public appearance or promotion of product/business without following all federal, state and institutional NIL guidelines.
3. Participate in any event where a cash prize is awarded AND accept any prize monies that exceed the cost of event registration.
4. Sign a contract of commitment of any kind to play professional athletics, even if no pay or compensation for expenses are received, without prior approval from the USCAA, including competition on National Teams.
5. Enter into an agreement of any kind with an individual or group of individuals ("sports agent") authorized to represent the athlete with a professional sports organization for marketing and/or to seek a professional contract.
6. Enter into a professional draft *(Adopted 6/8/2022 by USCAA).*

Link to the USCAA Constitution and Bylaws:

<https://theuscaa.com/Constitution - Bylaws/USCAA Constitution - Bylaws -effective 07-01-23-.pdf>

## Orientation

All freshman & transfer student-athletes are required to attend an in-person orientation program, which includes both an athletic program orientation and an academic orientation. This program introduces student-athletes to the athletic department and campus resources and educates them on health and wellness topics relevant to the student-athlete experience. Part of this orientation experience will also include review of Title IX and Enough is Enough policies.

## Photography/video

Student-athletes give Bryant & Stratton College and its agents full permission to use, publish and copyright videos or photographic prints or reproductions from all negatives or digital files made of me and/or my property, or any part thereof, either in conjunction with or without using my name and to make changes or alterations therein

and/or additions thereto for publication, for advertising, in connection with testimonial copy or otherwise, and for any and all commercial purposes whatsoever, be it in print, broadcast or online.

## Recruitment policy

Bryant & Stratton College is committed to operating its Athletics program with the highest standards of behavior and practices in all areas, including recruiting. All College personnel and students involved in the recruiting of prospective student-athletes will conduct all recruiting activities in accordance with this commitment and in compliance with all applicable USCAA regulations.

Head coaches are responsible for evaluating a recruit's character and for recruiting individuals who will share the College's commitment to the highest standards of behavior and attitude. Head coaches are expected to communicate to recruits their expectations in terms of behavior and attitude prior to the official visit. If any coach receives information that a recruit has any incidents in his or her background such as arrests, citations, or any other potentially embarrassing incidents or incidents that would indicate a lack of character, the coach is to make the Director of Athletics aware of those issues so that a joint decision can be made on whether to continue recruitment.

## Prospective Student-Athlete Visit

A prospective student-athlete is encouraged to visit the campus whenever possible. When this is not possible virtual visits are encouraged to ensure students have adequate understanding of Bryant & Stratton College. All non-local visits are coordinated by the recruiting coach. Transportation is covered by the prospective student-athlete and lodging accommodations for the prospective student-athlete are covered by the College. It is the responsibility of the recruiting coach to provide meals to the prospective student and to tour the prospective student-athlete through the facilities, housing accommodations and campus. An admissions representative will also be included whenever possible.

## Scholarship

Participating in the USCAA gives Bryant & Stratton College the advantage of offering athletic scholarships in all sports. The college may award partial athletic scholarships to an athlete who enrolls as a full-time student at the recommendation of the recruiting coach. Scholarships can cover tuition and fees for up to two semesters per year. These scholarships allow student-athletes to continue their education and athletic careers at the collegiate level. Academic scholarships and grants are also available for those who qualify.

Bryant & Stratton College has the right to take away athletic scholarships at any time due to any violations or sanctions outlined in the Student-Athlete Handbook and/or other College policies.

Student-athletes must maintain a 2.0 GPA, per the College Catalog, to maintain scholarship. Scholarship renewals occur annually. Please refer to the Athletic Grant Award Letter for scholarship details.

## Social Media Policy

The Bryant & Stratton College Athletic Communications department encourages student-athletes to utilize social media outlets, but to do so in a responsible and respectful manner. Please keep the guidelines listed below in mind when using social media. Social media sites include, but are not limited to: Facebook, Twitter, Instagram, Snapchat and TikTok.

1. Exercise caution and sound judgment when using social media, as you are not only representing yourself, but your team, the Bryant & Stratton College athletic department and the College.

2.. Reporters, bloggers and fans may attempt to reach you for an interview through social media outlets. Please be sure to follow Bryant & Stratton College Athletic Communications departmental procedure if someone reaches out to you directly through social media channels and refer them to a member of the athletic communications staff.

4. Please keep all social media post appropriate.

5. Examples of items that student-athletes should NOT be posting on social media include, but are not limited to:

- Team game plan information
- Injury information (about yourself or a teammate)
- Comments on stories published by any form of media (student, local or national)
- Disparaging comments about opposing teams, coaches and officials
- Foul or disrespectful language in any context
- Current student-athletes are not allowed to tweet about recruits – which includes names, dates of official visits or congratulatory notes about a potential student-athlete joining the Bryant & Stratton College program.
- Current student-athletes should refrain from posting messages on social media of commercial products, unless proper NIL approval has been received – this can be seen as an improper acknowledgement of a sponsor, in accordance with USCAA rules.
- Failure to follow the procedures listed above can result in compliance violations and can cause for a potentially embarrassing situation. Please think twice before you post or tweet!

## Substance Abuse Policy

Bryant & Stratton College recognizes that the misuse of drugs, alcohol and/or tobacco is a serious problem with legal, physical, emotional and social implications for the entire College community. Therefore, the consumption, sharing, distribution, selling, use, possession of drugs, alcohol and tobacco, illegal, counterfeit and designer drugs, or paraphernalia for the use of such drugs is always prohibited. The inappropriate use of prescription and over-the-counter drugs is also prohibited. Persons shall be banned from entering College grounds or College-sponsored events when exhibiting behavioral, personal or physical characteristics indicative of having used or consumed alcohol or drugs (illegal or through inappropriate use) or other substances.

Bryant & Stratton College has the right to drug test student-athletes at any time.

The College's Student Code of Conduct outlines the disciplinary measures for students in violation of the Substance Abuse Policy.

All student-athletes must refrain from illegal substances at all times. The USCAA bans the use of alcohol, drugs and all tobacco products during any athletic-related event, scrimmage, practice, travel, or games.

Any student-athlete who fails to comply with the Bryant & Stratton College Substance Abuse Policy will be subject to disciplinary procedures, including, but not limited to, suspension from athletic contests or dismissal from the team.



## Student Accounts & Financial Aid Documents

Student accounts must remain in good standing for full participation in the athletic program. All students are required to have their financial aid documents in order prior to the start of the semester, this includes verification documents. Those with outstanding documents will not be considered in good standing.

## Team Rules

All student-athletes are subject to team rules developed by the coach or each team. These rules may be more restrictive than those established by the BSC Athletic Department or the USCAA. The Head Coach of each sport must present team rules to student athletes and their respective supervisors each fall. The Head Coach of each sport has authority to suspend any student-athlete on his/her team for violation of team rules, separate and apart from proceedings under the student-athlete code of conduct. A student-athlete may appeal that decision to the Athletic Director.

## Title IX

It is the policy of Bryant & Stratton College to comply with Title IX of the Education Amendments of 1972 and its regulations, which prohibit discrimination on the basis of sex. This requirement not to discriminate extends not only to students but to applicants to Bryant & Stratton College. Moreover, this policy of non-discrimination includes a prohibition on sexual harassment and sexual violence.

## Transfers

Student-athletes who have been enrolled full-time and attended any college beyond the first 15 calendar days of a term OR have participated in an athletic contest and at a later date enroll/attend classes at another college are considered transfer student-athletes. The following rules apply to transfer student-athletes:

- In the event that the student-athlete's initial college of participation permanently ceases competition in that sport, the student-athlete is exempt from this rule, as long as the USCAA nation office receives the proper documentation.
- Official college transcripts from a transfer student-athlete's prior college and a fully executed tracer form are required before the student-athlete is allowed to participate with the new school's athletic team.
- If the student-athlete was signed to a Letter of Intent at any time in the previous, current or upcoming academic year, a fully executed tracer form is required.
- Transfer student-athletes must meet the academic requirements set forth by the USCAA for immediate eligibility following transfer.
- If a transfer student-athlete does not meet the academic requirements, he or she must sit out one full academic year per USCAA guidelines.

## Travel

In order to safeguard the physical health and safety of all student-athletes, and to protect the good name and reputation of Bryant & Stratton College, while traveling, all student-athletes must:

- Observe all federal, state and local laws, as well as Bryant & Stratton College rules and regulations at all times.
- Conduct themselves in a mature, responsible manner.
- Observe all rules of the host institution, which apply to visitors or the general public.
- Attend all team meetings and games, unless the head coach gives prior approval otherwise.
- Refrain from any rowdy, obnoxious or crude behavior.
- Adhere to the curfew set for each night by the head coach. All student-athletes will be in their room at that set

time.

- Go as a group and be accompanied by the head/assistant coach or college staff.
- Be on time for all meals and travel departures.
- Not use the hotel room phone. If there is a charge, the athlete(s) will make immediate monetary restitution.
- Not damage any property. Any damage/destruction of property by a student-athlete will result in the immediate monetary restitution by that student-athlete.
- Not steal. Any type of theft will be dealt with by the head coach, Athletic Director and College upon return.
- Not have any hotel room visitors. Only teammates/coaching staff/college staff may visit you in your room.
- Not leave the hotel/game area without the consent of the head coach.
- Treat all hotel personnel, restaurant personnel and opposing team/coaches with respect.
- Refrain from using any profanity, abusive behavior or rude conduct.

All bars, taverns and pubs are strictly off-limits. There will be no possession, consumption or purchase of alcoholic beverages, or any other illegal substance or tobacco product, during the duration of travel.

The Athletic Director will have the final say in any disciplinary decision. The Bryant & Stratton College Athletic Department reserves the right to send a student-athlete home immediately at his or her own expense.

## Violations and Sanctions

All violations and sanctions of the Bryant & Stratton College Student-Athlete Handbook will be determined and enforced by the Athletic Director, but this does not preclude the student-athlete from also facing disciplinary proceedings and sanctions pursuant to the College's Disciplinary Policy and Student Code of Conduct. Athletic-specific sanctions for violating one or more policies outlined in this handbook include, but are not limited to:

- Warning: A formal warning may be issued to the student that his/her conduct was in violation of one or more of the Athletic Department policies and that further misconduct may result in additional disciplinary sanctions.
- Loss of Privileges: The denial of certain privileges for a specified period of time may be imposed. Examples include, but are not limited to, being banned from practice, team travel and/or athletic competition.
- Athletic Termination: This is the immediate and permanent removal of the student-athlete from the team.

If a student-athlete wishes to appeal an Athletic Termination, he or she can make a written request to the Athletic Director. If there is a conflict of interest or an appearance of a conflict of interest, the appeal will be heard by the Dean of Instruction. All decisions after an appeal are final.

## Family Educational Rights and Privacy Act (FERPA)

For your protection, FERPA limits release of student record information without the student's explicit written consent.

I waive my rights under FERPA and give Bryant & Stratton College Athletics and its staff permission to review with and provide a copy of my academic record (transcript of courses and grades) to other college coaches and/or athletic department personnel for the sport in which I participate.

## Agreement to Comply

Each student-athlete at Bryant & Stratton College is required to sign the following statement. This statement must be signed every year as a condition of your participation in athletics at Bryant & Stratton College:

*The responsibility to know and understand the requirements of being a student-athlete at Bryant & Stratton College has been explained to me. I have received, read and will abide by the rules in the Bryant & Stratton College Student-Athlete Handbook. I will do my best to uphold the tradition and honor of representing Bryant & Stratton College in athletics.*

Name \_\_\_\_\_ Date \_\_\_\_\_

Signature \_\_\_\_\_

## Addendum- Bryant & Stratton College NIL Policy

### I. Policy Statement:

Bryant & Stratton College has established written protocols for all student-athletes wishing to engage in Name, Image and Likeness (“NIL”) activities. All NIL activities must adhere to all of the College’s policies and regulations, applicable law or conference bylaws, or the activity will be deemed impermissible. Student-athletes engaging in prohibited NIL activities will be subject to potential sanctions as outlined in this policy, the Bryant & Stratton College Official Catalog and/or the Bryant & Stratton College Student Athletics Handbook.

### II. Purpose and Scope:

The purpose of this policy is to identify permissible and impermissible NIL activities for student-athletes, required reporting of the same, limitations and obligations that must be adhered to and/or satisfied for NIL activities and sanctions for failure to abide by this and related policies. Bryant & Stratton College reserves the right to amend this policy at any time in its sole discretion including, without limitation, if the USCAA, NJCAA, federal or state authorities adopt new or amended requirements. Student-athletes must also adhere to any additional guidelines the College may publish and/or communicate to clarify or implement this policy, or updates to the same. This policy applies to all student-athletes of Bryant & Stratton College and applies retroactively for current student-athletes who may already be involved in any NIL activities.

### III. Procedures:

#### A. Permissible NIL Activities

A NIL activity includes any situation in which a student-athlete’s name, image, likeness or personal appearance is used for promotional purposes by a non-College entity, including the individual student-athlete, a commercial entity, non-profit or charitable entity. While such activities may provide compensation for a student-athlete, activities that do not provide compensation or that may provide compensation in some form other than money also are covered under this policy.

Permissible NIL activities are those activities, relationships, partnerships and the like that have been submitted and approved pursuant to this policy.

#### B. Prohibited Activities

Student-athletes may not receive compensation that is conditioned or contingent on enrolling at, or continuing enrollment at the College, or on any specific athletic performance or achievement.

Student-athletes may not enter into agreements for use of their NIL in any prohibited sponsorship category as outlined below. In the event a student-athlete enters (or has entered) into an agreement with a prohibited sponsorship category, the student-athlete shall be required to terminate said agreement. Student-athletes are prohibited from entering into NIL agreements with entities, organizations, groups or companies in any of the following industries or activities:

- Alcohol and alcohol products;
- Tobacco, and vendors associated with tobacco products (including vaping);
- Marijuana and cannabis in any form (including for medical use), and vendors associated with

- such products;
- Casinos, gambling, sports betting or any entity that promotes such activities;
- Controlled substances;
- Illegal performance enhancing substances;
- Substances or treatments banned by conference bylaws or guidelines;
- Adult entertainment or sexually explicit services or materials;
- Firearms or other weapons;
- Products, services or substances that are illegal under any applicable law;
- Activities that are, in the College's sole judgment, misleading, offensive or in violation of a law, statute, regulation, ordinance, conference bylaw, College policy or any College contractual obligation;
- Activities that, in the College's sole judgment, adversely affect the College's reputation;
- Activities that appear to create an endorsement by the College of a particular company, product, political candidate or position regarding public policies;
- Activities that ridicule, exploit, demean or discriminate against persons on the basis of their age, color, creed, disability, national origin, citizenship, veteran status, marital status, race, religion, sexual orientation, gender (including pregnancy or pregnancy-related condition) or perceived gender.

The College reserves the right to restrict other categories of companies, brands or types of activities or contracts in its sole discretion or as may be required by law or conference by-law.

Student-athletes may not sell or trade any equipment, apparel or awards provided to them by or through the College as part of any NIL activities.

Student-athletes may not engage in NIL activities during the following:

- Organized team practice(s);
- Weight lifting or conditioning;
- Competition;
- Team travel, meals, meetings;
- Sports medicine activities;
- Athletics-related community service(s);
- Athletics-related media events;
- Any athletics-related activity or event;
- During the student-athletes class time;
- Mandatory study hall hours, tutoring appointments and/or other academic obligations.

#### **C. College Restrictions**

Neither the College, nor a College associate (whether paid or volunteer) may be involved in the development, operation or promotion of any student-athlete's NIL activities. Additionally, College associates (whether paid or volunteer) may not enter into agreements with, or benefit from, a student-athlete's NIL activities.

#### **D. Agents and Attorneys**

Student-athletes may use agents and/or attorneys in connection with NIL activities. Stu-

student-athletes must document use of any agent or attorney in the required NIL Disclosure. Agents must be licensed and registered in the state of the applicable athletics program at the College and must follow all applicable agent laws. Student-athletes should consult agent laws in their state or country of permanent residence as well. Attorneys must be admitted to practice in and a member in good standing of the bar of the state of the applicable athletics program at the College and must follow all applicable laws. Student-athletes should consult laws applicable to attorneys in the state or country of their permanent residence. Bryant & Stratton College associates (including those operating on a voluntary basis) may not assist a student-athlete in obtaining the services of an agent or attorney for purposes of NIL activities.

**E. Use of the College's Logos, Marks and Facilities**

Student-athletes may not use the College's athletic apparel, equipment, facilities, name, brand, logos, copywritten materials, trademarks, service marks, symbols, nicknames, mascot, uniform styles, colors, imagery, campuses, landmarks or any other intellectual property for pursuit of or in completion of NIL activities.

Student-athletes may not speak on behalf of the College or College Athletics and may not announce that any products, services, companies or businesses are the "official" or "exclusive" (or any similar language) partner or sponsor of the College or College Athletics.

A student-athlete may state they are a student-athlete at the College and list personal or athletic accolades.

Student-athletes may not imply, directly or indirectly, that the College is endorsing their NIL activities or any products or services associated with those activities.

**F. Conflicts with College Contracts**

Student-athletes may not engage in NIL activities with sponsors, products and/or businesses in direct competition with the College, any College Athletics' sponsors or existing sponsorship agreements or any College contractual obligation.

Student-athletes may not enter into an apparel contract that requires the student-athlete to display a sponsor's apparel, or otherwise advertise for a sponsor, during official team activities if the provision is in conflict with a current College contract.

**G. Additional Considerations**

International student-athletes should seek guidance from an appropriate professional regarding the impact of any NIL activity upon their visa status.

Student-athletes should be aware that income from NIL activities may be considered taxable income. Student-athletes should consult with an appropriate tax professional about tax implications of any compensation they earn.

Any income received by a student-athlete from an NIL activity could impact that student-athlete's eligibility for need-based financial aid and should consult with the College's Financial Aid Office for further information in the event a student engages in an NIL activity that creates potential taxable income.

**H. Mandatory Disclosure of NIL Activity**

Student-athletes planning to enter into a contract or agreement (whether proposed, verbal or written) to use their NIL must disclose the activity and all relevant details to the College prior to committing to, entering or executing any such contract or agreement. The Bryant & Stratton College NIL Disclosure Form should be utilized. All information required on the Disclosure Form must be provided, and student-athletes will be expected to provide any additional information requested by the College in order for the College to determine whether the proposed NIL activity is permissible under this policy. The student-athlete will be informed in writing whether the proposed NIL activity is approved or denied.

Failure to disclose an NIL activity prior to engagement or failure to disclose all information as required and/or requested will be considered a violation of this policy.

Student-athletes may not enter into a contract or agreement for or participate in any NIL activity until that arrangement has been disclosed to the College in accordance with this policy, reviewed for permissibility and approved. Failure to engage in this process constitutes a violation of this policy.

**I. Appeals**

If a student-athlete feels their request for approval of a NIL activity was not satisfactorily considered, addressed or handled, or was wrongly denied, the student may utilize the College's Grievance Procedures as outlined in the Bryant & Stratton College Official Catalog to submit a formal grievance to the appropriate Grievance Coordinator.

**J. Sanctions**

Failure of a student-athlete to abide by or satisfy any requirements detailed in this policy, applicable law, conference bylaws or guidance, or subsequent changes as informed of by the College constitutes a violation of this policy and related policies. Violations may result in sanctions including, but not limited to, verbal or written reprimand, loss of practice privileges, loss of competition privileges, probation or dismissal from the athletics program, eligibility consequences, scholarship eligibility consequences and processing of the student-athlete's violation(s) through the College's Student Code of Conduct Disciplinary Process which could lead to suspension or dismissal from the College.