



2024-2025 STUDENT-ATHLETE HANDBOOK

PREPARING CHAMPIONS FOR LIFE



Baylor Student-Athlete Handbook Index

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BAYLOR®

Dear Student-Athletes,

Welcome to the 2024-25 academic year at Baylor University. It's an exciting time to be a Baylor Bear! As one of the founding members of the Big 12 Conference, we are thrilled to witness the Conference's continued growth while remaining committed to building upon Baylor's strong tradition of excellence in the Big 12 and beyond.

Despite the ever-changing landscape of collegiate sports, two things remain constant: our dedication to ***Preparing Champions for Life*** and our belief that you were brought to Baylor for a purpose.

Your coaches, advisors, administrators, and support staff are all here to help you make the most of your Baylor experience. As a Baylor student-athlete, you have access to a wide range of resources. We hope you excel academically, develop athletically, make a positive impact in your community, and explore opportunities to grow in your faith. We are fully invested in your development, both in and outside of competition, and we are committed to providing as many resources as possible to empower you now and into the future.

This handbook is intended to be a valuable tool for you. Inside, you will find important information and policies pertaining to Baylor University, the Big 12 Conference, and the NCAA. It is essential that you understand and comply with these policies, as you will be responsible for them. Please take some time to review them carefully.

As you continue to explore all that Baylor has to offer, please know that we are cheering for your success, and we are with you every step of the way.

Best wishes for a blessed year, and Sic'em, Bears!



Sincerely,

A handwritten signature in dark ink, appearing to read "M. B. Rhoades, IV". The signature is fluid and cursive.

Mack B. Rhoades, IV
Vice President and Director of Intercollegiate Athletics

Mission Statements

Baylor University Mission Statement

The mission of Baylor University is to educate men and women for worldwide leadership and service by integrating academic and Christian commitment within a caring community.

Baylor Athletics

One Standard, One Accord, For One and One Another

ONE STANDARD: *To faithfully steward the authentic pursuit of competitive excellence through Christ.*

ONE STANDARD DEFINED:

To FAITHFULLY – to act with intentionality in all that we do – to be strategic in our pursuits – to exhibit the firmness and consistency of God in our relationships with one another

STEWARD – to be a responsible administrator of all that has been entrusted to us – to exhibit fiscal, moral, social and physical responsibility

the AUTHENTIC PURSUIT – to celebrate our distinctions and unapologetically pursue those individuals and opportunities that align with the foundational principles of our University's existence

of **COMPETITIVE EXCELLENCE** – the desire to achieve and live out our personal best - athletically, academically, spiritually, personally, and professionally

THROUGH CHRIST – our faith is the foundational pillar of who we are, therefore, all that we do, should be filtered through this understanding

ONE ACCORD:

We will:

...do our serviceable and personal best

Purpose | Perseverance | Preeminence

Ecclesiastes 9:10

¹⁰ Whatever your hand finds to do, do it with all your might.

...commit to principled innovation

Reflection | Aspiration | Advancement

Romans 12:2

² Do not conform to the pattern of this world, but be transformed by the renewing of your mind.

...master fundamentals and pursue excellence

Intent | Equip | Championships

Ephesians 2:10

¹⁰ For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

...treat one another with dignity and respect

Service | Love | Truth

Colossians 3:12-14

¹² Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. ¹³ Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. ¹⁴ And over all these virtues put on love, which binds them all together in perfect unity.

...welcome vulnerability and accountability

Inclusivity | Humility | Trust

Psalms 139:23-24

²³ Search me, God, and know my heart; test me and know my anxious thoughts. ²⁴ See if there is any offensive way in me, and lead me in the way everlasting.

...make all decisions in accordance with governing regulations (e.g., Federal, State, University, Big 12, NCAA)

Virtue | Transparent | Vigilance

Galatians 6:9

⁹ Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.

Baylor University History and Traditions

The Baylor Name

The name Baylor University won out over San Jacinto University and Milam University. When the Texas Baptist Education Society petitioned the Congress of the Republic of Texas for a charter to start a university, the first name suggested was San Jacinto to recognize the victory which enabled Texas to become an independent nation. The proposed name was then changed to honor revolutionary hero, Ben Milam. Just before the final vote of the Congress, the petitioners requested the university be named in honor of Judge R.E.B. Baylor. Republic of Texas President Anson Jones signed the Act of Congress on February 1, 1845, officially chartering the new institution as Baylor University.

The Baylor Motto

Pro Ecclesia, Pro Texana. These words, located on the University Seal, indicate Baylor's commitment to both church and state (For Church, For Texas). They were adopted by the University's trustees as the institution's motto in 1851.

The Baylor Mascot

After 70 years without an official mascot, students voted in 1914 to make the bear the official "Patron Saint of all Baylordom." More than two dozen animals were on the ballot including: Buffalo, Antelope, Frog, Ferret, and Bookworm. The bruin defeated the buffalo by more than a two-to-one margin. The first bear to arrive on campus was a gift from soldiers at Camp MacArthur in Waco in 1917.

The Baylor Colors

In 1897, while on a train to Bryan, Texas, for a debate tournament, a member of the student committee which had previously been selected to choose appropriate colors for the University, looked out the window at the wild spring dandelions and remarked that the vivid yellow and green flowers made a "lovely combination." Other committee members present agreed, and when they returned to Waco, the color combination of "green and gold" was recommended and readily adopted by the student body.

The Baylor Alma Mater

In 1906, a student penned humorous words to the tune of "In the Good Old Summertime," which became generally accepted among the student body as the school song. Mrs. Enid Markham, wife of music professor Robert Markham, felt the words were neither dignified enough nor representative of the total University. She wrote new lyrics which were presented in chapel in November 1931 and soon sanctioned as the official school song. The "In the Good Old Summertime" tune was later arranged to fit Mrs. Markham's "Baylor Line."

Code of Conduct and Sportsmanship

General Information

Student-athletes are bound by the same Student Conduct Code that applies to the general student body. Baylor University rules, regulations, and policies applicable to students are published in the Student Policies and Procedures and other student-related publications. Since the Student Policies and Procedures and other student-related publications may be revised semester to semester, it is the responsibility of the student to obtain revisions from the Judicial Affairs office. Most of these publications can be found on the Baylor Web site or a student may contact the Judicial Affairs office for assistance in obtaining copies of these publications with the latest revisions.

In all cases of the violation of University rules, regulations, and policies or in violation of local, state, federal, or international laws, the University reserves the right to proceed with its own disciplinary action independently of governmental charges or prosecution. The University has no obligation to await the outcome of governmental prosecution before taking its own disciplinary action.

General Expectations of Baylor Students

Baylor University is governed by a predominantly Baptist Board of Regents and is operated within the Christian-oriented aims and ideals of Baptists. The University is affiliated with the Baptist General Convention of Texas, a cooperative association of autonomous Texas Baptist churches. We expect that each Baylor student will conduct himself or herself in accordance with Christian principles as commonly perceived by Texas Baptists. Personal misconduct either on or off the campus by anyone connected with Baylor detracts from the Christian witness Baylor strives to present to the world and hinders full accomplishment of the mission of the University.

Under the Student Conduct Code, all Baylor students are expected to obey the laws of the United States, the state of Texas, and municipalities, or, if studying abroad, the laws of other countries. Students are also expected to obey the rules, regulations, and policies established by Baylor University. These expectations apply to all persons taking courses at the University, either full-time or part-time, pursuing undergraduate, graduate, or professional studies. Persons who are not officially enrolled for a particular term but who have a continuing relationship with the University or who have been notified of their acceptance for admission will be held to this standard.

Each student is responsible for learning about and adhering to the Baylor University Student Conduct Code. The Division of Student Life attempts to ensure that the Student Conduct Code is communicated to all students through various means. However, the student is responsible to the University for his or her conduct that violates University policies. Moreover, should a student witness a violation of University policies on the part of other students, the student is responsible for reporting that violation to the appropriate University official.

Policy on Social Networking Websites

Baylor's Athletics Department recognizes that social networking websites such as Twitter and Instagram are a popular way for student-athletes to communicate and network with others. Information, pictures, and other content shared on a student-athlete's account, however, may have implications for his/her personal safety and image, the image of his/her teammates and coaches, the image of Baylor University, university policies regarding conduct, as well as future career and professional opportunities.

As a result, any actions which are in violation of Baylor's policies for student conduct or that otherwise are deemed inappropriate and/or compromise the image of the student-athlete, Baylor Athletics Department, or Baylor University may result in disciplinary action. Examples of inappropriate behavior posted on a social networking website may include, but are not limited to, depictions or presentations of

- Use of alcohol or illegal drugs
- Lewd, indecent, or salacious behavior, such as depicting sexual activity or nudity
- Hazing
- Unlawful discrimination on the basis of race, color, disability, sex, nationality or ethnic origin
- Retaliation against someone for engaging in protected activity

Further, student-athletes are not permitted to access any social networking websites at computers provided in the Student-Athlete Learning Center.

Sportsmanship

Baylor University and the Big 12 Conference place great importance on the principles of sportsmanship and the ideal of pursuing victory with honor in intercollegiate athletics. Participation in Baylor's athletics programs is a privilege, not a right. To earn that privilege, administrators, coaches and student-athletes must conduct themselves as positive role models who exemplify good character and in a manner consistent with the following principles preceding, during, and following athletic events:

- Exhibiting respect and courtesy toward all participants, including the coaches, student-athletes and officials;
- Exercising restraint in their actions, both physical and verbal, toward other participants;
- Commenting about other institutions, coaches and student-athletes only in a positive manner;
- Refraining from making public comments critical of officials or the quality of their work.

Failure to follow these prescribed standards could result in a penalty. Such penalties may include suspension from one or more contests.

Student-Athlete Grievances

Baylor University has established several avenues for student-athletes to express their grievances or concerns. Procedures for the appeal of decisions to reduce or cancel athletics scholarships or to deny permission to transfer are included in this Handbook. In addition, each team has representatives on the Student-Athlete Advisory Council. Also, the Director of Athletics and sport program administrators who oversee the various sport programs have an open-door policy (however, it is recommended that you make an appointment with the appropriate administrator). You may express any issues or concerns to your SAAC representative or to an athletics administrator.

Hazing

Baylor University has elected to adopt the standards set forth in the Texas Education Code and specifically the Texas Hazing Law. All student-athletes are bound by the hazing law and any hazing activity is to be taken extremely seriously. Hazing means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization, including athletic teams as well as cheerleading and dance teams, if the act:

- is any type of physical brutality (i.e., whipping, beating, striking, branding, electronic shocking, placing of harmful substance on the body, or similar activity); or
- involves sleep deprivation, exposure to elements, confinement in a small space, calisthenics, or other similar activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; or
- involves consumption of a food, liquid, alcoholic beverage, liquor, drug or other substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; or
- is any activity that induces, causes or requires the student to perform a duty or task that involves a violation of the Penal Code; or
- involves coercing the student to consume a drug or an alcoholic beverage of liquor in an amount that would lead a reasonable person to believe that the student is intoxicated.

Hazing and the failure to report hazing by an individual or your organization are violations of the Penal Code of the state of Texas and violators can be prosecuted to the full extent of the law, which may include fines, imprisonment and community service.

Consent does not exonerate students from consequences of breaking this law.

STUDENT-ATHLETE MISCONDUCT REPORTING AND DETERMINATION OF SUSPENSION POLICY AND PROTOCOL

Policy Statement

Baylor University ("Baylor" or the "University") student-athletes perform at the highest level in their sports and in the classroom, consistently ranking among the Big 12's and the nation's best. A student's participation in intercollegiate athletics is a highly selective opportunity that is a privilege, not a right, nor is it based on any Baylor contractual obligation. Student participation in Baylor's athletic programs is in Baylor's sole discretion, to the maximum extent permitted by law, in order to maintain the excellence expected by all participating student-athletes, coaches, Baylor students, faculty, and staff, and Baylor's supporters. Maintaining the highest level of performance requires that all Baylor Athletics Department personnel have a duty to report any known or alleged act of misconduct or serious misconduct by a student-athlete and that student-athletes have a duty to self-report certain matters. This policy will be administered in accordance with all applicable laws and regulations.

Reason for the Policy

The purpose of this policy is to establish the duty for all Athletics Department Personnel to report, in writing, any known or alleged act of misconduct or serious misconduct by a student-athlete. Student athletes have a duty to report certain identified misconduct. Additionally, this policy sets out the protocol for the determination of suspension from athletic privileges, in whole or in part, if any, of a student-athlete regarding whom a report of misconduct has been made.

Consistent with the concept that athletic participation is a privilege determined at the University's discretion, the University reserves the right to not follow steps or timelines described below as the University deems appropriate. Therefore, if for example the University chooses not to follow any described step or timeline goal in this policy, that would not invalidate any Baylor action(s) or give rise to any cause of action against the University.

Individuals/Entities Affected by this Policy

All student-athletes and Athletics Department Personnel

Exclusions

None

Related Documents and Forms

University Policies and Documents

[Honor Code](#)

[Student Conduct Code](#)

[Sexual and Interpersonal Misconduct Policy](#)

[Baylor Civil Rights Policy and Procedures](#)

[Whistleblower Policy](#)

[Threat Assessment Group Policy](#)

[Baylor Annual Fire Safety and Security Report](#)

Definitions

These definitions apply to terms as they are used in this policy.

Athletics Department Personnel	All individuals who work in or are assigned to the Athletics Department, including, but not limited to, staff, coaches, administrators, graduate assistants, student employees, student assistants, outside consultants, and volunteer coaches
Athletic Privileges	The ability of a student-athlete to participate in any aspect of Athletics Department programs, resources, or supports or to access any Athletics Department facilities. This includes but is not limited to competition, practice (including voluntary activity), athletics performance and applied performance programs, academic services, performance nutrition, Baylor Built opportunities, athletic medicine and mental health.
Athletics Privileges Committee	The Athletics Privileges Committee is comprised of the Director of Athletics, the Faculty Athletics Representative, and one individual designated by the Office of the President. The Office of General Counsel serves in an advisory role to the Committee.
Director of Athletics Designee	The Director of Athletics may assign another Athletics Department staff member to serve in his/her role for purposes of administering this policy.
Misconduct	<p>A violation of Baylor University policies governing student conduct, including but not limited to its Sexual and Interpersonal Misconduct Policy (“SIM Policy”), Student Conduct Code, or Honor Code constitutes Misconduct. This includes conduct that:</p> <ul style="list-style-type: none"> a. is Serious Misconduct, or constitutes a threat of or an attempt to commit Serious Misconduct; or b. violates federal law, the law of Texas, or the law of the state or nation where the conduct occurred; or c. violates a policy governing student conduct of the educational institution at which the student-athlete was enrolled when the conduct occurred.
Serious Misconduct	<ul style="list-style-type: none"> 1. a felony conviction, including any Texas State Jail Felony conviction or equivalent in another state; or 2. a criminal conviction for or an educational institution’s finding of responsibility for conduct constituting: <ul style="list-style-type: none"> a. sexual assault, sexual exploitation, or other similar sexual crime or misconduct, or stalking; or b. domestic, family, or dating violence involving persons who are or were related by blood, marriage, or adoption or who have or have had a dating, romantic, or intimate relationship; or c. child abuse or neglect; or d. the manufacture, sale, or transfer of a controlled substance; or e. unlawful possession or use of a firearm.
State Jail Felony	The least serious classification of a felony under Texas Penal Code.
Student-Athletes	Students who are varsity athletes (as opposed to club or intramural athletes)

Responsibilities

Athletics Department Personnel	All Athletics Department Personnel must report Misconduct as required by this policy. All Athletics Department Personnel must protect the confidentiality of information, refrain from interfering in any ongoing investigations, and comply with policies that protect whistleblower's good faith reporting of suspected or actual misconduct.
Baylor University Police Department	In order for the Athletics Privileges Committee to be able to consider matters involving law enforcement, when BUPD obtains information that a student-athlete is alleged to have or has been found to have committed Serious Misconduct, or has been arrested, charged or cited (other than a minor traffic violation) a representative of BUPD must promptly provide the Director of Athletics (or designee) information about the incident unless BUPD determines that providing such information may interfere with ongoing police matters.
Equity, Civil Rights, and Title IX Office	When the Equity, Civil Rights, and Title IX Office ("Equity Office") decides to investigate a report of Sexual and Interpersonal Misconduct alleged to have been committed by a student-athlete, a representative of that staff must promptly provide the Director of Athletics (or designee) preliminary information about the incident.
Student Conduct Administration	When Student Conduct Administration decides to initiate a charge of Misconduct alleged to have been committed by a student-athlete, a representative of that staff must promptly provide the Director of Athletics' designee for Student Conduct Administration preliminary information about the incident.
Athletics Privileges Committee	The Athletics Privileges Committee convenes to consider limitation or suspension of athletics privileges in accordance with this policy.
Threat Assessment Group	The Threat Assessment Group is responsible for analyzing, evaluating, and disseminating protective intelligence information relating to both internal and external individuals who may pose a threat to students, faculty, and/or staff. If a Threat Assessment Group recommendation to Student Life or the Equity Office with respect to student privileges might affect athletics privileges of a student-athlete, the chair or designated member of the Threat Assessment Group must notify the Director of Athletics of the recommendation as promptly as is appropriate under the circumstances.
Student-Athletes	A student-athlete who is arrested, charged, or cited with any criminal offense in any jurisdiction (other than a minor traffic violation) must report in accordance with this policy.
Vice President and Director of Intercollegiate Athletics or Designee	The Director of Athletics (or designee) ("AD") must promptly notify the relevant head coach, the sport program administrator, and the athletic compliance office when the AD or the Athletics Privileges Committee has limited or suspended a student-athlete's athletic privileges. As soon as practicable thereafter, the AD must ensure that the student-athlete is notified of the limitation or suspension. Additionally, the AD must communicate this policy annually to all athletics staff, coaches, graduate assistants, student employees, student assistants, outside consultants who work directly with students, and volunteer coaches.

Principles

I. Duty to Report Instances or Suspected Instances of Misconduct

A. Athletics Department Personnel

All Baylor Athletics Department Personnel must report in writing any known, alleged, reported, or suspected student-athlete Misconduct to the Senior Associate Athletic Director for Internal Affairs or the Vice President and Director of Intercollegiate Athletics' ("Director of Athletics") designee, who is the Senior Associate Athletics Director for Governance and Regulatory Affairs.

In addition to reporting it to the Senior Associate Athletics Director for Governance and Regulatory Affairs, Athletics Department Personnel must report via the online reporting process at www.baylor.edu/reportit: any known, alleged, reported, or suspected Serious Misconduct; violations of Baylor's SIM Policy, Civil Rights Policy, or Honor Code; violations that would be considered criminal behavior, including conduct as defined in the Student Conduct Code Section III. items B, E, F, J, K, L, M, N, O, P, V, and W, except for any intoxication or impairment by an unlawful controlled substance or another dangerous drug such as a controlled substance analog (designer drug) discovered pursuant to a positive drug test from the NCAA, Big 12 Conference or Baylor University's substance abuse education and testing program for student-athletes; Clery crimes (as defined in the Baylor Annual Fire Safety and Security Report); and those items in Section I.B. of this policy that a student-athlete is required to self-report.

All reports must be made immediately, but not later than 24 hours after first learning of the known, alleged, reported, or suspected Misconduct, including Serious Misconduct. Any doubt about whether an obligation to report exists must be resolved in favor of reporting.

Please note, all employees are required by University policy and Texas law to **report directly to the Equity Office** any alleged violation of the *Sexual and Interpersonal Misconduct Policy* committed by or against a person enrolled (i.e., student) at or employed by the institution at the time of the incident. Please report directly by emailing titleix_coordinator@baylor.edu or through the online reporting portal at www.baylor.edu/reportit.

Failure to comply with these reporting requirements may result in disciplinary action, up to and including possible termination of employment. Failure to comply with Texas law reporting requirements may result in mandatory termination and criminal liability. These requirements and other requirements in this policy are in addition to any contractual or legal obligations the employee has with Baylor University.

B. Student-Athletes

A student-athlete who is arrested, charged, or cited with any criminal offense (other than a minor traffic violation) in any jurisdiction must notify his/her head coach of the arrest, charge, or citation immediately, but not later than 24 hours after the event or release from jail, whichever is later. Failure to comply with this reporting requirement may result in possible limitation or revocation of athletics privileges and/or disciplinary action.

II. Limitation or Suspension of Athletics Privileges Pending Investigation

A. By the Director of Athletics

When the Equity Office decides to investigate a report of Misconduct by a student-athlete or the Student Conduct Administration Office decides to initiate charges for alleged Misconduct by a student-athlete, the initiating office must promptly provide the Director of Athletics, or designee, preliminary information about the incident. The initiating office may redact facts, including identities, from this preliminary information to the extent necessary to protect the rights and privacy of the individuals involved and/or the integrity of the investigation or conduct process. The Director of Athletics may to the extent permitted by applicable law limit or suspend athletics privileges based on such preliminary information pending a

determination of responsibility by the initiating office, a recommendation by the Threat Assessment Team or decision by the Athletics Privileges Committee, or a criminal investigation by the Waco Police Department, the Baylor University Police Department, or any other law enforcement agency conducting a criminal investigation. Prior to any such temporary limitation or suspension based on known, alleged, reported, or suspected misconduct that would if proven through applicable procedures constitute sexual harassment as defined in the May 2020 Title IX regulations, the Director of Athletics will consider any applicable requirements of such regulations.

Nothing in this policy prohibits the Director of Athletics from limiting or suspending athletics privileges based upon a violation of athletic department policies or expectations or team rules.

B. By the Athletics Privileges Committee

1. *Athletics Privileges Committee; Membership and Authority.* The members of the Athletics Privileges Committee are the Director of Athletics, the Faculty Athletics Representative, and one individual designated by the Office of the President. The Office of General Counsel serves in an advisory role to the Committee.

The Athletics Privileges Committee may limit or suspend athletics privileges pending a determination regarding responsibility by the initiating office. Generally, the Committee will presume that a student-athlete may retain athletics privileges during an investigation unless factors such as those outlined below indicate that a limitation or suspension of such privileges would be appropriate.

In making the determination whether to limit or suspend privileges, the Committee may seek information from the initiating office or other offices with relevant information, without interfering with an on-going criminal or Equity Office investigation or Student Conduct Administration process. The initiating office will supply the Committee with information needed to make an informed decision, but it may redact facts, including identities, to the extent necessary to protect the rights and privacy of the individuals involved and/or the integrity of the investigation or conduct process.

The Committee may consider a range of factors, including but not limited to the alleged severity of the incident, the nature of the allegations and degree to which they are disputed, any charges or findings from an entity external to Baylor such as a criminal procedure, prior misconduct, and any other factors relevant to the Committee. For known, alleged, reported, or suspected misconduct that would if proven through applicable procedures constitute sexual harassment as defined in the May 2020 Title IX regulations, the Committee will consider any applicable requirements of such regulations.

2. *Convening the Athletics Privileges Committee.* The Athletics Privileges Committee must convene when the known, alleged, reported, or suspected misconduct, if true, would constitute Serious Misconduct. However, if the Equity Office notifies a Committee member or the Committee's administrative representative that the Committee would be prohibited by Baylor's SIM Policy or the Title IX regulations from limiting or suspending privileges, the Committee may but is not required to convene. Any member of the Athletics Privileges Committee may convene the Committee to consider limitation or suspension of athletics privileges in connection with known, alleged, reported, or suspected Misconduct by a student-athlete.

Email correspondence amongst the members of the Committee regarding a limitation or suspension of athletics privileges constitutes convening the Committee unless any member of the Committee requests a telephonic, virtual, or in-person meeting.

The Committee may convene and consider updates on open matters at any time, either upon their request or upon the suggestion of an initiating office or the Office of General Counsel.

C. Action or Recommendation by Threat Assessment Group Affecting Athletics Privileges

The initiating office must determine whether to refer the reported Misconduct to the Threat Assessment Group based on behavioral warning signs consistent with the Threat Assessment Group Policy. The Threat Assessment Group, chaired by the Baylor University Department of Public Safety is responsible for analyzing, evaluating, and disseminating protective intelligence information relating to both internal and external individuals who may pose a threat to student, faculty, and/or

staff. If the Threat Assessment Group's recommendation to Student Life or the Equity Office with respect to student privileges might affect athletics privileges, the chair or designated member of the Threat Assessment Group must notify the Director of Athletics of the recommendation as promptly as is appropriate under the circumstances.

D. Limitation or Suspension of Athletics Privileges by Head Coach

Nothing in this policy prohibits a head coach from limiting or suspending athletics privileges based upon a violation of athletics department policies or expectations or team rules.

E. Notification of Limitation or Suspension of Athletics Privileges

When the Director of Athletics or the Athletics Privileges Committee has limited or suspended a student-athlete's athletics privileges, the Director of Athletics (or designee) must promptly notify the relevant head coach, sport program administrator, and the athletics compliance office and, as soon as practicable thereafter, the Director of Athletics or designee must ensure that the student-athlete is notified.

F. Athletics Department Liaisons during Investigation or Conduct Process

1. *Designation of Athletics Staff Liaison.* The Director of Athletics must designate an Athletics Department primary staff liaison for the Equity Office and the Student Conduct Administration Office. The Director of Athletics may not designate more than one person to serve as the liaison for any particular office, but a single person may serve as the liaison for both offices. An alternate may be designated to serve in the role of a liaison if the primary liaison is unavailable.

2. *Limitation on Communication between Athletics Department and Initiating Office.* The Director of Athletics and the liaison (or alternate) will serve as the only points-of-contact between the Athletics Department and the Equity Office or the Student Conduct Administration Office. Once a report of misconduct has been made, no Athletics Department Personnel, other than the Director of Athletics and the designated liaison or alternate, may make contact with or discuss the report or investigation with the Equity Office or the Student Conduct Administration Office (except as necessary to respond to investigative requests from the Equity Office or the Student Conduct Administration Office) unless otherwise personally approved in writing by the Director of Athletics.

3. *Prohibition on Investigation by Athletics Department Personnel.* Athletics Department Personnel, including the Director of Athletics and the liaisons, may not interfere with the investigative or conduct process. Generally, Athletics Department Personnel may not conduct their own investigation into an incident that constitutes or may constitute Serious Misconduct or a violation of Baylor's SIM Policy. However, the Equity Office and the Student Conduct Administration Office may enlist the assistance of the Director of Athletics and/or the designated liaison to contact student-athletes and gather information.

With the exception of allegations that would constitute Serious Misconduct or a violation of Baylor's SIM Policy, the Director of Athletics may conduct an inquiry into alleged student-athlete conduct to the extent necessary to determine whether or not to suspend or limit athletics privileges immediately, as described above. This should be done only after: consultation has been attempted with the designated initiating office in writing; the Director of Athletics has supplied or attempted to supply the initiating office with all pertinent, available information before commencing the inquiry; and the initiating office is unable to make a preliminary assessment of the conduct before the student-athlete next exercises athletics privileges.

III. Mandatory Indefinite Suspension of Athletics Privileges

The Director of Athletics or the Athletics Privilege Committee will immediately, completely, and indefinitely suspend a student-athlete from athletics privileges, including but not limited to practice, competition, and workouts, as provided below, when the student-athlete has:

1. been found through applicable procedures to have committed Serious Misconduct (as defined in Section II. B. above); or
2. been arrested, cited, or charged with or indicted for a felony, including a State Jail Felony, or a crime under foreign law involving conduct that would constitute a felony under Texas law (with the qualification that if the underlying conduct involves known, alleged, reported, or suspected misconduct that would if proven through applicable procedures constitute sexual harassment as defined in the May 2020 Title IX regulations, the Athletics Privileges Committee will consider the requirements of such regulations when determining whether to impose a suspension); or
3. been arrested, cited, or charged, with a crime involving gambling and/or game fixing.

Upon the imposition of an indefinite suspension, the Director of Athletics or designee must promptly notify the relevant head coach, sport program administrator, and the athletics compliance office of the suspension and, as soon as practicable thereafter, the Director of Athletics or designee must ensure that the student-athlete is notified.

Consistent with Section IV.A.2. below, the Director of Athletics or Athletics Privileges Committee, as applicable, will reconsider a mandatory indefinite suspension if a charge or indictment for a felony, including a State Jail Felony or a crime under foreign law involving conduct that would constitute a felony under Texas law, is dismissed, withdrawn, or reduced to a misdemeanor. The Director of Athletics or Athletics Privileges Committee, as applicable, would then determine at their discretion whether and/or to what extent the student-athlete would be permitted to enjoy athletics privileges, in light of the circumstances.

IV. Lifting Suspensions and Revising Limitations on Athletics Privileges

A. Effect of Appeal and Exculpatory or Mitigating Information

1. *Appeal.* A student-athlete may appeal a decision or sanctions of the Equity Office or the Student Conduct Administration Office in accordance with the SIM Policy or Student Conduct Code, respectively. Any limitation or suspension of athletics privileges will remain in effect during the pendency of the appeal. Any change to the decision or sanction on appeal will be reported to the Athletics Privileges Committee for consideration in accordance with the policy.

2. *Exculpatory or Mitigating Information.* The receipt of information that exculpates a student-athlete or mitigates their conduct—including but not limited to a finding of non-responsibility by the initiating office, the deferral or abandonment of a criminal investigation or prosecution, and/or an acquittal, mistrial, or reversal of conviction on appeal—does not automatically lift any suspension or limitation of athletics privileges. Any suspension or limitation of athletics privileges remains in effect until lifted or revised in accordance with this section.

B. Lifting a Suspension; Revising a Limitation on Athletics Privileges

Upon a unanimous recommendation of the Athletics Privileges Committee, with concurrence of the Baylor General Counsel, the Committee may recommend to the President of the University to lift a required indefinite suspension under Section IV of this policy. Otherwise, no person or committee may lift a suspension when the student-athlete's conduct or circumstances would require indefinite suspension under Section IV of this policy.

Suspensions other than those which are mandatory, indefinite suspensions may be lifted and limitations on athletics privileges may be revised only as follows.

1. *By the Director of Athletics.* The Director of Athletics may lift a suspension or revise a limitation on athletics privileges imposed by the Director of Athletics or head coach so long as the Director of Athletics has complied with the duty under this policy, if any, to report the misconduct. Any revision under this section shall not impact prior limitations imposed by the relevant designated investigating office or the Athletics Privileges Committee.

2. *By the Head Coach.* The head coach may lift a suspension or revise a limitation on athletics privileges

imposed by the head coach for a violation of athletic department policies or expectations or team rules *with the consent of the sport program administrator or Director of Athletics* so long as the head coach has complied with the duty, if any, under this policy to report the misconduct and athletics privileges have not been otherwise suspended or limited under this policy.

3. *By the Athletics Privileges Committee.* In all other cases, only the Athletics Privileges Committee, after consultation with the investigating office, may lift a suspension or revise a limitation on athletics privileges. This includes a matter that is no longer mandatorily indefinitely suspended. This may occur in cases in which the Student Conduct Administration process, the Equity Office process, or legal process, as applicable, results in a sanction requiring a less-than-total separation from the University (such as, e.g., suspension rather than expulsion). In such cases, the Athletics Privileges Committee may, in its discretion, revise the mandatory suspension to conform to the lesser sanction imposed by the disciplinary or legal process.

4. *Notification of the Change by the Director of Athletics.* The Director of Athletics or designee must promptly notify the relevant head coach, sport program administrator, and the athletics compliance office of the change and, as soon as practicable thereafter, the Director of Athletics or designee must notify the student-athlete of the change in their athletics privileges.

V. Annual Review and Communication of Policy

This policy is maintained by the Athletics Department. The University will review this policy on at least an annual basis. The Director of Athletics must communicate this policy annually to all athletics staff, coaches, graduate assistants, student employees, student assistants, outside consultants who work directly with students, and volunteer coaches. Nothing in this policy in and of itself creates any legal obligation on Baylor.

Campus Weapons Regulations Policy

Baylor University seeks to provide a safe, secure environment in which to pursue its educational mission. Consequently, Baylor is a weapons-free campus. All members of the Baylor community, including students, faculty, staff and visitors are prohibited from carrying, possessing or storing any firearm – including rifles, shotguns or handguns, explosives, or any other dangerous weapon or replica of a dangerous weapon while on any Baylor property – including Baylor student housing, in any building where a Baylor-sponsored activity is held, and/or in a passenger transportation vehicle either owned by or contracted by the University.

A full copy of the University's Campus Weapons Regulations Policy is available here:

<https://www.baylor.edu/risk/doc.php/339199.pdf>

Student-Athletes with Legal Issues or Needs

Student-athletes with legal issues or needs should consider consulting The State Bar of Texas Lawyer Referral & Information Service ("LRIS"), which offers a free referral service that helps individuals with legal problems or needs find a lawyer or other resource that matches legal needs and financial means in the individual's locale. The phone number for LRIS is 1-800-252-9690 and its website is:

http://www.texasbar.com/AM/Template.cfm?Section=Lawyer_Referral_Service_LRIS

Student-athletes should note that NCAA legislation precludes student-athletes from:

- Providing team gear, team equipment, complimentary admissions, autographed memorabilia, and the like in exchange for legal services.
- Accepting free or reduced-cost legal services from a lawyer or law firm if:
 - The lawyer or law firm is a Baylor booster or

- If the free or reduced cost legal services are offered based on the student-athlete's athletics reputation or skill or pay-back potential as a student-athlete.

We encourage student-athletes to consult the compliance staff prior to hiring legal representation so the compliance staff can fully vet the hiring for compliance with NCAA rules.

Substance Misuse Education and Testing Program for Student-Athletes

Last updated June 2022

I. Philosophy and Objectives

Baylor University and its Department of Athletics believe strongly that the use of certain substances of abuse including but not limited to "street" drugs, the misuse of prescription drugs, and the use of performance-enhancing drugs:

- Is detrimental to the physical and psychological well-being of student-athletes regardless of when such usage occurs during the year;
- Can seriously interfere with the performance of individuals as students and as athletes, and is a danger to their life and health; and
- Compromises the integrity of intercollegiate competition.

Therefore, as a matter of policy, the use of prohibited substances and performance-enhancing drugs will not be tolerated. Any student-athlete failing to abide by this policy will be subject to the sanctions and requirements described below.

This Substance Misuse Education and Testing Program for Student-Athletes ("Program") is intended and designed to:

- Promote the education of Baylor's student-athletes on the physical, psychological, social, ethical, and legal consequences of illegal drug use and performance-enhancing substances;
- Maintain the integrity of the athletics program by emphasizing abstinence from the use of unauthorized drugs, and nutritional and performance supplements;
- Provide preventive measures to discourage student-athletes from drug experimentation and potential drug misuse or dependency;
- Implement a drug screening program coupled with disciplinary action for those who test positive and/or fail to follow program procedures as required, to identify and further deter potential users;
- Offer counseling services for student-athletes who may be dependent upon illegal drugs or who are using drugs illegally or in violation of Baylor's rules; and
- Promote student-athlete compliance with all University, Big 12 Conference, and NCAA policies and procedures.

II. Scope of Program

A. *Relationship to NCAA and Big 12 Conference Testing.* The National Collegiate Athletics Association ("NCAA") and the Big 12 Conference ("Big 12") administer their own drug testing programs under a separate protocol. As a member of both, the University participates in the NCAA and Big 12 drug testing programs. Testing under the University's Program is independent of NCAA and Big 12 testing, but a positive NCAA or Big 12 drug test triggers concurrent sanctions under this Program.

B. *“Student-Athlete” Defined.* For purposes of the Program, a “student-athlete” is any student who is listed on the NCAA Squad List with eligibility remaining and has not received a medical disqualification.

C. *Eligibility Exhausted.* A student-athlete who has exhausted his or her eligibility for intercollegiate competition is not subject to testing under the Program.

D. *Relationship to University Standards of Conduct.* The Baylor University Student Conduct Code prohibits, among other things, the unlawful manufacture, possession, use, sale, transfer, or purchase of a controlled substance or another dangerous drug such as a controlled substance analogue (designer drug) on or off the campus. An off-campus University-related activity is defined in the [“Process for Student Organization Violations.”](#) When the University determines based upon information that came to its attention through any means other than the procedures provided in this Program that a student or student-athlete has violated this prohibition, the student or student-athlete is subject to disciplinary action ranging from warning to expulsion. However, with the exception of a limited number of students in certain pre-professional programs, Baylor students who are not student-athletes are not subject to mandatory drug testing as provided in this Program and/or under NCAA and Big 12 rules, and the University wishes to avoid inequitable treatment of student-athletes. Therefore, the University will not pursue disciplinary charges against student-athletes under the Student Conduct Code in situations in which illegal or performance-enhancing drug use is discovered through NCAA, Big 12 testing or this Program, and will instead apply the sanctions and requirements provided in this Program in such situations.

This Program will not immunize student-athletes from being held fully responsible for drug-related violations of the Student Conduct Code unrelated to testing under this Program, the NCAA or Big 12 Conference, nor limit the University’s ability to require drug testing of a student-athlete as would be required of any Baylor student in connection with the University’s administration of its Student Conduct Code.

III. Administration of Program

A. Drug Testing Oversight Committee

(1) *Structure.* The Drug Testing Oversight Committee (“Committee”) reports to the President and consists of five members.

(a) *Appointments.* The President shall appoint three members, including one member from the Office of the President, one member from among the team physicians, and one member from the University Counseling Center. The Director of Athletics shall appoint one member from the Department of Athletics. The Chair of the Faculty Athletics Council shall appoint one member from among the other appointed or elected teaching and research faculty on that body.

(b) *Terms.* Members shall be appointed for three-year terms and may be reappointed for one or more terms. If a member no longer holds the position that qualified the member for appointment, the appointing authority shall appoint a successor. Likewise, the appointing authority shall designate an interim member to replace a member who is temporarily unable to serve.

(c) *Chair.* The President shall designate the Chair of the Committee on an annual basis. The Chair has authority to act on behalf of the Committee at his or her discretion. The Chair also has the authority to extend any deadline set forth in this Program (except for those deadlines set forth in part VII of this Program regarding Appeals) based on extraordinary circumstances.

(d) *Additional Participants.* For purposes of providing information to the Committee on the development, implementation and evaluation of educational initiatives as well as to provide perspective for the Committee members, the following may be present during committee meetings and/or participate in electronic communications involving the Committee: Drug Testing Coordinator, Administrative Staff and/or a sport coach approved

by the Director of Athletics and the Committee Chair.

(2) *Duties.* The Committee shall meet at least twice annually.

(a) *Development of Drug Testing Protocol.* The Committee, in accordance with section V.C of this policy and informed by the best available information on drug testing methods and practices and on drug use in intercollegiate athletics, shall: (i) determine the appropriate methods of drug testing to use; (ii) establish the frequency of random testing and the number of student-athletes to be tested; and (iii) designate teams whose student-athletes, or a random selection thereof, shall be subject to pre-participation or team testing; and (iv) make any modifications or exceptions to the program testing for use of banned drugs the Committee feels is in the best interest of the medical care of the student-athletes, including but not limited to, non-sanction testing.

(b) *Implementation of Drug Testing Protocol.* The Committee shall select an individual to serve as the Drug Testing Coordinator. The Committee shall identify an outside agency to perform laboratory testing services on samples collected under this Program, and may recommend to the President that the University contract with an outside agency to assist in the administration of the Program.

(c) *Evaluation of Educational Initiatives.* On an annual basis, the Committee shall gather and evaluate information on University and Department of Athletics initiatives that educate students on the following issues: the dangers of substance abuse; the availability of substance abuse assistance and treatment; and the requirements and procedures of the NCAA and Big 12 drug testing program and this Program

(d) *Annual Report.* The Committee shall provide an annual report to the President and the Faculty Athletics Council concerning implementation of this Program. Such report shall include the number of student-athletes tested during the past year under the NCAA and Big 12 drug testing program and this Program and aggregate test results. Such report shall also include information collected on the educational initiatives described in paragraph III.A.2.c and any recommendations for modification of this Program.

B. *Drug Testing Coordinator.* The Drug Testing Coordinator shall support and coordinate administration of the Program under the protocol developed by the Committee.

C. *Drug Testing Appeals Board.* The Drug Testing Appeals Board ("Appeals Board") shall consist of the Faculty Athletics Representative and two other faculty members appointed by the Faculty Athletics Representative, three administrators appointed by the President, and three graduate students appointed by the President. Subject to the availability of particular Board members, appeals will usually be heard by a three-person panel of the Appeals Board consisting of a faculty member, an administrator and a graduate student member of the Appeals Board, but other combinations of Board members will also constitute a full and appropriate panel for the consideration of particular appeals. The President shall designate the Chair of the Appeals Board on an annual basis. If the Chair is not available to personally participate with a panel in a particular appeal, the Chair or the President may select an Acting Chair from among the Appeals Board members. Temporary vacancies in Appeals Board seats shall not affect the appropriateness of an appeal process, so long as three Appeals Board members are involved in the consideration of the appeal.

IV. Prohibition on Use of Banned Drugs

A. All student-athletes at Baylor University are prohibited from using any drug belonging to any of the classes of drugs banned by the NCAA, unless a medical exception is granted pursuant to this policy for such use. The classes of banned drugs include stimulants, anabolic agents, diuretics and other masking agents, street drugs (including but not limited to heroin, marijuana, tetrahydrocannabinol (THC), and synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)), peptide hormones and analogues, anti-estrogens, and beta-2 agonists, and any drugs chemically related to these classes. Further examples (but

not an all-inclusive list) of banned drugs within these classes are available at: <http://www.ncaa.org/sport-science-institute/ncaa-drug-testing-program>

B. Medical Exceptions. Some banned drugs have legitimate medical uses. Accordingly, a team physician can grant a medical exception for use of a banned drug based on his or her conclusion that a student-athlete's documented medical history demonstrates the medical necessity for such use. Exceptions may be granted only for substances included in, or chemically related to, the following classes of banned drugs: stimulants, anabolic agents, diuretics and other masking agents, peptide hormones and analogues, anti-estrogens, and beta-2 agonists. A student-athlete may seek a medical exception for use of a substance within a class of banned drugs by submitting a request for the exception to an athletic trainer or team physician assigned to the student-athlete's team. In response to such a request, a team physician will evaluate the medical necessity for such use and, if he or she grants the exception, maintain appropriate documentation and dosage information. In the case of an anabolic agent or a peptide hormone, the student-athlete is not permitted to participate in competition until the NCAA approves use of the medication.

C. Drug Classifications. Under this Program, the University distinguishes between performance-enhancing drugs and street drugs. Drugs that are included in, or chemically related to, all classes on the NCAA and Big 12 banned drugs lists other than street drugs will be treated as performance-enhancing drugs. Stimulants such as Adderall, Ritalin and Vyvanse will be treated as performance-enhancing drugs and cocaine shall be treated as a "Street Drug Other Than Marijuana" under this Program.

D. Safe Harbor

(1) *Safe Harbor.* On one occasion during the student-athlete's eligibility for intercollegiate athletics at Baylor, a student-athlete who has used a street drug may seek Safe Harbor under this Program by disclosing his or her use of the street drug to an athletic trainer or team physician assigned to the student-athlete's team. A student-athlete will also be automatically enrolled into the Safe Harbor Program if they are voluntarily enrolling into an inpatient substance abuse program AND they meet all additional eligibility requirements for enrolling into the program. The safe harbor does not apply to the NCAA or Big 12 drug testing programs.

(2) *Eligibility.* To be eligible for the Safe Harbor, the student-athlete must not have previously tested positive for any street drug under the NCAA or Big 12 drug testing programs or this Program. A disclosure made after the student-athlete receives notification of a random test or after a non-random test under this Program shall not create a Safe Harbor with regard to such test.

(3) Consequences of Safe Harbor Request

(a) The athletic trainer or team physician shall promptly notify the Drug Testing Coordinator of the Safe Harbor disclosure. The student-athlete will meet with the team physician to discuss the safe harbor program and declare the substance they are seeking for safe harbor. The Drug Testing Coordinator shall arrange to have the student-athlete tested to establish a baseline for re-testing purposes. If the student-athlete is being voluntarily enrolled into an external intensive outpatient program or inpatient substance abuse program, baseline testing will be completed prior to enrollment into the program. If the baseline test results in a positive test for the street drug disclosed by the student-athlete, the result shall not be treated as a positive finding under section VI.A. If the baseline test results in a negative test, the one-time safe harbor option is not returned to the student-athlete.

(b) The student-athlete shall be referred for drug counseling assessment and treatment in accordance with paragraph VI.B.2 and placed on probation in accordance with paragraph VI.B.3 for the length of time corresponding to probation for a first positive for the street drug in question.

(c) A student-athlete's request for safe harbor shall not result in sanctions affecting the student-athlete's participation in team conditioning, practice, and/or competition, except

that the Drug Testing Coordinator may notify the Director of Athletics if the Drug Testing Coordinator is concerned about the health or safety of the student-athlete based on the Safe Harbor disclosure or circumstances related thereto. In such cases, the Director of Athletics may suspend the student-athlete from conditioning, practice, and/or competition until the Director of Athletics is satisfied after consultation with the team physician that the student-athlete is physically and mentally fit to resume such activities.

E. *Compliant Response Program*

(1) *Compliant Response Program.* The Compliant Response Program (“CRP”) is a response program designed to assist student-athletes in learning to manage an addiction and/or chemical dependency, consistent with the mission of Baylor and this Policy. Often, student-athletes struggling with substance misuse issues have difficulty accepting responsibility and accountability in other areas of their academic and athletic lives. The CRP is designed to help student-athletes learn responsibility and recovery skills. For a student entered into the CRP, the student-athlete will enter into a written behavioral agreement with specific and measurable goals and expectations established by members of the Response Care Team (RCT), including: addiction recovery, academic responsibility, performance development responsibility and team responsibility and overall improved physical and mental wellness.

(2) *Response Care Team.* Members of the student-athlete’s Response Care Team (RCT) shall include the following: Addiction and Recovery specialist, Athletics Mental Health Services staff and Team Physician. Additional people that may be included as resources for the RCT are the Team Academic Coach, Team Athletic Trainer, Team Athletics Performance staff, Team Coaching/Operations staff, Student-Athlete Health and Wellness administrator, Baylor University Counseling Center, Baylor University resources at the Beauchamp Addiction and Recovery Center (BARC) and other community care providers as deemed necessary by the RCT.

(3) *Entry into Response Program.* On one occasion during the student-athlete’s eligibility for intercollegiate athletics at Baylor, a student-athlete may request entry into the CRP. Entry into CRP is permitted only after approval of all members of the Response Care Team. Based on findings from the Athletics or other entities drug testing programs, it may be recommended by a RCT member that the student-athlete enter into the CRP. A student-athlete will have the option to refuse the recommendations by the RCT and therefore refuse the resources provided in the CRP. If previously refused, the student-athlete may still have the opportunity to participate in the CRP at a later date as determined by the RCT.

(4) *Non-Athletic Department Drug Testing.* Participation in the CRP does not exempt the student-athlete from sanctions or penalties for failed drug tests outside of the Athletics Department including but not limited to Baylor University’s Office of Judicial Affairs, NCAA and Big 12 Drug Testing.

(5) *Behavioral Agreement.* The Behavioral Agreement (Agreement) is the written agreement between the student-athlete and members of the Response Care Team. Each member of the Response Care Team shall set out in the Behavioral Agreement specific and measurable goals and expectations of behavior for the student-athlete. The student-athlete in the CRP shall sign the Agreement acknowledging the expectations, their personal responsibility for meeting those expectations, and their understanding of potential consequences for failure to meet expectations.

Items included in the Agreement are:

- a) Drug Testing While in the CRP.
 - i. *Non-Sanctioned Testing.* As part of the Agreement, students shall be regularly drug tested at the discretion of the Response Care Team and the Drug Testing Coordinator. Testing that is completed while actively engaged in the CRP will be considered as a non-sanctioned test within the Program.
 - ii. *Suspension from and Return to Team Activities.* Students that test positive for substances disclosed upon entry into the program will be suspended from team activity until a follow-up with an RCT provider can be completed. Team activity includes meetings, strength and conditioning training sessions and practice.

- Determination of return to team activity will be recommended by the RCT provider following the meeting with the student-athlete.
- iii. *THC Thresholds for Non-sanctioned Testing in the CRP.* If the positive test reveals a THC level higher than 50 ng/ml the student-athlete shall be re-tested over the next two to seven days to determine if the use of the substance is ongoing or declining. The relapse shall be addressed within the CRP by a Recovery Specialist to establish steps to help prevent future relapse, including a higher level of care as needed.
 - iv. *Multiple Positive Tests.* If the student submits three consecutive tests at a THC threshold level higher than 50 ng/ml, they will be discharged from the CRP for non-compliance per section (h) *Failure to Meet Behavioral Expectations.*
 - v. *Positive Test for Undisclosed Substance.* If a substance is detected from non-sanctioned CRP testing that has not been disclosed by the student, that positive test shall be treated in accordance with the sanctioned protocol set forth by this Policy.
- b) Addiction and Recovery Recommended Plan of Care
 - i. *On-campus Resources*
 - ii. *Off-campus Resources*
 - c) Mental Health Recommended Plan of Care (if appropriate)
 - d) Medical Plan of Care (if appropriate)
 - e) Academic Plan for Success
 - f) Team Rules and Expectations for Participation
 - g) Consequences for failing to meet outlined and agreed upon expectations
 - h) Failure to Meet Behavioral Expectations. The inability to comply with the recommendations and agreed upon expectations outlined in the Agreement will be defined with the presence of one or more of the following:
 - i. *Failed Drug Tests*
 - ii. *Failure to Meet Expectations other than Failed Drug Tests as defined by the Behavioral Agreement.*
 - i) Discharge from the CRP
- (6) *Discharge from Response Program.* A student-athlete shall be discharged from the CRP if either of the following occur:
- a. Student-Athlete written request to no longer stay in CRP
 - b. Response Care Team Compliance Recommendation.
 - c. Response Care Team Non-Compliance Recommendation.
 - d. Athletic Director's Recommendation
- (7) *Compliant Response Program: Review and Reporting.* The RCT and Drug Testing Coordinator will provide the Drug Testing Oversight Committee periodic updates in conjunction with regularly schedule DTOC meetings or upon request by DTOC or the Athletics Director.

V. Testing Program for Use of Banned Drugs

A. *Consent Form.* The Athletics Compliance staff shall provide each student-athlete with information on this Program as well as the NCAA and Big 12 drug testing programs, including forms stating that the student-athlete consents to testing under this Program and the NCAA and Big 12 drug testing programs. Each student-athlete must sign the consent forms before he or she can participate in any countable athletically-related activity.

B. *Testing Methods.* The University may conduct drug testing using any medically recognized and scientifically reliable method of testing, including but not limited to urine, hair and oral fluid testing.

C. *Methods of Selection.* All student-athletes are subject to year-round testing, for the use of any banned drug, under a protocol established by the Committee within the following parameters:

(1) *Random Testing.* All student-athletes are subject to random testing throughout the year, as determined by the Committee.

(2) *Pre-Participation Testing.* The Committee shall have the authority to designate teams subject to drug testing as part of a pre-participation physical required of all incoming student-athletes, and can select testing methods including but not limited to testing all incoming student-athletes on the designated team or a random sample thereof.

(3) *Incoming Medical Screening and Plan of Care.* As part of the pre-participation medical examination process, the team physician may choose to screen incoming student-athletes for substances of abuse. The team physician will conduct these non-sanctioned screenings through the existing process for medical testing for student-athletes not yet cleared for participation in athletics. Results and follow-up evaluations will be administered by the team physician or designated medical representative. Student-athletes identified through the medical screening process to have recently taken substance(s) of abuse will be monitored for an indefinite time period by the team physician and other health professionals as designated by the team physician. A plan of care will be established by the team physician to include addictive services programs and/or the offering of counseling services and other intervention programs to assist in the long-term care of the student-athlete. The Drug Testing Coordinator will assist the team physician with management of the plan of care. Failure to appropriately comply with the established plan of care may result in testing under the guidelines of this Program including appropriate sanctions for testing positive for any substances of abuse. Discharge from the plan of care shall occur when either: (a) the team physician and/or designated medical representative overseeing the plan of care deems it appropriate and in the best interest of the student-athlete to discharge him/her from the plan of care; or (b) the student-athlete submits a positive, follow-up drug test in violation of this Policy and/or his/her plan of care.

(4) *Team Testing.* The Committee shall have the authority to designate teams subject to drug testing at any time during the course of the year, and can select testing methods including but not limited to testing all student-athletes on the designated team or a random sample thereof. Additionally, the Director of Athletics and/or individual sport coach may request to the Committee for team testing as described. In the event that the Committee exercises its authority to test all or part of a team under this paragraph, the Committee shall decide, in its discretion and in advance of the team test, to either (a) consider any resulting positive test to be a positive finding as defined herein and apply the associated sanctions as defined in paragraph VI.B.4. or (b) not consider any resulting positive test to be a positive finding as defined herein and not apply the associated sanctions as defined in paragraph VI.B.4. If the Committee selects (a) and therefore any positive test resulting from the team test is deemed to be a positive finding, the normal procedure for positive findings, including notification procedures, shall apply. If the Committee selects (b) and therefore any positive test resulting from the team test is not deemed to be a positive finding, the Committee shall decide in advance of the team test whether personally identifiable positive tests results will be shared with the members of the Committee, and if so, whether such information will be shared by the Committee with any other individuals (such as the Director of Athletics or the team physician). Except in extraordinary circumstances as determined by the Committee, the personally identifiable results will not be shared with any member of the coaching staff of the tested team. The Committee and/or its designee(s) may always consider aggregate data resulting from a team test to examine risk factors and trends among team participants and make recommendations to members of the Department of Athletics based on such

aggregate data.

(5) *For-Cause Testing.* If the Director of Athletics, a coach, or another Department of Athletics staff member or administrator has a good-faith basis to believe that a student-athlete is using a banned drug, he or she will formally notify the Drug Testing Coordinator, who will arrange to have the student-athlete tested. The Drug Testing Coordinator will also arrange to have a student-athlete tested if he or she receives information from the University's Office of Student Conduct Administration to the effect that the student-athlete has been found responsible for a violation of the drug-related provisions of the Student Conduct Code.

(6) *Probationary Testing.* Following a positive finding or a safe harbor disclosure, a student-athlete shall be subject to periodic announced and unannounced testing for the duration of the probationary period listed in paragraph VI.B.4.

D. Implementation of Drug Testing Protocol

(1) *Notification.* A student-athlete selected for testing shall be provided, in written or electronic form, the following information:

- (a) a statement that the student-athlete was selected for testing;
- (b) a description of the type of test to be conducted (urine, hair, and/or other);
- (c) information on the designated test site to which the student-athlete must report for testing; and
- (d) information on the appointed time at which, or window within which, the student-athlete must report to the designated test site.

(2) *Notification Exceptions.* Notification requirements set forth in Section V.D.1 of this Policy may be waived under unique circumstances deemed appropriate by the Drug Testing Coordinator, including but not limited to, Zero-Notification tests and Incoming Medical Screening tests.

(3) *Conflict, Illness, or Injury.*

(a) With appropriate advance notice from the student-athlete, the Drug Testing Coordinator shall excuse a student-athlete from a drug test conducted pursuant to section V.C. of this Program and shall arrange alternative testing of the student-athlete in each of the following circumstances: (i) the student-athlete notifies the Drug Testing Coordinator (or his or her specifically-appointed designee) of an academic obligation or athletic competition that conflicts with the scheduled test and the Drug Testing Coordinator verifies the conflict; or (ii) the Drug Testing Coordinator (or his or her specifically-appointed designee), in his or her discretion, determines that the student-athlete has presented a compelling justification for rescheduling the test.

(b) The Drug Testing Coordinator or his or her specifically appointed designee may excuse a student-athlete from the designated test site for the reasons set forth in paragraphs V.D.3.a.i & ii even if the student-athlete has not completed the test. In such a case, the Drug Testing Coordinator (or his or her specifically appointed designee), before releasing the student-athlete from the site, must make appropriate arrangements for alternative testing of the student-athlete.

(3) *Positive Identification.* Upon arriving at the designated test site, a student-athlete shall provide valid photographic identification enabling the collection agent to positively identify him or her.

(4) *Provision of Specimen.* The student-athlete shall provide a specimen in accordance with the collection agent's directions. In the case of urine testing, the collection agent shall monitor the furnishing of

the specimen by direct observation to ensure the integrity of the specimen. If the specimen is not adequate (e.g., diluted specimen, insufficient volume), the student-athlete must remain under direct observation until the student-athlete produces an adequate specimen. The Drug Testing Coordinator will schedule a follow-up test to be scheduled as soon as reasonably possible if the specimen is identified to be diluted after the collection is processed. The student-athlete shall have the right to witness the sealing of the specimen container in accordance with collection procedures.

(5) *Failure to Appear; Refusal to Submit; Failure to Cooperate; Manipulation or Tampering.* Failing to appear for or refusing to submit to a scheduled drug test, failing to cooperate with the test, manipulating or tampering with a test sample, or otherwise attempting to sabotage the collection process or to materially affect the results shall be reported to the Drug Testing Coordinator, who will decide as soon as practicable whether the circumstances warrant a positive finding under paragraph VI.A.1 and paragraph VI.B.4.e. If the Drug Testing Coordinator decides that the circumstances do warrant a positive finding, the Committee shall review the Drug Testing Coordinator's decision *de novo* and issue a decision within thirty business days of the Drug Testing Coordinator's decision.

(6) *Laboratory.* All testing shall be performed by a laboratory designated by the Committee in accordance with paragraph III.A.2.b. Information on the laboratory's testing methodology shall be provided to the student-athlete at his or her request.

(7) *Positive Results.* The testing laboratory shall notify the Drug Testing Coordinator of any positive test. The Drug Testing Coordinator shall determine whether any medical exception is warranted under section IV.B. If the Drug Testing Coordinator finds that no medical exception is warranted, the Drug Testing Coordinator shall document confirmation of the positive test.

VI. Positive Findings; Sanctions

A. Positive Findings

(1) *"Positive Finding" Defined.* A positive finding results from:

(a) a test conducted and confirmed under this Program or the NCAA and Big 12 testing programs demonstrating evidence of the use of a banned drug, where no medical exception is granted for such use ("positive test");

(b) a failure to appear for, refusal to submit to, or failure to cooperate with a drug test under this Program or the NCAA or Big 12 testing program; or

(c) manipulation of or tampering with a test sample or otherwise attempting to sabotage the collection process or to materially affect the results in a drug test under this Program or the NCAA or Big 12 testing programs.

(2) *Positive Finding During Probation.* During a period of probation, a positive test for the drug for which the student-athlete previously tested positive will be treated as a positive finding if the level of the drug present in the student-athlete's system demonstrates continued use of the banned drug.

B. Minimum Consequences of Positive Findings¹

(1) *Notification.* Within 48 hours of confirming a positive finding, the Drug Testing Coordinator shall notify the Director of Athletics and designated Athletics Administrator and the Committee Chair of the positive finding. The Drug Testing Coordinator will notify the team physician of a positive finding, positive result or other information obtained via implementation of the Program if such notification will further the physical or mental well-being of the student-athlete.

¹ See the Appendix for a chart summarizing the minimum consequences of a positive finding. Head coaches may in their discretion decide to impose consequences in addition to the minimum consequences outlined in the Appendix. Head coaches should document any such additional consequences appropriately.

(a) *Written Confirmation; Notice of Appeal.* The Drug Testing Coordinator, the Department of Athletics representative on the Committee and/or other personnel as deemed appropriate and invited by the Drug Testing Coordinator (e.g., a head coach) shall meet in person, telephonically, or by other appropriate method with the student-athlete as soon as practicable, and usually within three business days of the Drug Testing Coordinator's initial notification to the Director of Athletics and the Committee Chair, to discuss the positive finding and the sanctions (including any period of probation, participation sanctions, or loss of athletics eligibility) to be imposed. At this meeting or within three business days thereof, the Department of Athletics representative shall provide the student-athlete with written confirmation of the sanctions and notice of the student-athlete's right to appeal under part VII of this policy.

(b) *Request for Mitigating Circumstances Review.* If a student-athlete intends to seek relief under paragraph VI.B.4.d, the student-athlete must notify the Drug Testing Coordinator at the meeting described in paragraph VI.B.1.a or within three business days thereafter. Within three business days of receiving notification from the student-athlete, the Drug Testing Coordinator shall notify the Committee, which shall render a decision in accordance with the relevant process described in paragraph VI.B.4. The student-athlete's notification shall stay the obligation of the Department of Athletics representative to issue the written confirmation and notice of the student-athlete's right to appeal described in paragraph VI.B.1.a until the Drug Testing Coordinator and/or the Committee completes the relevant process.

(c) *Discretionary Notification.* To further the well-being of the student-athlete and/or other legitimate purposes, the Director of Athletics may notify the student-athlete's parents (or legal guardian(s)) and team personnel (such as the head coach, sport administrator, team physician, or athletic trainer) of the positive finding and sanctions. Likewise, the Director of Athletics may provide other appropriate University officials with any information necessary to further the well-being of the student-athlete, the safety of the University community, and/or other legitimate purposes.

(d) *Stay of Sanctions.* Any sanctions imposed under this Program shall begin to run when the timeframe for requesting an appeal under part VII expires or, if such appeal is timely requested, when the Appeals Board notifies the student-athlete of its decision. Notwithstanding this provision, the Director of Athletics may suspend the student-athlete from conditioning, practice, and/or competition during the timeframe for requesting an appeal or pending resolution of a timely requested appeal until the Director of Athletics is satisfied that the student is physically and mentally fit to resume such activities.

(2) *Referral for Medical and Drug Counseling Assessment.* Within (3) business days following the receipt of the written notification of a positive finding, the student-athlete will meet with the team physician. Following a safe harbor disclosure or a positive finding, the Drug Testing Coordinator and Department of Athletics member of the Committee shall refer the student-athlete to a substance abuse counselor or other appropriate health professional, including a registered dietician, for assessment. The substance abuse counselor or other appropriate health professional shall determine the intervention that would best meet the student-athlete's needs and shall provide his or her recommendation to the student-athlete, the Drug Testing Coordinator, and, upon request, the athletic trainer or team physician assigned to the student-athlete's team. Following the initial assessment performed by the substance abuse counselor, the student-athlete will meet with the Drug Testing Coordinator to discuss the need and/or request by the student-athlete for additional counseling sessions. During this meeting the Drug Testing Coordinator will provide the student-athlete with an expected follow-up plan with the Drug Testing Coordinator, team physician, substance abuse counselor and/or other health professionals.

(3) *Probation*

(a) *Duration of Probation.* Following a safe harbor disclosure or a positive finding, the student-athlete shall be placed on probation for the period of time specified in the schedule in paragraph VI.B.4.

(b) *Conditions of Probation.* During the period of probation, the student-athlete shall be subject to periodic announced and unannounced testing, as determined by the Drug Testing Coordinator, for any banned drug. A positive test will constitute a positive finding, except that a positive test for the drug for which the student-athlete previously tested positive (or, in the case of a safe harbor disclosure, provided a baseline) will be treated as a positive finding only if the level of the drug present in the student-athlete's system demonstrates continued use of the banned drug.

(c) *Failure to Participate.* Following a safe harbor disclosure or a positive finding, a failure to actively participate in one's own care or otherwise adhere to the drug counseling assessment, as determined by a substance abuse counselor or other appropriate health professional, will ordinarily be treated as a positive finding for performance-enhancing drugs under VI.B.4. The Committee may, however, reduce the standard sanction based on the circumstances of the failure to participate.

(4) *Schedule of Minimum Sanctions (Participation Sanctions, Probation, and Loss of Eligibility)*²

	First Positive	Second Positive	Third Positive	Fourth Positive
Use of Performance-Enhancing Drugs	One-year ban from intercollegiate competition, and No practice or conditioning until a negative re-test confirms that the substance has left the student-athlete's system, and Probation (periodic announced and unannounced testing) for duration of athletics eligibility.	Permanent loss of athletics eligibility at Baylor University.	N/A	N/A
Use of Street Drugs Other than Marijuana	Suspension from intercollegiate competition for twenty (20) percent of the championship segment in the student-athlete's sport, and Probation (periodic announced and unannounced testing) for one year	Suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test, and Probation (periodic announced and unannounced testing) for duration of athletics eligibility	Permanent loss of athletics eligibility at Baylor University	N/A
Use of Marijuana with THC level less than or equal to 50 ng/ml	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.

² Head coaches may in their discretion decide to impose sanctions in addition to the minimum consequences outlined here and in the Appendix. Head coaches should document any such additional sanctions appropriately.

	First Positive	Second Positive	Third Positive	Fourth Positive
Use of Marijuana with THC level at or between 50.1 ng/ml and 149.9 ng/ml	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, then probation (periodic announced and unannounced testing) for six months</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for ten (10) percent of the championship segment in the student-athlete's sport and probation (periodic announced and unannounced testing) for one year.</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for fifty (50) percent of the championship segment in the student-athlete's sport and probation (periodic announced and unannounced testing) for one year.</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test and probation (periodic announced and unannounced testing) for one year.</p>
Use of Marijuana with THC level greater than or equal to 150 ng/ml	<p>Probation (periodic announced and unannounced testing) for six months</p>	<p>Suspension from intercollegiate competition for ten (10) percent of the championship segment in the student-athlete's sport.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>	<p>Suspension from intercollegiate competition for fifty (50) percent of the championship segment in the student-athlete's sport.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>	<p>Suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>

(a) *Performance-Enhancing Drugs*

(i) *General.* Upon the first positive finding for use of a performance-enhancing drug, the student-athlete shall be subject to probation, a ban on intercollegiate competition, and practice and conditioning restrictions as set forth in the schedule in paragraph VI.B.4. Upon a subsequent positive finding for use of a performance-enhancing drug, the student-athlete shall lose any remaining athletics eligibility at Baylor University.

(ii) *Failed NCAA or Big 12 Test.* If the student-athlete's positive finding is the result of a confirmed positive test in the NCAA or Big 12 drug testing programs, participation sanctions imposed under this Program shall mirror such participation sanctions.

(b) *Street Drugs*

(i) *General.* Upon the first positive finding for use of a street drug, the student-athlete may be subject to probation and/or a ban on intercollegiate competition as set forth in the schedule in paragraph VI.B.4. Upon any subsequent positive findings for use of a street drug, the student-athlete shall be subject to the next level of sanctions for the test-positive street drug, even if the test-positive street drug differs from the previous test-positive street drug. When the sanctions

required under paragraph VI.B.4 include a ban on intercollegiate competition for a percentage of the championship segment in the student-athlete's sport, the calculation shall be based on the number of permitted contests or dates of competition in the regular season of that sport and shall be rounded to the nearest whole number. The ban shall run from the expiration of the time for appeal, or the denial of a timely filed appeal, until the requisite number of championship segment contests or dates of competition have elapsed. If the student-athlete cannot satisfy the ban in one championship segment, the ban shall continue through all subsequent intercollegiate competitions until the requisite number of championship segment contests or dates of competition have elapsed. In any case involving a student-athlete who participates in multiple sports, the Committee shall have discretion to determine how the ban on intercollegiate competition applies across the student-athlete's playing seasons.

(ii) *Failed NCAA or Big 12 Test.* If the student-athlete's positive finding is the result of a confirmed positive test in the NCAA or Big 12 drug testing programs, participation sanctions imposed under this Program shall run concurrently with such participation sanctions.

(c) *Aggravating Circumstances*

(i) *Risk to Self or Others.* If, upon notification by the Drug Testing Coordinator of a positive finding, the Director of Athletics determines that the student-athlete's positive finding resulted from circumstances posing a significant risk to self or others (such as use of cocaine, heroin, or hallucinogens), the Director of Athletics may impose sanctions beyond those set forth in the schedule of sanctions, in addition to notifying appropriate University officials as permitted under paragraph VI.B.1.c.

(ii) *Category of Subsequent Positive.* Where a positive finding for use of a performance-enhancing drug precedes or follows a positive finding for use of a street drug, the Committee may impose sanctions beyond those set forth in the schedule of sanctions.

(iii) *Timing of Increase.* The Director of Athletics or the Committee shall make any decision to increase sanctions within five business days of the final disposition of the positive finding.

(d) *Mitigating Circumstances*

(i) *Use Prior to Enrollment.* A student-athlete may assert under paragraph VI.B.1.b that a positive finding resulted from the student-athlete's use of a banned drug prior to his/her initial enrollment at Baylor University. Upon notification of such an assertion, the Committee shall decide based on its review of the facts whether the student-athlete has demonstrated it was more likely than not that the positive finding resulted from use of the banned drug prior to the student-athlete's initial enrollment at Baylor. The Committee shall render its decision within thirty business days from receipt of notification of such assertion. If the Committee determines that it was more likely than not that the positive finding resulted from use of the banned drug prior to the student-athlete's initial enrollment at Baylor, it may, within its discretion, void the positive finding or reduce the sanction. Otherwise, the Department of Athletics representative shall issue the written confirmation and notice of the student-athlete's right to appeal described in paragraph VI.B.1.a. Whether or not the Committee voids the positive finding, the Committee shall refer the student-athlete for drug counseling assessment and treatment in accordance with paragraph VI.B.2 and may place the student-athlete on probation in accordance with paragraph VI.B.3 for the length of time not to

exceed the corresponding period of probation for a first positive for the drug in question.

(ii) *Unintentional Use of Performance-Enhancing Drug.* In the case of a first positive finding in testing under this Program for a performance-enhancing drug, a student-athlete may assert under paragraph VI.B.1.b that the positive finding resulted from the student-athlete's unintentional use of the banned drug. Upon notification of such an assertion, the Committee shall decide based on its review of the facts whether the student-athlete has demonstrated it was more likely than not that the student-athlete's use of the banned drug was unintentional. The Committee shall render its decision within ten business days from receipt of notification of such assertion. To demonstrate "unintentional use," a student-athlete must demonstrate that he/she had no intent to use a banned substance; lack of knowledge of the ingredients of a supplement or other reckless conduct by the student-athlete does not demonstrate "unintentional use." If the Committee determines that it was more likely than not that the student-athlete unintentionally used a performance-enhancing drug, it shall suspend the one-year ban on intercollegiate competition. Otherwise, the Department of Athletics representative shall issue the written confirmation and notice of the student-athlete's right to appeal described in paragraph VI.B.1.a. In the event that the Committee suspends the one-year ban on intercollegiate competition, the student-athlete may engage in practice and conditioning, but shall not compete until a negative re-test confirms that the banned drug has left the student-athlete's system. A subsequent positive finding for a performance-enhancing drug shall be treated as a second positive.

(iii.) *Request for relief of a positive finding.* A student-athlete may submit to the Committee a written request to have relief from a previous positive finding that occurred as a part of the Program. This request may only occur once per substance during the student-athlete's eligibility for competition. The student-athlete must meet the following criteria to be eligible for consideration by the Committee:

- (A.) The most recent positive finding in the Program for the substance of abuse occurred at least (2) calendar years from the time of the request.
- (B.) The positive finding the student-athlete is requesting relief from did not occur at a previous institution or in conjunction with a NCAA or Big 12 drug test.

(e) *Failure to Appear; Refusal to Submit; Failure to Cooperate; Manipulation or Tampering.* For purposes of the schedule of sanctions, if the Committee determines that the circumstances warrant a positive finding, a failure to appear for or refusal to submit to a required drug test, a failure to cooperate with the test, the manipulation of or tampering with a test sample, or an attempt to sabotage the collection process or to materially affect the results will ordinarily be treated as a positive finding for performance-enhancing drugs. The Committee may, however, reduce the standard sanction based on the circumstances of the positive finding.

(5) *Application for Fifth Year of Athletics Eligibility.* A student-athlete who is banned from intercollegiate competition for a whole or part of any season as part of a sanction under this Program shall not be permitted to assert inability to compete during the ban as a basis for seeking a fifth year of athletics eligibility at Baylor.

(6) *Permanent Loss of Athletics Eligibility; Termination of Grant-in-Aid.* When a student-athlete incurs a permanent loss of athletics eligibility at Baylor University under this Program, the student-athlete is banned from conditioning, practicing, competing, and engaging in any other participation on any intercollegiate team at Baylor. In addition, when a student-athlete incurs either a permanent loss of athletics

eligibility or a loss of athletics eligibility that is equal to or greater than his or her remaining athletics eligibility at Baylor as a sanction under this Program, the University may terminate his or her grant-in-aid at the earliest point consistent with NCAA, Big 12, and University rules.

VII. Appeals

A. Grounds for Appeal. Within five business days of receiving the written confirmation pursuant to paragraph VI.B.1.a, the student-athlete, through a written submission to the Chair of the Appeals Board, may appeal a positive finding or sanction under this Program on one of the following grounds: (1) a procedural irregularity or defect materially affected the outcome of the test on which the positive finding was based; (2) a positive finding was otherwise in error, as demonstrated by compelling evidence; (3) an exercise of discretionary authority expressly conferred under this Program was arbitrary and capricious; or (4) a determination under paragraph VI.B.4.d concerning use prior to a student-athlete's initial enrollment or unintentional use of a performance-enhancing drug was in error, as demonstrated by compelling evidence.

B. Consideration of Appeal. A three-member panel of the Appeals Board shall have the authority to establish the procedures, rules, and limitations under which the student-athlete may present evidence and the authority to establish other procedural elements of the appeal. A panel of the Appeals Board may (but is not obligated to) require a student-athlete to undergo an additional drug test before making its decision. Except in cases in which a panel of the Appeals Board is awaiting the results of an additional drug test or in the event of extraordinary circumstances as determined by the panel of the Appeals Board, the panel shall notify the student-athlete in writing of the disposition of the appeal within thirty business days of receiving the review request. In cases in which a panel of the Appeals Board is awaiting the results of an additional drug test, the panel shall notify the student-athlete in writing of the disposition of the appeal within thirty business days of receiving the results of the test. Nothing in this paragraph is intended to suggest that a panel of the Appeals Board should or is obligated to require or consider an additional drug test in any particular case.

C. Remedies. If the Appeals Board concludes that a procedural irregularity or defect materially affected the outcome of the test on which the positive finding was based or that the positive finding was otherwise in error, the Appeals Board shall set aside the positive finding. If the Appeals Board concludes that an exercise of discretionary authority expressly conferred under this Program was arbitrary and capricious, the Appeals Board shall set aside the positive finding or reduce or set aside the sanction, as appropriate. If the Appeals Board concludes that a determination under paragraph VI.B.4.d.i on use of a banned drug prior to the student-athlete's initial enrollment at Baylor was in error, the Appeals Board shall at a minimum refer the student-athlete for drug counseling assessment and treatment in accordance with paragraph VI.B.2, and it may in addition void the positive finding, reduce the sanction, and/or place the student-athlete on probation in accordance with paragraph VI.B.3 for the length of time corresponding to probation for a first positive for the drug in question. If the Appeals Board concludes that a determination under paragraph VI.B.4.d.ii on unintentional use of a performance-enhancing drug was in error, the Appeals Board shall suspend the one-year ban on competition.

D. Finality. Decisions of the Appeals Board are final.

Policy Approved: July 14, 2016

Policy Revised: September 23, 2016, November 16, 2016, June 4, 2018, August 31, 2018, November 3, 2021, June 21, 2022.

	Notification	Assessment/Treatment	Participation Sanctions / Probation / Loss of Eligibility / Loss of Grant-in-Aid			
			First Positive	Second Positive	Third Positive	Fourth Positive
Use of Performance - Enhancing Drugs	<ul style="list-style-type: none"> meeting between student-athlete, designated Athletic Department Staff/Coaches, and invited personnel, followed by written confirmation of sanctions in discretion of Director of Athletics, notification to student-athlete's parents/guardian and team personnel; notification to other University officials if necessary to protect student well-being, the safety of the University community, or for other legitimate purposes 	<ul style="list-style-type: none"> referral to substance abuse counselor for assessment determination by substance abuse counselor of intervention that would best meet student-athlete's needs Team physician evaluation which may be required to be completed before return to sport participation 	<p>One-year ban from intercollegiate competition, and</p> <p>No practice or conditioning until a negative re-test confirms that the substance has left the student-athlete's system, and</p> <p>Probation (periodic announced and unannounced testing) for duration of athletics eligibility.</p>	Permanent loss of athletics eligibility at Baylor University.	N/A	N/A
Use of Street Drugs Other than Marijuana	<ul style="list-style-type: none"> meeting between student-athlete, designated Athletic Department Staff/Coaches and invited personnel, followed by written confirmation of sanctions in discretion of Director of Athletics, notification to student-athlete's parents/guardian and team personnel; notification to other University officials if necessary to protect student well-being, the safety of the University community, or for other legitimate purposes 	<ul style="list-style-type: none"> referral to substance abuse counselor for assessment determination by substance abuse counselor of intervention that would best meet student-athlete's needs Team physician evaluation which may be required to be completed before return to sport participation 	<p>Suspension from intercollegiate competition for twenty (20) percent of the championship segment in the student-athlete's sport, and</p> <p>Probation (periodic announced and unannounced testing) for one year</p>	<p>Suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test, and</p> <p>Probation (periodic announced and unannounced testing) for duration of athletics eligibility</p>	Permanent loss of athletics eligibility at Baylor University	N/A
Use of Marijuana with THC level less than or equal to 50 ng/ml	<ul style="list-style-type: none"> meeting between student-athlete, designated Athletic Department Staff/Coaches and invited personnel, followed by written confirmation of sanctions in discretion of Director of Athletics, notification to student-athlete's parents/guardian and team personnel; notification to other University officials if necessary to protect student well-being, the safety of the University community, or for other legitimate purposes 	<ul style="list-style-type: none"> referral to substance abuse counselor for assessment determination by substance abuse counselor of intervention that would best meet student-athlete's needs Team physician following receipt of written notification 	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.	Mandatory meeting with addiction/recovery specialist and head coach.
Use of Marijuana with THC level at or between 50.1 ng/ml and 149.9 ng/ml	<ul style="list-style-type: none"> meeting between student-athlete, designated Athletic Department Staff/Coaches and invited personnel, followed by written confirmation of sanctions in discretion of Director of Athletics, notification to student-athlete's parents/guardian and team personnel; notification to other University officials if necessary to protect student well-being, the safety of the University community, or for other legitimate purposes 	<ul style="list-style-type: none"> referral to substance abuse counselor for assessment determination by substance abuse counselor of intervention that would best meet student-athlete's needs Team physician following receipt of written notification 	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, then probation (periodic announced and unannounced testing) for six months</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for ten (10) percent of the championship segment in the student-athlete's sport and probation (periodic announced and unannounced testing) for one</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for fifty (50) percent of the championship segment in the student-athlete's sport</p>	<p>Mandatory meeting with addiction/recovery specialist and head coach. No further sanction if agree to participate in CRP.</p> <p>If no CRP participation, suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test and probation (periodic announced and</p>

				year.	and probation (periodic announced and unannounced testing) for one year.	unannounced testing) for one year.
Use of Marijuana with THC level greater than or equal to 150 ng/ml	<ul style="list-style-type: none"> meeting between student-athlete, designated Athletic Department Staff/Coaches and invited personnel, followed by written confirmation of sanctions in discretion of Director of Athletics, notification to student-athlete's parents/guardian and team personnel; notification to other University officials if necessary to protect student well-being, the safety of the University community, or for other legitimate purposes 	<ul style="list-style-type: none"> referral to substance abuse counselor for assessment determination by substance abuse counselor of intervention that would best meet student-athlete's needs <p>Team physician following receipt of written notification</p>	Probation (periodic announced and unannounced testing) for six months	<p>Suspension from intercollegiate competition for ten (10) percent of the championship segment in the student-athlete's sport.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>	<p>Suspension from intercollegiate competition for fifty (50) percent of the championship segment in the student-athlete's sport.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>	<p>Suspension from intercollegiate competition for one (1) calendar year beginning on the date of the positive test.</p> <p>Probation (periodic announced and unannounced testing) for one year.</p>

Big 12 Conference Drug Testing Guidelines

All student-athletes are subject to drug testing by the Big 12 Conference. The Big 12 Conference conducts drug testing randomly at each conference school and in conjunction with conference championship events.

The confirmed use of steroids or urine manipulators listed on the NCAA Banned Drugs List will result in the loss of eligibility for the remainder of the academic year in all sports. In addition, the student-athlete will remain ineligible the following year through the number of contests he or she participated in during the season (e.g., if a student-athlete participated in two intercollegiate contests during the season in which the positive test result was provided, the student-athlete would be withheld from the first two intercollegiate contests in that sport the following season). If the student-athlete has not participated in intercollegiate competition during the academic year in which the positive result was obtained, the student-athlete will be charged with the loss of a season of competition.



2024-25 NCAA Banned Substances

NCAA legislation requires that schools provide drug education to all student-athletes. The athletics director or athletics director's designee shall disseminate the list of banned-drug classes to all student-athletes and educate them about products that might contain banned drugs. All student-athletes are to be notified the list may change during the academic year and that updates may be found on the NCAA website (ncaa.org). They should also be informed of the appropriate athletics department procedures for disseminating updates to the list. It is the student-athlete's responsibility to check with the appropriate or designated athletics staff before using any substance.

The NCAA bans the following drug classes:

1. Stimulants.
2. Anabolic agents.
3. Beta blockers (banned for rifle only).
4. Diuretics and masking agents.
5. Narcotics.
6. Peptide hormones, growth factors, related substances and mimetics.
7. Hormone and metabolic modulators.
8. Beta-2 agonist

Note: This is not a complete or exhaustive list. Any substance chemically/pharmacologically related to these classes also is banned. The school and the student-athlete shall be held accountable for all drugs within the banned-drug class regardless of whether they have been specifically identified. Examples of substances under each class can be found at ncaa.org/drugtesting. There is no complete list of banned substances.

Substances and Methods Subject to Restrictions:

1. Blood and gene doping.
2. Local anesthetics (permitted under some conditions).
3. Manipulation of urine samples.
4. Tampering of urine samples.
5. Beta-2 agonists (permitted only by inhalation with prescription).

NCAA Nutritional/Dietary Supplements:

Before consuming any nutritional/dietary supplement product, first review the product and its label with your athletics department staff.

1. There are no NCAA-approved nutritional or dietary supplements.
2. Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
3. Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.

4. Many nutritional/dietary supplements are contaminated with banned drugs not listed on the label.
5. While third-party tested and low-level risk products may be options, complete elimination of risk is impossible.
6. All nutritional/dietary supplements are taken at the student-athlete's own risk.

Athletics department staff should provide guidance to student-athletes about supplement use, including a directive to have any product checked by qualified staff members before consuming. The NCAA subscribes only to Drug Free Sport AXIS™ (AXIS) for authoritative review of label ingredients in medications and nutritional/dietary supplements. Contact AXIS at 816-474-7321 or axis.drugfreesport.com (access code ncaa1, ncaa2 or ncaa3).

THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES. DO NOT RELY ON THIS LIST TO RULE OUT ANY LABEL INGREDIENT.

Many nutritional/dietary supplements are contaminated with banned substances not listed on the label. It is the student-athletes responsibility to check with the appropriate or designated athletics staff before using any substance.

Drug Classes	Some Examples of Substances in Each Class	
Stimulants	Amphetamine (Adderall) Caffeine (Guarana) Cocaine Dimethylbutylamine (DMBA; AMP) Dimethylhexylamine (DMHA; Octodrine) Ephedrine Heptaminol Hordenine Lisdexamfetamine (Vyvanse) <i>Exceptions: Phenylephrine and Pseudoephedrine are not banned.</i>	Methamphetamine Methylhexanamine (DMAA; Forthane) Methylphenidate (Ritalin) Mephedrone (bath salts) Modafinil Octopamine Phenethylamine (PEA) and its derivatives Phentermine Synephrine (bitter orange)
Anabolic Agents	Androstenedione Boldenone Clenbuterol Clostebol DHCMT (Oral Turinabol) DHEA Drostanolone Epitrenbolone Etiocbolanolone	Methandienone Methasterone Nandrolone (19-nortestosterone) Oxandrolone SARMs [Ligandrol (LGD-4033); Ostarine; RAD140; S-23] Stanozolol Stenbolone Testosterone Trenbolone
Beta Blockers (banned for rifle only)	Atenolol Metoprolol Nadolol	Pindolol Propranolol Timolol
Diuretics and Masking Agents	Bumetanide Canrenone (Spironolactone) Chlorothiazide Furosemide <i>Exceptions: Finasteride is not banned.</i>	Hydrochlorothiazide Probenecid Triamterene Trichlormethiazide
Narcotics	Buprenorphine Dextromoramide Diamorphine (heroin) Fentanyl and its derivatives Hydrocodone Hydromorphone Meperidine	Methadone Morphine Nicomorphine Oxycodone Oxymorphone Pentazocine Tramadol
Peptide hormones, growth factors, related substances and mimetics	BPC-157 Growth hormone (hGH) Human Chorionic Gonadotropin (hCG) <i>Exceptions: Insulin, Synthroid and Forteo are not banned.</i>	Erythropoietin (EPO) IGF-1 (colostrum; deer antler velvet) Ibutamoren (MK-677)
Hormone and Metabolic Modulators	Anti-Estrogen (Fulvestrant) Aromatase Inhibitors [Anastrozole (Arimidex); ATD (androstatrienedione); Formestane; Letrozole] PPAR-d [GW1516 (Cardarine); GW0742] SERMS [Clomiphene (Clomid); Raloxifene (Evista); Tamoxifen (Nolvadex)]	
Beta-2 Agonists	Albuterol Formoterol Higenamine	Salbutamol Salmeterol Vilanterol

Any substance that is chemically/pharmacologically related to one of the above drug classes, even if it is not listed as an example, is also banned.

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting AXIS at 816-474-7321 or axis.drugfreesport.com (access code ncaa1, ncaa2 or ncaa3).

Sexual and Interpersonal Misconduct/Title IX and Civil Rights Reporting and Resources

Reporting

The mission of Equity, Civil Rights, and Title IX is to engage in issues of harassment and discrimination with care and integrity to actively shape a conscientious community where members are valued, empowered and recognized. The Equity, Civil Rights, and Title IX (ECRT) Office has oversight of two policies to aid in doing this:

The Sexual and Interpersonal Misconduct (SIM) Policy addresses harassment on the basis of sex. Prohibited conduct includes sexual harassment, sexual assault, dating violence, stalking, and retaliation. Visit baylor.edu/titleix/ for additional information.

The Civil Rights Policy addresses harassment and discrimination on the basis of Protected Characteristics. Protected Characteristics include: race, color, disability, national origin, ancestry, sex, age (over 40), citizenship, genetic information, or the refusal to submit to a genetic test, past, current, or prospective service in the uniformed services, or any other characteristic protected under applicable federal, Texas, or local law. Retaliation is also prohibited. Visit baylor.edu/civilrights/ for additional information.

Parties have many options, including seeking counseling or assistance from a Confidential Resource, making a report under the Policy, and/or making a report to law enforcement. The University recognizes that deciding among these options can be difficult and is an intensely personal decision. Parties are encouraged to seek assistance from a Confidential Resource and to explore all potential reporting and support options. Students can access confidential resources on campus through the Baylor University Counseling Center and Baylor University Health Services; students and employees can access a Confidential Resource in the Office of Spiritual Life, University Chaplain Burt Burleson. Employees can access private supports through the Employee Assistance Program.

In an emergency: Call 9-1-1 or the Baylor University Police Department at 254-710-2222. Law enforcement assistance is available both on and off campus. Individuals are encouraged to contact law enforcement and seek help as soon as possible following an incident that may pose a threat to safety or physical well-being or following a potential criminal offense.

Online reporting: Click www.baylor.edu/reportit to report a SIM/Title IX or Civil Rights incident through the web portal. While the website does require a Bear id and password to be entered to access the webpage, that information is not tracked or retained by Baylor.

Anonymous option for students and third parties: [Click here](#) to report anonymously through Ethics Point. This third-party reporting feature offers an option to re-access a report to see responses from the ECRT staff. Additional communication can also take place in the anonymous setting.

Phone, Email or In-Person: Reports can also be made directly to the ECRT Office by calling 254-710-8454, emailing Equity@baylor.edu, or visiting Suite 285 in Clifton Robinson Tower.

Amnesty (SIM Policy): The University wishes to encourage good faith reports of conduct prohibited under this policy. Therefore, the University will not pursue disciplinary action against a student enrolled at the University who makes a good faith report to the University as a complainant or a witness to an incident of Prohibited Conduct for a violation by the student of the University's Student Conduct Code.

Similarly, the University will not pursue disciplinary action against a complainant, respondent, or witness for disclosure of a violation of Campus Living and Learning's visitation policy or of personal consumption of alcohol or other drugs (underage or illegal) where the disclosure is made in connection with a good faith report or resolution process and the personal consumption did not place the health or safety of any other person at risk, regardless of the outcome of the University's resolution process.

Additionally, the University will not pursue disciplinary action against students (complainants, respondents, or witnesses) for conduct in violation of the [Sexual Conduct Policy](#). Under no circumstances will a complainant or witness who makes a report of sexual assault or other Prohibited Conduct, or a respondent who participates in a resolution process be charged with violating the [Sexual Conduct Policy](#), regardless of the outcome.

Equity, Civil Rights, and Title IX Office

Laura Johnson, Ph.D., Associate Vice President for Equity & Title IX Coordinator
Clifton Robinson Tower, Suite 285
Baylor University
Waco, Texas 76798-7011
254-710-8454
TitleIX_Coordinator@baylor.edu

Resources

Harassment and discrimination experiences can be some of the most difficult life-experiences. Support and next steps for all parties can be difficult to navigate. Be assured that we are here to help you. If you have any questions or concerns, contact the Equity, Civil Rights and Title IX Office or one of the confidential resources listed below:

OTHER CAMPUS CONFIDENTIAL RESOURCES

Baylor University Counseling Center

McLane Student Life Center, 2nd Floor
24 Hour Hotline: 254-710-2467
baylor.edu/counseling_center

Baylor University Health Services Center

McLane Student Life Center, 2nd Floor
254-710-1010
baylor.edu/health_center

Dr. Burt Burleson, University Chaplain

Bobo Spiritual Life Center
254-710-3517
Burt_Burleson@baylor.edu
baylor.edu/spirituallife

Sahr Mbriwa, Chaplain and Coordinator of Campus Ministry

Louise Herrington School of Nursing (Dallas)
972-576-9222
Sahr_Mbriwa@baylor.edu

Baylor Athletics Department

Dr. Don Arterburn
Director of Mental Health Services
219.1 Highers Building
254-749-8385
Don_Arterburn@baylor.edu

Trinity Martinez
Athletics Case Manager
254-710-3636
Trinity_Martinez1@Baylor.edu

CAMPUS NON-CONFIDENTIAL RESOURCES

Baylor Athletics Department

Lauren Spencer
236 Highers Building
254-405-7123

Lauren_Spencer@Baylor.edu

Baylor University Campus Living & Learning

Penland Residence Hall
254-710-3642

living@baylor.edu
baylor.edu/cll

Baylor University Police Department

Speight Plaza Parking Facility
254-710-2222

Baylor University Student Life

McLane Student Life Center, 1st Floor
254-710-1314

baylor.edu/student_life

Center for Global Engagement

Hankamer H160
254-710-2657

baylor.edu/globalengagement

Office of Academic Support Programs

Sid Richardson, West Wing
254-710-8696

academic_support@baylor.edu
baylor.edu/support_programs

Office of Access & Learning Accommodation (OALA)

Sid Richardson, East Wing
254-710-3605

OALA@baylor.edu
baylor.edu/oala/

Office of Financial Aid, Student Financial Services

Clifton Robinson Tower, Suite 150
254-710-2611

financial_aid@baylor.edu
www.baylor.edu/sfs

Office of the Provost

Pat Neff 109
254-710-3601

baylor.edu/provost

Paul L. Foster Success Center

Sid Richardson, West Wing
254-710-8212

Success_Center@baylor.edu
baylor.edu/successcenter

COMMUNITY RESOURCES

2-1-1 Texas

Resource-Finding Service

2-1-1

211texas.org

Advocacy Center for Crime Victims and Children

Counseling, Case Management, Advocates, Prevention

24 Hour Hotline: 254-752-7233

254-752-9330

advocacycntr.org

Baylor Scott & White Medical Center – Hillcrest

100 Hillcrest Medical Blvd.

Waco, TX 76712

254-202-2000

Family Abuse Center

Counseling, Housing Assistance, Residential Shelter

24 Hour Hotline 800-283-8401

info@familyabusecenter.org
familyabusecenter.org

Heart of Texas Region Mental Health Mental Retardation (MHMR) Center

Mental Health, Rehabilitation, Psychiatric Care

24 Hour Hotline: 254-752-3451

Toll Free: 1-866-752-3451

McLennan County Courthouse

Protective Orders

501 Washington Ave.

Waco, TX 76701

254-757-5084

Providence DePaul Center

Psychiatric and Substance Abuse Services

254-776-5970

Providence Hospital

6901 Medical Parkway
Waco, TX 76712
254-751-4180

Waco Police Department

254-750-7500
9-1-1

NATIONAL HOTLINES

National Sexual Assault Hotline

800-656-HOPE

**Rape, Abuse, and Incest National Network
(RAINN) National Sexual Assault Hotline**

800-656-4673



NCAA Board of Governors Policy on Campus Sexual Violence

Preamble

The NCAA is a voluntary membership organization dedicated to promoting and developing its core values of academics, well-being and fairness among the 1,100 member schools and more than 450,000 student-athletes who participate in college sports. Sexual discrimination, sexual harassment and sexual and interpersonal violence violate human decency and the Association's core values.

Association's Efforts in Sexual Violence Prevention

The Association has been actively engaged in addressing sexual violence prevention through proactive membership and societal engagement measures since 2010. In 2010, the NCAA Executive Committee (now NCAA Board of Governors) issued a directive to the NCAA Committee on Sportsmanship and Ethical Conduct to support the membership in addressing sexual violence on campus. The directive was followed-up with the 2011 Summit on Violence Prevention. In 2012, the NCAA sponsored a think tank, which led to the production of the comprehensive 2014 guide titled "Addressing Sexual Assault and Interpersonal Violence." In August 2014, the Executive Committee passed a resolution that specifies that appropriately addressing sexual violence is integral to responsible intercollegiate athletics programs. Specifically, the resolution states that addressing sexual violence: (1) Is consistent with the values and principles articulated in the NCAA Constitution; (2) Is mandated by state and federal laws; and (3) Must be part of a collaborative effort with campus policies. Following the resolution, a newly formed interdisciplinary task force produced the "Sexual Violence Prevention Toolkit" in 2016 and updated in 2019, which is endorsed by 12 Higher Education organizations, five NCAA committees and three national organizations. Also in 2016, the NCAA convened the Higher Education Summit on Sexual Assault and Interpersonal Violence which included representatives from higher education associations, NCAA Association-wide committees and subject matter experts. In August of that year, the Board of Governors appointed a Commission to Combat Campus Sexual Violence, for which the commission defined the aspirational culture for colleges and universities as:

A positive and thriving athletics team culture that revolves around respect and empathy for all, fostering a climate in which all feel that they are respected, valued and contributing members of their teams, athletics programs and institutions; and creating an environment in which students (athletes and nonathletes alike) feel safe and secure, both emotionally and physically, and are free of fears of retaliation or reprisal. The positive culture exuded by a member institution's NCAA teams is the catalyst for a positive culture across an entire campus.

In keeping with this aspirational culture, the commission recommended the Board of Governors adopt an Association-wide policy to reinforce previous efforts of the Association in addressing campus sexual violence and this document represents the Board of Governors' adoption of such policy.

Overarching Principles

1. Intercollegiate athletics departments should be informed on and integrated in overall campus policies and processes addressing sexual and interpersonal violence prevention and acts of sexual violence, particularly those related to adjudication and resolution of matters related to sexual and interpersonal violence.
2. Intercollegiate athletics departments should review annually the most current Checklist Recommendations of the NCAA Sexual Violence Prevention Toolkit, using it as a guide with resources to conduct ongoing, comprehensive education for student-athletes, coaches and athletics administrators.
3. Intercollegiate athletics programs should utilize their platform to serve as leaders on campus through engagement in and collaboration on efforts to support campus-wide sexual and interpersonal violence prevention initiatives. This includes involving student-athletes in

prevention efforts in meaningful ways across the campus, including encouraging use of leadership roles on campus to support such efforts.

Each university chancellor/president, director of athletics and campus Title IX coordinator* must attest annually that:

1. The athletics department is informed on, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual and interpersonal violence.
2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator*, are readily available within the department of athletics, and are provided to student-athletes.
3. All student-athletes, coaches and staff have been educated each year on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements.
4. All incoming, continuing and transfer student-athletes have completed an annual disclosure related to their conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence.** Transfer student-athletes also must disclose whether a Title IX proceeding was incomplete at the time of transfer. Failure to make a full and accurate disclosure could result in penalties, including loss of eligibility to participate in athletics as determined by the member institution.
5. Institutions have taken reasonable steps to confirm whether incoming, continuing and transfer student-athletes have been disciplined through a Title IX proceeding or criminally convicted of sexual, interpersonal or other acts of violence.** In a manner consistent with federal and state law, all NCAA member institutions must share relevant discipline information and incomplete Title IX proceedings as a result of transfer with other member institutions when a student-athlete attempts to enroll in a new college or university.
6. An institution choosing to recruit an incoming student-athlete or accept a transfer student-athlete must have a written procedure that directs its staff to gather information that reasonably yields information from the former institution(s) to put the recruiting institutional leadership on notice that the student left the institution with an incomplete Title IX proceeding, was disciplined through a Title IX proceeding or has a criminal conviction for sexual, interpersonal or other acts of violence.** Failure to have it written and to gather information consistent with that procedure could result in penalties.

Further, the athletics department will cooperate with college or university investigations into reports and matters related to sexual and interpersonal violence involving student-athletes and athletics department staff in a manner compliant with institutional policies for all students.

If a school is not able to attest their compliance with the above requirements, it will be prohibited from hosting any NCAA championship competitions for the next applicable academic year.

**For international members and schools that do not receive federal funding, or are otherwise exempt from Title IX, the signature should be from the Title IX coordinator or institutional staff member with comparable responsibilities.*

***A person who has been disciplined through a Title IX proceeding or criminally convicted, regardless of the degree, and whether the result of a plea or court determination, of either of the following:*

Interpersonal Violence: *Violence that is predominantly caused due to the relationship between the victim and the perpetrator, including dating and domestic violence.*

Sexual Violence: *A term used to include both forcible and nonforcible sex offenses, ranging from sexual battery to rape.*

Other Acts of Violence: *Crimes including murder, manslaughter, aggravated assault or any assault that employs the use of a deadly weapon or causes serious bodily injury.*

Eligibility

NCAA Guidelines

At the beginning of the year, each student-athlete is required to sign several documents before being permitted to practice or compete. Failure to sign any of these documents will result in immediate ineligibility for practice, competition and athletics aid. If you have questions about signing these forms, please contact the Compliance Office.

Fulltime Enrollment

As an undergraduate student, you must be enrolled in at least 12 credit hours to be eligible for practice and competition. You may not drop below or enroll in less than 12 credit hours unless you need less than 12 credits to graduate that term. As a graduate student, you must be enrolled in the minimum hours for fulltime status as defined by the Office of the Registrar.

Continuing Eligibility

In order to be eligible for athletics aid, practice and competition after your initial year in residence or after you have used a season of competition in a sport, you must meet the continuing eligibility requirements.

Good Academic Standing

You must be in good academic standing as defined by Baylor University. It is possible to be on academic probation and still be in good academic standing. However, if you are suspended for academic reasons, you are not in good academic standing.

The University's standards for probation and suspension are as follows. If your cumulative or term grade point average drops below a 2.00, you will be placed on probation. Once you are placed on probation, you must raise your cumulative and/or term grade point average to a 2.00 within the period of time determined by your academic dean. The minimum period of time is one year; however, during this time period you must achieve a term grade point average of at least a 2.00 at the end of each term of enrollment, or you will be suspended from Baylor University. The University has in place a probation/suspension appeals process. Please contact your Academic Coach for assistance with your appeal. In order to be reinstated, you must file an appeal. If you do not file an appeal, you will be suspended automatically.

Progress Toward Degree

You must make satisfactory progress toward a degree as defined by Baylor, the Big 12 Conference and the NCAA in order to be eligible for competition. If you are ineligible at the beginning of a fall term, eligibility may be reinstated at the beginning of the spring term of that academic year based upon satisfactory completion of the eligibility requirements for most sports. Big 12 Conference and NCAA eligibility requirements are measured in light of Baylor's degree requirements as set forth in the Baylor University Undergraduate Catalog. NCAA rules vary depending on when you first enrolled in a college or university.

Eligibility Between Terms

In order for any student-athlete to be eligible to compete in postseason competition occurring between regular terms, he or she must have satisfactorily completed six semester hours of academic credit during the preceding regular academic term.

Credit Hour Requirements

In order to be eligible for competition after you have attended a collegiate institution for one academic year or completed a season of competition, you must have earned a certain number of credit hours before the semester designated below:

3 rd Semester	Satisfactory completion of 24 credit hours. 18 credit hours must have been earned during the fall and spring terms.
5 th Semester	See Percentage of Degree Requirements.
7 th Semester	See Percentage of Degree Requirements.
9 th Semester	See Percentage of Degree Requirements.

Additionally, you must successfully complete a minimum of 6 credit hours each semester in order to be eligible for postseason competition between terms or to be eligible for any competition the following term. Football student-athletes must complete a minimum of 9 credit hours in the fall term to be eligible for competition the following fall.

Designation of Degree Program

You must designate a degree program prior to the start of your fifth semester and begin making progress toward the degree, or you may not compete. This requirement applies to transfer students as well and transfers must leave their previous institutional eligible. Your Academic Coach will help you declare a degree no later than the end of your fourth semester. The calculation of hours to meet the credit hour requirements shall be based upon credit hours earned or accepted for degree credit toward any of Baylor's degree programs or if you have designated a specific baccalaureate degree program, toward that degree program.

Percentage of Degree Requirements

The percentage of degree requirements are applied according to the number of semesters of actual attendance, not years of enrollment. This rule applies immediately to transfer students. In order to be eligible for competition, you must successfully complete a certain percentage of your degree (measured by credit hours) before the semester designated below:

5 th Semester	40% (50 credit hours*) 18 credit hours must have been earned during the fall and spring terms.
7 th Semester	60% (75 credit hours*) 18 credit hours must have been earned during the fall and spring terms.
9 th Semester	80% (100 credit hours*) 18 credit hours must have been earned during the fall and spring terms.

*This information is based on a degree program that requires 124 credit hours to graduate. Because some degree programs require more than 124 credit hours to graduate, be sure to check with your Academic Coach so you know exactly what is needed to ensure your eligibility.

Minimum Grade Point Average

In addition to meeting Baylor's grade point average standards under the academic probation and suspension policy, you must present the following cumulative minimum grade point average in order to meet NCAA requirements to be eligible:

3 rd Semester	90% of the cumulative minimum GPA required for graduation (1.80**)
5 th Semester	95% of the cumulative minimum GPA required for graduation (1.90**)
7 th Semester	100% of the cumulative minimum GPA required for graduation (2.00**)
9 th Semester	100% of the cumulative minimum GPA required for graduation (2.00**)

**This information is based on a degree program that requires a 2.00 grade point average to graduate.

Correspondence Courses

Correspondence, extension and credit-by-examination courses taken at other institutions will not be used in determining satisfactory progress. Correspondence courses taken during the academic year may not be used to meet either the minimum full-time enrollment requirement (i.e., 12-hour rule) or the Big 12 Conference Continuing Eligibility Rule.

Summer School Attendance at Baylor

The Department of Athletics may provide athletics aid to attend summer school at Baylor if you received athletics aid during the preceding academic year. Summer athletics aid is generally provided at the same percentage you received during the previous academic year. All incoming student-athletes, scholarship, non-scholarship, and transfers, may receive summer athletic aid in full.

It is a privilege to attend summer school. The University takes into consideration your class attendance,

use of tutors, study hall attendance and your Head Coach's recommendation. In any case of abuse of the summer school program, athletic aid may be rescinded leaving the student-athlete financially responsible and may owe money back to Baylor.

Transferring Summer School Credit to Baylor

Sometimes student-athletes prefer to take courses during the summer at another school. NCAA rules do not permit Baylor to pay for summer school at another college. If you wish to take classes at another school, you must get approval from your Academic Coach. Be sure to request an official transcript to be sent to Baylor following the completion of your coursework.

Eligibility Rules for Baseball Student-Athletes

14.4.3.1.3.1 Exception—Baseball

In baseball, a student-athlete who is subject to the 24-semester or 36-quarter credit-hour requirement at the beginning of an institution's fall term and fails to meet the requirement based on the student-athlete's academic record in existence at that time shall not be eligible during the remainder of the academic year.

14.4.3.1.4.2 Additional Application—Baseball

In baseball, a student-athlete who is subject to the 18-semester/27-quarter hour requirement at the beginning of an institution's fall term and fails to meet the requirement based on the student-athlete's academic record in existence at that time shall not be eligible during the remainder of the academic year.

14.4.3.1.5 Additional Application of Six-Hour and Transfer Rules—Baseball

In baseball, a student-athlete who fails to meet the requirements of Bylaws 14.4.3.1-(c) or 14.4.3.1.2, or both, to be eligible for an institution's fall term shall not be eligible during the remainder of the academic year.

14.4.3.2.3.1 Exception—Baseball

In baseball, a student-athlete who is ineligible under this provision at the beginning of an institution's fall term shall not be eligible during the remainder of the academic year.

14.4.3.3.2.1 Exception—Baseball

In baseball, a student-athlete who is ineligible under this provision at the beginning of an institution's fall term shall not be eligible during the remainder of the academic year.

Eligibility Rules for Football Student-Athletes

14.4.3.1.6 Additional Requirements—Football

In football, a student-athlete who is a member of the institution's football team and who does not successfully complete at least nine-semester hours or eight-quarter hours of academic credit during the fall term or does not earn the Academic Progress Rate eligibility point for the fall term (or does not successfully complete either requirement) shall not be eligible to compete in the first four contests against outside competition in the following playing season.

Financial Aid

Purpose

As a member of the NCAA and Big 12 Conference, Baylor University is committed to supporting its student-athletes with institutionally provided financial aid awards that meets the full complement of scholarships allowed by the NCAA and Big 12 Conference. Additionally, we are committed to the success of our programs through competitive policies and practices that promote program success and responsible stewardship of Baylor University resources. Our foremost priority is to provide reasonable efforts and resources to ensure that student-athletes earn their undergraduate degree at Baylor University.

NCAA Guidelines

Athletics aid may be provided to undergraduate students with eligibility remaining, graduate students with eligibility remaining, undergraduate students completing a degree, or a former student-athlete returning to complete an undergraduate degree. Student-athletes receiving athletics aid are reviewed on a case-by-case

basis for an award and are expected to complete their undergraduate degrees in a timely manner.

Post-eligibility aid is not a guarantee and each case for the granting of post-eligibility aid is subject to a review process by the Athletic Department. Talk to your Head Coach and Compliance Office about any plans to apply for post-eligibility aid. Post-eligibility aid to complete a graduate degree may or may not be granted.

The maximum athletics scholarship may cover up to the cost of attendance. You may receive other types of financial aid and scholarships up to the cost of attendance should the aid not conflict with any accounting towards NCAA team limitations.

Almost every type of aid you receive counts toward your individual limit and the institutional team limit. All aid must be administered through Baylor. If you receive an award that will place you and/or the team over the NCAA limits, you will have to relinquish the outside aid or have your athletics aid reduced. Any outside scholarships must be reported to Baylor, and you must complete the Outside Scholarship Report process described on the Student Financial Services website. The compliance staff can answer any of your questions.

Books

Baylor provides books on a loan basis to student-athletes receiving a book scholarship. It is your responsibility to obtain the textbooks and course materials from the Student-Athlete Center for Excellence. Book distribution takes place in the Student-Athlete Center for Excellence. All textbooks must be returned at the end of each term. If your books are lost or stolen, or if you fail to turn them in on time, you will be charged the used-book replacement cost. Student-athletes must pick up and return their own books. Books will not be issued to or accepted from anyone other than the individual responsible for the books. Also, books may not be turned in to any other area within the Department of Athletics. They may only be returned to the book room in the Student-Athlete Center for Excellence. The Student-Athlete Center for Excellence will provide you with a clearance receipt when all books are returned.

If you wish to keep a textbook, you may purchase a used copy of the same book at one of the bookstores, and exchange that edition with the one you used from the Student-Athlete Center for Excellence book room. Deliver the book to the Student-Athlete Center for Excellence and the staff there will make the exchange.

Course Materials

Baylor may provide or reimburse book scholarship student-athletes for required textbooks and course materials. The student-athlete will need to complete a request with the Compliance Office and provide a copy of the course syllabus stating the material is required of all students and a receipt for the item(s).

University Meal Plans, Housing and Personal Expenses

If you have a housing scholarship, the athletics department will pay the cost of your on or off-campus housing up to the amount stated in your scholarship agreement. If you have a food scholarship, the athletics department will pay the cost of your on or off-campus meals up to the amount stated in your scholarship agreement. Your food scholarship is separate from any meals or meal money provided to you under NCAA rules as incidental to your participation (e.g., when you miss a meal due to practice). If you are receiving the miscellaneous/personal expenses, you shall also receive this up to the amount stated in your scholarship agreement.

If a freshman student-athlete wants to live off-campus, he or she must seek approval of the Head Coach. Otherwise, all freshmen student-athletes will be expected to live in on-campus housing. If you live in one of the residence halls, you must follow the guidelines set forth in the Guide to Residence Hall Living, which is available in the Office of Campus Living & Learning (254-710-3642). The University offers several meal plans through dining halls. If you live off-campus, check with your Head Coach regarding which meal plan is best considering your practice and competition schedule.

Beauchamp Athletics Nutrition Center (BANC)

The BANC is an athletic dining facility open to all student-athletes that is designed to enhance nutrition for our student athletes. Meal plans for the BANC require additional approval and are not available options to select through the regular meal plan selection process. Student-athletes requesting a BANC meal plan are

to communicate with your coach the request along with your Baylor ID number. All freshmen student-athletes are required to have a meal plan. All student-athletes, scholarship and non-scholarship, should discuss with their coaching staff what meal plan is best for them. All student-athletes also have the option of purchasing meals on a per meal basis by paying at the front door.

- Student-athletes must have a functioning Baylor finger scan to access their plan without a Baylor ID card.
- Student-athletes are advised to always have their Baylor ID card should the finger scanners become non-operational.
- Student-athletes are not permitted to sign in for meals unless approval is granted in advance.

Off-Campus Housing, Food, and Personal Expenses

Off-campus room and board scholarships will show up on your University bill as a credit. The credit will appear on your university account on the first day of class each semester, and then the last class day of each month. If you have an unpaid bill (e.g., parking ticket), the University will deduct the amount of the unpaid bill from your check. If you have problems receiving your off-campus stipend, contact the Compliance Office immediately.

- All student-athletes receiving any disbursements from their scholarship shall have set up direct deposit through the Baylor Cashier's Office via Bearweb/E-Bill/Bank Mobile.

Housing and Food Scholarships for International Student-Athletes

Due to Internal Revenue Service's rules, the housing, food and personal expense scholarships and insurance costs for international students will be assessed a withholding tax of 14%. The United States has a treaty agreement with several countries; students from those countries are exempt from the withholding tax. An international student-athlete should contact the Baylor University Payroll Office at 254-710-2217 to determine if his or her country is a member of the treaty agreement. If you qualify, there are forms that must be completed with the Payroll Office in order to receive your exemption.

Disbursement Schedule for Housing, Food, and Miscellaneous/Personal Expenses:

What things affect the amount of money you receive?

- Parking Tickets
- Library Fines/Book Replacements
- Damages to Room
- Parking Permits
- ID Replacements
- Class Change Fees
- Missed Tutor Appointments
- Health/Prescription Charges from the Baylor Health Center

Established Dates for the 2024-25 Academic Year Scholarship Disbursements:

Fall 2024

- August 16, 2024
- August 27, 2024
- September 25, 2024
- October 28, 2024
- November 26, 2024

Spring 2025

- January 11, 2025
- January 28, 2025
- February 25, 2025
- March 25, 2025
- April 25, 2025

Enhanced Nutritional Snack

Baylor Athletics will provide an enhanced nutritional snack to all enrolled and active student-athletes on the roster mid-day throughout the year via BearFuel, as \$11 per day (Monday thru Friday) preloaded on a card, with some exceptions. This daily rate must be used by the end of the day and is available to use from 7am-10pm daily. The daily allotment is not cumulative and resets each day. These snacks are available to all student-athletes regardless of scholarship status and at no cost to student-athletes so long as they are active on the roster as this is intended as a fueling option incidental to sport participation. Purchasing impermissible items (e.g., alcohol, energy drinks, supplements) using the Bear Fuel app will result in loss of access to Bear Fuel as described in the Bear Fuel operating procedures annually communicated to student-athletes. Performance Nutrition staff can help with questions related to using the Bear Fuel app. All other questions related to Bear Fuel access can be directed to Kenny Boyd, Cody Hall and/or Andrew Charbine.

Change of Schedule Fees

If a student-athlete drops a class and incurs a fee, he or she is responsible for the fee. Also, if you are late financially settling with Baylor by the designated date prior to each semester, student-athletes are responsible for any late fees or re-registration fees incurred. The Department of Athletics may not pay these fees.

Changes in the Amount or Percentage of Aid

If an increase in aid is substantiated, a new contract will be issued through the Athletics Compliance Office. Likewise, Baylor will recognize NCAA permissible reduction/cancellation terms. The Department of Athletics will annually highlight these terms in the student-athlete handbook. With the reduction or cancellation in aid, a new contract will be issued through the Athletics Compliance Office.

Reductions and Cancellations of Athletics Aid During the Scholarship Period and Renewals After the Scholarship Period

Athletic Scholarships may vary in length and amounts. The athletic aid agreement specifically states the academic years of the award and amount of financial support. Any aid beyond what is signed for is not guaranteed.

Baylor Athletics will not cancel or reduce an athletics scholarship during the scholarship period unless it is for one of the following reasons:

- The student-athlete becomes ineligible for intercollegiate competition due to any violation of NCAA, Big 12, or Baylor rules;
- The student-athlete fails to disclose required information or provides any false or misleading information on his/her application, letter of intent, financial-aid agreement, or other compliance office paperwork;
- The student-athlete engages in serious misconduct, or misconduct that results in Baylor suspending his/her athletic privileges or University suspension or expulsion;
- The student-athlete is arrested for a criminal offense with the penalty of felony, Class A, or Class B misdemeanor charge;
- The student-athlete voluntarily withdraws from the sport and/or Baylor;
- The student-athlete voluntarily enters his/her name into the NCAA transfer notification process;
- The student-athlete fails to participate in any team activity without the prior approval of either the Director of Athletics or Head Coach;
- The student-athlete fails to meet any non-athletically related conditions in any policies or standards set forth by the team, the athletic department, or university policy;
- The student-athlete receives any other aid that causes him/her or his/her team to exceed limitations set forth by the NCAA. (If he/she receives any other financial aid other than his/her athletic scholarship, he/she must notify the financial aid office immediately.) If he/she does receive other aid that adversely affects the countable status of his/her aid package per any NCAA or Federal rules, then the amounts listed in the athletics scholarship agreement are subject to change; or
- The student-athlete graduates from Baylor University.

For incoming 4-year transfers seeking championship eligibility in the Fall 2023 or later terms, athletic aid may

only be reduced or cancelled if:

- The student-athlete transfers to another institution;
- The student-athlete loses amateur status and is no longer eligible for intercollegiate competition in the applicable sport;
- The student-athlete engages in misconduct that results in Baylor University suspension or expulsion;
- The student-athlete receives any other aid that causes him/her or his/her team to exceed limitations set forth by the NCAA. (If he/she receives any other financial aid other than athletic aid, he/she must notify the financial aid office immediately.) If he/she does receive other aid that adversely affects the countable status of his/her aid package per any NCAA or Federal rules, then the amounts listed in the athletics scholarship agreement are subject to change; or
- The student-athlete graduates from Baylor University.

Athletics performance or injury may not serve as a basis for cancellation or reduction of athletics aid during the term of the award.

If athletics aid is canceled or reduced during the scholarship period, the student-athlete will receive a letter from the Financial Aid Office that explains the change or cancellation. The student-athlete also will be notified in the letter of a right to appeal the reduction or cancellation to a committee that is independent of the Department of Athletics. The appeal procedures are in this handbook.

After the stated scholarship period in the scholarship agreement has expired, NCAA rules permit the head coach to renew for any reason. If aid is renewed, the student-athlete will receive a notification email of their aid setup.-

Summer School Scholarships

Summer school scholarships need to be discussed with the head coach. The Department of Athletics may provide athletics aid to attend summer school at Baylor if you received athletics aid during the preceding academic year. Summer athletics aid is generally provided at the same percentage you received during the previous academic year. All incoming student-athletes, scholarship, non-scholarship, and transfers, may receive summer athletic aid in full. If a student-athlete fails to reasonably perform (i.e. does not attend class or make a reasonable effort), the Athletics Financial Aid Advisory Committee may require the student-athlete to refund Baylor University for the respective fees, room and board expenses and/or future summer school request may be denied.

Study Abroad

Student-athletes have the opportunity to use their summer athletic aid for Baylor study abroad programs. A student-athlete will receive the same athletic scholarship as if he/she was attending school at Baylor. Any additional funding for study-abroad programs would be an exception to policy. Baylor will not pay for a non-Baylor study abroad program.

Online Courses

Online courses are considered non-traditional coursework, therefore, Baylor considers providing student-athletes with financial aid resources as an exception to standard practice. As a result, when taking only summer online courses, tuition, books and fees scholarships may be provided (per individual and team limitations) but would not include housing, food and the COA element. An exception, however, may be granted when a student-athlete is required to be on campus and present for practice during the respective summer term.

Vacation Period Support

Vacation period support is separate from an athletic scholarship. Student-athletes may be provided a housing allowance and per diem for days when classes are not in session and student-athletes are required to remain in the locale for required practice and competition activities. The housing allowance will be based on the institution's average daily housing rate.

Post Eligibility or Graduation Assistance

Once a student-athlete has exhausted his/her eligibility and has earned his/her undergraduate degree at Baylor, Baylor will have met its obligation to provide financial aid support. If extenuating circumstances exist which require an exception to this policy, the head coach should request additional assistance to be reviewed by the Financial Aid Advisory Committee. Coaches or administrators may not make additional financial commitments prior to an approved exception to policy.

If student-athlete with exhausted eligibility was a graduate transfer into Baylor:

- Baylor will provide financial assistance to complete their graduate degree.
- Student-athletes will sign an academic plan outlining their responsibilities for continued and including academic progress.
- Rare exceptions will be reviewed by the Post Eligibility Committee.

If a student-athlete with exhausted eligibility has not graduated with an undergraduate degree from Baylor:

- Baylor will provide him/her athletics aid within their five-year clock at Baylor.
- If the student-athlete is continuously enrolled, they will receive the equivalent athletic aid following their eligibility averaging the award they received during their tenure at Baylor.
- If the student-athlete departs and then returns to complete their undergraduate degree within five years of their exhausted eligibility, they will receive up to full tuition, fees and books only not to exceed their average athletic aid
 - only if they left the undergraduate program in good academic standing and
 - have successfully been reaccepted into the previously enrolled program.
- Student-athletes will sign an academic plan outlining their responsibilities for continued and including academic progress.
- Rare exceptions will be reviewed by the post eligibility committee.

If a student-athlete with eligibility remaining has earned his/her undergraduate degree from Baylor:

- It is the discretion of the respective head coach to provide further aid within either an undergraduate or graduate program until eligibility has been exhausted.
- Student-athletes will sign an academic plan outlining their responsibilities for continued and including academic progress.
- Rare exceptions will be reviewed by the Post Eligibility Committee.

If a student-athlete departs Baylor in good academic standing to sign a professional contract and returns to Baylor within five years of completing their professional career:

- They will receive up to full tuition, fees and books only not to exceed their average athletic aid if they are within 36 hours of completing their degree.
- Returning student-athletes must have successfully been reaccepted into the previously enrolled program.
- Rare exceptions will be reviewed by the post eligibility committee.

Medical/Head Coach Change Exception

In the case of a medical disqualification/head coach change, Baylor will honor the remainder of the multi-year scholarship until the completion of the term of the scholarship agreement or undergraduate graduation, whichever occurs earlier.

NCAA Student Assistance Fund

Under certain circumstances, financial assistance may be provided for expenses such as clothing, academic supplies, medical expenses or travel due to a death in the family or other catastrophe. Please see the compliance staff for more information.

Disability Insurance/Loss-of-Value Insurance

You must receive approval from the compliance staff prior to purchasing any career-ending disability or loss-of-value insurance. Contact the compliance staff for further information.

Agents

You will be permanently ineligible for practice, competition and athletics aid if you either orally or in writing, agree to be represented by an agent for the purpose of marketing your athletics ability or reputation to

secure an opportunity as a professional athlete. If you, your family, your friends or your guardians receive benefits from an agent (e.g., free tickets, meals, or other benefits) you will become ineligible. Please inform the Compliance Office of any contacts initiated by you or an agent.

Texas law prohibits agents from contacting you directly; they must go through Baylor.

- There are many things to keep in mind when it comes to agents and advisors. The following entities have rules and regulations regarding the conduct of agents and advisors:
 - Texas state law;
 - NCAA;
 - Baylor's Compliance Office; and
 - The professional governing body of the sport in which an agent represents players (e.g., NFLPA, NBPA, MLBPA).
- For example, Texas law requires agents (and advisors in some circumstances) to register with the state and only permits agents to initiate contact with student-athletes in certain situations (e.g., athlete-agent interview day and via mail).
- NCAA rules state that a student-athlete is ineligible if:
 - She/He enters into a verbal or written agreement with any individual for representation for the purpose of marketing her/his athletics ability or reputation (including future sports negotiations); or
 - She/He or her/his relative or friend accepts transportation or other benefits from an agent.
- There are many circumstances in which someone who calls herself/himself an "advisor" actually meets the definition of an "agent" under NCAA rules and/or Texas law. In other words, it does not matter to the NCAA or Texas authorities how an individual refers to herself/himself.
- Please use the Compliance staff as a resource—we can help gather information on agents and advisors for you and your family and set up informational meetings with them when the time is right.
- Your best protection is to ask the Compliance Office before interacting with agents and advisors—we are here to help! You and your family can call us at 254-710-1234.
- In men's basketball, after the conclusion of the playing season, a student-athlete or a two-year college prospective student-athlete who has requested an evaluation from the NBA Undergraduate Advisory Committee may be represented by an NCAA-certified agent.
 - All student-athletes "testing the waters" through this process should work with the compliance office to ensure all applicable NCAA rules are followed to maintain NCAA eligibility.

NIL Agents (Professional Service Providers) are expected to register with the Compliance Office and provide us any written contracts prior to a student-athlete signing. It is your responsibility to communicate with the Compliance Office if you have any agents involved with NIL agreements.

- A student-athlete may use a professional service provider (agent) in the following NIL activities:
 - Advice regarding NIL activities
 - Representation in contract negotiations related to NIL activities
 - Marketing/promotion of NIL activities
- A professional service provider (agent) may not also represent the student-athlete for the purpose of marketing the student-athlete's athletics ability or reputation to secure an opportunity as a professional athlete (i.e., agent).
- Any use of a professional service provider (agent) shall be disclosed to the compliance staff as part of disclosure requirement prior to institutional approval.

Amateurism

You will **LOSE** your amateur status and eligibility if you:

- Use your athletic skill (directly or indirectly) for pay in any form in a sport including but not limited to endorsing a commercial product/service.
- Accept a promise of pay (even if such pay is to be received following completion of intercollegiate athletics participation).

- Receive (directly or indirectly) a salary, reimbursement of expenses or any other form of financial assistance from a pro sports organization based upon athletics skill or participation (except as permitted by NCAA rules and regulations, if you have questions contact the compliance office)
 - Exception: In individual sports, prize money **MAY** be accepted during each calendar year (January – December) if it does not exceed actual and necessary expenses and is provided only by the sponsor of the event. Student-athletes should complete an outside competition form prior to the event and a prize money declaration form after the event.
- Allow a coach, agent, your parents or anyone to market your athletic ability to a professional team.
- Compete on any pro athletics team and know (or had reason to know) that the team is a pro athletics team.
 - Exception: You **MAY** be pro in one sport and retain eligibility in a different sport.
- Ask to be placed on the draft list or supplemental draft list of a professional league in that sport.
 - Exception: In men's basketball you **MAY** enter a pro draft without jeopardizing your eligibility as long as you request an evaluation from the National Basketball Association's Undergraduate Advisory Committee before entering the draft, remove your name no later than 10 days after the NBA draft combine, submit a declaration of intent to the athletics director, and are not drafted. There are additional restrictions with "testing the waters" and agent involvement so please work with the Compliance Office to ensure you are following NCAA rules.
 - Exception: In women's basketball, you **MAY** enter a pro draft one time during your college career without jeopardizing your eligibility as long as you remove your name no later than 30 days after the draft, submit a declaration of intent to the athletics director, and are not drafted.
- Enter into an agreement (even for future representation) or accept any benefits from an agent for the purpose of marketing your athletics ability or reputation to secure an opportunity as a professional athlete.
- In men's basketball, a student-athlete may enter the National Basketball Association's draft each year during collegiate participation without jeopardizing eligibility in that sport, provided:
 - The student-athlete requests an evaluation from the National Basketball Association's Undergraduate Advisory Committee before entering the draft;
 - The student-athlete requests to be removed from the draft list and declares the intent to resume intercollegiate participation not later than 10 days after the conclusion of the NBA draft combine;
 - The student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and
 - The student-athlete is not drafted.
 - All student-athletes "testing the waters" through this process should work with the compliance office to ensure all applicable NCAA rules are followed to maintain NCAA eligibility.

Other NCAA Rules

This is not an exhaustive summary of other NCAA regulations but highlights pertinent rules. If in doubt about a rule, please contact the Compliance Office.

Unethical Conduct (NCAA Bylaw 10.1)

Student-athletes must abide by all Baylor University, Big 12 Conference and NCAA regulations. Engaging in unethical conduct can jeopardize your involvement in intercollegiate athletics. Unethical conduct may include, but is not limited to the following:

- Knowing involvement in offering or providing a prospective or an enrolled student-athlete an improper inducement or extra benefit or improper financial aid;
- Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner");

- Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state and federal law. This provision shall not apply to banned substances for which the student-athlete has received a medical exception per Bylaw [18.4.1.4.8](#); however, the substance must be provided in accordance with medical licensure, commonly accepted standards of care and state or federal law;
- Engaging in any athletics competition under an assumed name or with intent to otherwise deceive; or
- Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or the institution's athletics department regarding an individual's amateur status.

Gambling

Gambling is one of the most serious NCAA violations and results in significant loss of eligibility. You may not bet, solicit bets or participate in a wager of any form on an intercollegiate or professional contest. It does not matter if it is not your sport. You may not put money in a pool (e.g., you put \$5 in a Final Four pool and list whom you think will advance in each round). Any form of betting, no matter how small the wager, will jeopardize your eligibility. If you have any questions, please contact the compliance staff. Remember: **DON'T BET ON IT!**

The Big 12 Conference and U.S. Integrity/Prohibit announced a partnership for monitoring and preventing student-athletes, coaches, and staff from engaging in prohibited sports wagering. Prohibit monitors attempted gambling activities by student-athletes, coaches and staff. Both the Big 12 Conference and Baylor University receive real-time alerts if a student-athlete, coach, staff member, or other employee – including student employees, from a Big 12 university attempts to place a bet.

The NCAA has very strict rules regarding gambling that pertains to student athletes and any member of the athletics department staff. Rules specifically pertain to any collegiate sporting event or any NCAA-sponsored sport.

As a student-athlete you may **NOT** participate in the following:

- Sports-pool, even if they are run by friends in the dorm;
- Internet gambling on sporting events;
- Fantasy leagues that award a prize and require a fee to participate;
- Sports wagering.

In addition to participation in the above activities, other restrictions apply:

- NO wagers for any item (e.g., cash, clothing, meals) on ANY professional or college sports event, even those which do not involve Baylor;
- NO exchange of information (injuries, new plays, team morale, discipline, problems, etc.) about your team with ANYONE involved in organized gambling activities;
- NO engagement in activity designed to influence the outcome of an intercollegiate contest (i.e., point shaving).

Your eligibility can be affected in different ways if you are caught engaging in gambling activities:

- Student-athletes who engage in activities to influence the outcomes of their own games or knowingly provide information to individuals involved in sports betting activities will potentially face permanent loss of collegiate eligibility in all sports. This would also apply to student-athletes who wager on their own games or on other sports at their own schools.
- If a student-athlete wagers on their own sport at another school, education on sports wagering rules and prevention will be required as a condition of reinstatement, and the loss of 50% of one season of eligibility will be considered.
- For all other wagering-related violations (e.g., wagering on professional sports), cumulative dollar value of the wagers will be taken into consideration with the following terms for reinstatement:
 - \$200 or less: sports wagering rules and prevention education.
 - \$201-\$500: loss of 10% of a season of eligibility, plus rules and prevention education.

- \$501-\$800: loss of 20% of a season of eligibility, plus rules and prevention education.
- Greater than \$800: loss of 30% of a season of eligibility, plus rules and prevention education.
- For cumulative wagering activities that greatly exceed \$800, NCAA reinstatement staff are directed to consider whether additional loss of eligibility, including permanent ineligibility, are appropriate.

Extra Benefits

An extra benefit is any special arrangement that is provided to you, your family or your friends because of your status as a student-athlete. A student-athlete may not receive a special discount, payment arrangement or credit on the purchase of any item (e.g., food, clothing) or service (e.g., laundry, dry cleaning) by a Baylor employee or any Baylor booster. Receipt of a benefit by student-athletes or their relatives or friends is not a violation of NCAA rules if it is shown that the same benefit is generally available to any Baylor student or family members.

Please note student-athletes may permissibly receive benefits only provided through the Baylor Financial Aid Office, employment, NIL, incidental benefits from Baylor Athletics due to participation and parents or legal guardians. It is very difficult for a student-athlete to permissibly receive a benefit from someone under a preexisting relationship. In all cases of possible preexisting relationships, the student-athlete has a responsibility to check with the Compliance Office prior to accepting a benefit.

Complimentary Admissions

Complimentary admissions are a privilege and are not a right. Student-athletes not adhering to policies may lose their complimentary admission privileges. Each student-athlete may be provided complimentary admissions for up to four people through a pass list for each contest in the sport in which he or she participates. For post-season contests, each student-athlete may be provided complimentary admissions for up to six people through a pass list for each contest in the sport in which he or she participates during the postseason. The number of actual admissions may be less depending on availability.

- All guests receiving complimentary admissions will be required to present valid picture identification if receiving tickets through a pass list. Student-athletes must transfer tickets to their guests only.
- You may not sell your complimentary admissions or exchange them for any item of value.
- You may not provide tickets or complimentary admissions to agents (limited exceptions will be provided to documented to your specific NIL agent so long as they meet Texas state law criteria).
- You may not provide complimentary admissions to high school coaches (or other coaches) in which you have no natural connection with.
- You will be expected to meet any deadlines for requesting admissions and completing any forms necessary.
- You may not receive additional tickets from a manager or sport staff member/coach.

The complimentary admission process is administered using the ticket request system. The Compliance Office and Baylor Athletic Ticket Office will contact student-athletes throughout the year with directions and deadlines for requesting complimentary admissions.

Employment / Providing Lessons for a Fee

A student-athlete may earn money from employment without regard to the amount of financial aid or scholarship he or she receives. Student-athletes may be paid only for work actually performed and at a rate commensurate with the going rate for similar services. A student-athlete may receive compensation for teaching sport skills in his or her sport on a fee-for-lesson basis. However, no Baylor facilities may be used. Your compensation must be paid by the person receiving the lesson (or his or her family member). Before you begin employment or provide lessons for a fee, please contact the Compliance Office to complete the appropriate paperwork required by the NCAA.

Athletically Related Activity Hour Limitations

A student-athlete's participation in countable athletically related activities during the playing season shall be limited to a maximum of 20 hours per week and not more than four hours per day. All competition and related activities on the day of competition shall count as three hours, regardless of the actual duration of

the activities. In addition, student-athletes must be given at least one day off from all required athletically related activities per week. Outside of the playing season, participation in required weight training, conditioning, and skill-related instruction, shall be permitted. As student-athlete's participation in such activities shall be limited to a maximum of eight hours per week with not more than four hours spend on skill-related workouts. Outside the playing season, student-athletes must be provided two days off from required athletically related activities.

During vacation periods and between academic terms when classes are not in session, there are no weekly or daily hour limitations; however, student-athletes must be provided one day off from all required athletically related activities per week.

Student-athletes will be randomly selected throughout the year to verify practice hours through the logging system. The logging system is in place as a check and balance monitoring system to verify hours. Student-athletes are expected to verify or make comments of discrepancies of hours reported.

The Five-Year Rule

You have five calendar years from the date you first enroll full-time in any collegiate institution to compete in not more than four seasons of competition.

Seasons of Competition

A student-athlete uses a season of competition for a given academic year as soon as he/she participates in a competition (excluding NCAA-legislated preseason exhibition contests and practice scrimmages and up to four contests in football) against an outside team (i.e., any team that includes individuals who are not on the institution's team during that academic year). Any competition during a season, regardless of the amount of time spent, counts as one season of competition in that sport. For example, one play in a baseball game or one point in a volleyball match counts as a season of competition, just as playing in every basketball or soccer game during a season counts.

Outside Competition

Student-athletes may not participate as a member of any outside team in any noncollegiate, amateur competition during the academic year. Doing so will result in the loss of eligibility. It is permissible for student-athletes to participate in outside competitions as an individual during the academic year if you represent yourself and do not engage in such competition as a member of or receive expenses from an outside team. Student-athletes should seek Compliance Office approval prior to participating in any outside competition. Please note student-athletes may accept prize money based on your place finish or performance in an athletics event during each calendar year (January – December) so long as they prize money does not exceed the actual and necessary expenses and is only provided by the sponsor of the event. Again, student-athletes should complete an outside competition form prior to the event and a prize money declaration form after the event.

Promotional Activities

A student-athlete's name, picture or appearance may be used by the University or recognized entity of the University (e.g., student organization, nonprofit agency), Big 12 Conference or a noninstitutional charitable, education or nonprofit agency to support charitable or educational activities considered incidental to the student-athlete's participation in intercollegiate athletics, provided:

- The student-athlete does not miss class;
- The activity does not involve non-permissible sponsorship;
- Money derived from the activity goes directly to the non-profit agency; and
- The student-athlete does not endorse or promote any commercial product or service.

Hosting a Prospective Student-Athlete

An institution may cover the actual costs (up to \$60 per person) of entertaining a prospective student-athlete and up to four family members accompanying the prospective student-athlete during an official visit. The student host must be either a current student-athlete or a student designated in a manner consistent with the institution's policy for providing campus visits or tours to prospective students in general.

- These funds may not be used for the purchase of souvenirs (e.g., T-shirts, Baylor mementos).
- No cash may be given to the prospect or anyone else.
- The entertainment money may not be used to purchase meals/entertainment for other student-athletes helping to host.
- All entertainment must take place within a 30-mile radius of Baylor's campus.
- No Baylor employee or booster may provide the use of a vehicle to entertain the prospect.
- No alcohol, drugs, or sexually illicit materials or businesses may be used during the visit.
- Student-athletes are not permitted to give prospective student-athletes visiting any extra gear or apparel they may have since doing so is a NCAA violation.

Exit Interviews

The NCAA requires Baylor to conduct a survey of student-athletes that will no longer be involved with the athletics program. Student-athletes will be contacted shortly after the conclusion of their sport season to complete an exit interview. Your participation is very important; the comments you provide will be used to improve the overall athletics program.

Policy and Procedure for Notification of Transfer

General Policy

NCAA Regulations Covered

The following NCAA regulations are the genesis for this policy and procedures:

NCAA Bylaw 13.1.1.3 – Four-Year College Prospective Student-Athletes.

An athletics staff member or other representative of the institution's athletics interests shall not communicate or make contact with the student-athlete of another NCAA Division I institution, or any individual associated with the student-athlete (e.g., family member scholastic or nonscholastic coach, advisor), directly or indirectly, without first obtaining authorization through the notification of transfer process. Before making contact, directly or indirectly, with a student-athlete of an NCAA Division II or Division III institution, or an NAIA four-year collegiate institution, an athletics staff member or other representative of the institution's athletics interests shall comply with the rule of the applicable division or the NAIA rule for making contact with a student-athlete. [See Bylaw 19.1.2-(f).] (Applicable to transfer student-athletes seeking eligibility during the 2021-22 academic year. Mandatory education related to transferring will be applicable upon its availability.)

NCAA Bylaw 13.1.1.3.1 Notification of Transfer – Undergraduate Student-Athletes.

A student-athlete may initiate the notification of transfer process by providing the student-athlete's institution with a written notification of transfer and completing an educational module related to transferring. Notification of transfer must be initiated during a period specified for the applicable sport (see also [Figure 13-1](#)). If notification of transfer is provided during a specified period, the student-athlete's institution shall enter the student-athlete's information into the national transfer database within two business days of receipt of a written notification of transfer from the student-athlete or receipt of confirmation of the student-athlete's completion of the educational module, whichever occurs later.

- (a) In fall sports other than football, the student must provide written notification of transfer during:
 - (1) A 30 consecutive-day period beginning seven days after championship selections are made in the sport; or
 - (2) May 1-15.
- (b) In football, a student-athlete must provide written notification of transfer during:
 - (1) A 30 consecutive-day period beginning the Monday after the first Saturday in December; or
 - (2) April 16-30.
 - (i) Exception -- Participants in Postseason Contests. Student-athletes who are members of teams that participate in a postseason contest (bowl game, NCAA Division I Football Championship, College Football Playoff, etc.) may also provide written notification of transfer during a five consecutive-day period beginning the day after their team's final postseason contest.
- (c) In winter sports other than basketball, a student must provide written notification of transfer during a 45 consecutive-day period beginning seven days after championship selections are made in the sport.
- (d) In basketball, a student must provide written notification of transfer during a 45 consecutive-day period beginning the day after championship selections.
- (e) In spring sports, the student must provide written notification of transfer during:
 - (1) December 1-15; or
 - (2) A 30 consecutive-day period beginning seven days after championship selections are made in the sport.
- (f) In emerging sports for women, the student must provide written notification of transfer during the applicable period (30 consecutive-day period or May 1-15 for fall sports or 45 consecutive-day period for winter and spring sports) beginning seven days after selections are made for a recognized national intercollegiate championship event in the sport.

NCAA Bylaw 13.1.1.3.1.1 Head Coach Departure or Athletics Aid Reduction, Cancellation or Nonrenewal. A student-athlete may initiate notification of transfer during a 30 consecutive-day period beginning the day after either of the following occurs:

- (a) The head coach of the student-athlete's team departs or announces departure from the institution; or

(b) The student-athlete received or was issued athletically related financial aid after the academic year of initial, full-time enrollment at the certifying institution and such aid is reduced, canceled or not renewed after the period of award, unless the recipient:

- (1) Is rendered ineligible for intercollegiate competition based on the recipient's action or inaction;
- (2) Fraudulently misrepresents any information on an application, letter of intent or financial aid agreement (see Bylaw 15.3.4.2.4);
- (3) Engages in serious misconduct warranting substantial disciplinary penalty (see Bylaw 15.3.4.2.5);
- (4) Voluntarily (on the recipient's own initiative) withdraws from a sport at any time for personal reasons; or
- (5) Violates a nonathletically related condition outlined in the financial aid agreement or violates a documented institutional rule or policy (e.g., academics policies or standards, athletics department or team rules or policies);
- (6) Provides written notification of transfer to the institution.

NCAA Bylaw 13.1.1.3.2 Notification of Transfer -- Postgraduate Student-Athletes. A student-athlete who will participate as a postgraduate student at another institution following the next regular academic term or academic year (two semesters/three quarters) may initiate the notification of transfer process at any time between October 1 and the end of the final period specified for the applicable sport in Bylaw [13.1.1.3.1](#) by providing the student-athlete's institution with a written notification of transfer and completing an educational module related to transferring. The student-athlete's institution shall enter the student-athlete's information into the national transfer database within two business days of receipt of a written notification of transfer from the student-athlete or receipt of confirmation of the student-athlete's completion of the educational module, whichever occurs later.

NCAA Bylaw 13.1.1.3.3 Written Policies. An institution shall have written policies related to the implications of a student-athlete providing written notification of transfer, including a description of services and benefits (e.g., academic support services, access to athletics facilities) that will or will not be provided to a student-athlete upon receipt of notification. Such policies shall be published and generally available to student-athletes (e.g., student-athlete handbook, institution's website).

NCAA Bylaw 15.3.5.1 Reduction, Cancellation or Nonrenewal Permitted. Institutional financial aid based in any degree on athletics ability may be reduced or canceled during the period of the award or reduced or not renewed for the following academic year or years of the student-athlete's five-year period of eligibility if the recipient:

- (f) Provides written notification of transfer (see Bylaw 13.1.1.3) to the institution; however, the student-athlete's financial aid may not be reduced or canceled until the end of the regular academic term in which written notification of transfer is received. If a student-athlete provides written notification of transfer to the institution between regular academic terms (winter break, summer break) the institution may reduce or cancel the financial aid immediately.

14.5.5 Four-Year College Transfers. An undergraduate transfer student from a four-year institution is eligible for competition if at the time of transfer to the certifying institution (see Bylaw 14.5.2), the student would have been academically eligible to compete had the student remained at the institution where the student most recently attended class during a regular term as a full-time student, except that the student is not required to have fulfilled percentage-of-degree requirements at the previous institution.

14.5.5.1 Regaining Eligibility. For purposes of Bylaw 14.5.5, an undergraduate transfer student-athlete who was not academically eligible at the previous institution at the time of transfer may become eligible to compete at the certifying institution after the conclusion of the first regular term following transfer (consistent with Bylaw 14.4.3.4) by successfully meeting all applicable progress-toward-degree requirements at the certifying institution.

14.5.5.1.1 Exception -- Baseball. In baseball, a transfer student-athlete who fails to meet the applicable requirements of Bylaw [14.4.3](#) to be eligible for an institution's fall term shall not be eligible until the following academic year.

14.5.5.4 Baseball, Basketball and Softball -- Midyear Enrollee. In baseball, basketball and softball, a student-athlete who initially enrolls at the certifying institution as a full-time student after the conclusion of the first term of the academic year and satisfies the applicable four-year college transfer requirements (see Bylaw [14.5.5](#)) shall not be eligible for competition until the ensuing academic year. (See Bylaw [14.6.1.1](#) for the application to graduate transfer student-athletes.)

14.6 Postgraduate Student Participation. A student-athlete who has previously received a baccalaureate degree may participate in intercollegiate athletics provided the student:

- (a) Is enrolled in a graduate or professional school, a second baccalaureate or equivalent degree, or is continuing as a full-time student while taking course work that would lead to the equivalent of another major, degree or certificate program as defined and documented by the institution (see Bylaw [14.6.2](#));
- (b) Has eligibility remaining and such participation occurs within the applicable five-year period set forth in Bylaw [12.8](#); and
- (c) If the student initially enrolls at the certifying institution after attending a regular academic term as a full-time postgraduate student at another institution, the student would have been academically eligible to compete had the student remained at the institution where the student most recently attended class during a regular term as a full-time student.

Notification of Transfer

Student-athletes wishing to transfer away from Baylor to another institution affiliated with the NCAA are bound by NCAA Bylaw 13.1.1.3 and NCAA Bylaw 13.1.1.3.1. No communication, directly or indirectly by the student-athlete or an individual associated with the student-athlete, may occur with another institution until the written notification of transfer process is complete.

1. Student-athletes wishing to transfer shall be required to complete the Division I education module prior to entering the transfer portal. Student-athletes may request the link to the education module in the Compliance Office.
2. Once student-athletes have completed the education module, they may submit their written notification of transfer on the official institutional Transfer Notification Form which they may receive in the Compliance Office via Teamworks.
3. The student-athlete will receive a confirmation email their notification of transfer form was completed and received by the Compliance Staff (the Head Coach and Sport Program Administrator will be included).
4. The institution (Compliance Staff) will enter the student-athlete's information into the NCAA Transfer Portal within two business days upon receipt of the completed Transfer Notification Form.
5. The student-athlete will receive a confirmation email from the NCAA their information has been input into the NCAA Transfer Portal (the Head Coach and Sport Program Administrator will be included).
6. The student-athlete will receive an email alerting them of any changes to their services and benefits, if applicable (the Head Coach and Sport Program Administrator will be included).
7. If the student-athlete desires to withdraw their name from the NCAA Transfer Portal, they must notify the institution (Compliance Staff) in writing.

Note: Verbal notification by the student-athlete will not be accepted as written notification of transfer. Written notification of a student-athlete's desire to transfer by the Coaching Staff or Sport Program Administrator to the Compliance Staff will not be accepted as the student-athletes written notification to transfer.

Student-athletes wishing to transfer must acknowledge the following services and benefits may not be available to them after the written notification of transfer is completed:

- Reduced or canceled athletic financial aid (at the end of the term or immediately if received between regular academic terms)
- Academic support services (e.g., tutoring, advising, loaner computer, iPad, computer lab)
- BANC access
- Athletic facility use (e.g., weight room, training room, locker room)
- Medical/rehabilitation/training/mental health services

- Catered snacks/BearFuel
- Nutritionist
- Early registration privileges
- Team awards
- Team issued apparel/equipment
- Complimentary tickets
- Character formation programming
- Spiritual growth programming

The student-athlete's information will remain in the NCAA Transfer Portal until he/she withdraws the notification or begins classes at his/her original institution or another institution during the subsequent academic year. If a student-athlete is found to have engaged in impermissible recruiting contacts (or tampering occurred) with an institution, he/she becomes ineligible to represent that institution in intercollegiate athletics. (Bylaw 13.01.1)

Policy and Procedure for Financial Aid Reductions

General Policy

NCAA Regulations Covered

The following NCAA regulations are the genesis for this policy and procedures:

NCAA Bylaw 15.3.4.1 Reduction, Cancellation or Nonrenewal Permitted.

Institutional financial aid based in any degree on athletics ability awarded to an individual other than an undergraduate four-year transfer who receives or is issued athletically related financial aid in the academic year of initial, full-time enrollment at the certifying institution may be reduced or canceled during the period of the award or reduced or not renewed for the following academic year or years of the student-athlete's five-year period of eligibility if the recipient:

- Is rendered ineligible for intercollegiate competition based on the recipient's action or inaction;
- Fraudulently misrepresents any information on an application, letter of intent or financial aid agreement (see Bylaw 15.3.4.1.3);
- Engages in serious misconduct warranting substantial disciplinary penalty, as determined by the institution's regular student disciplinary authority;
- Voluntarily (on the recipient's own initiative) withdraws from a sport at any time for personal reasons; however, the recipient's financial aid may not be awarded to another student-athlete in the academic term in which the aid is reduced or canceled;
- Violates a nonathletically related condition outlined in the financial aid agreement or violates a documented institutional rule or policy (e.g., academics policies or standards, athletics department or team rules or policies); or
- Provides written notification of transfer (see Bylaw 13.1.1.3) to the institution; however, the student-athlete's financial aid may not be reduced or canceled until the end of the regular academic term in which written notification of transfer is received. If a student-athlete provides written notification of transfer to the institution between regular academic terms (winter break, summer break) the institution may reduce or cancel the financial aid immediately.

NCAA Bylaw 15.3.6.1 – Institutional Obligation. The renewal of institutional financial aid based in any degree on athletics ability shall be made on or before July 1 prior to the academic year in which it is to be effective. The institution shall promptly notify in writing each student-athlete who received an award the

previous academic year and who has eligibility remaining in the sport in which financial aid was awarded the previous academic year (under Bylaw 12.8) whether the grant has been renewed or not renewed for the ensuing academic year. Notification of financial aid renewals and nonrenewals must come from the institution's regular financial aid authority and not from the institution's athletics department.

NCAA Bylaw 15.3.2.3 — Hearing Opportunity. The institution's regular financial aid authority shall notify the student-athlete in writing of the opportunity for a hearing when institutional financial aid based in any degree on athletics ability is to be reduced or canceled during the period of the award, or is reduced or not renewed for the following academic year or years. The institution shall have established reasonable procedures for promptly hearing such a request and shall not delegate the responsibility for conducting the hearing to the university's athletics department or its faculty athletics committee. The written notification of the opportunity for a hearing shall include a copy of the institution's established policies and procedures for conducting the required hearing, including the deadline by which a student-athlete must request such a hearing.

Reduction or Termination of Financial Aid

Pursuant to NCAA Bylaw 15, the University may reduce or cancel the athletically related financial aid of student-athletes under specified circumstances per the athletics scholarship agreement. Pursuant to NCAA Bylaw 15.3.4.1, the Financial Aid Office will communicate any reduction or cancellation to the student-athlete in writing or electronically via student email, including notification of the right of the student-athlete to formally appeal the decision, no later than July 1 each year. If a student-athlete wishes to appeal the decision, then the student-athlete must follow the Formal Hearing Process outlined in Section III below.

I. SCOPE

Range of the Process

This procedural process is modeled on the University Grievance Policy in order to provide fairness in the hearing of complaints in a similar manner to how the University handles grievances for all students generally. More specifically, this policy provides a process that may be used to resolve grievances among student-athletes, coaches, administrators and staff at Baylor University in relation to athletically related financial aid. In particular, this process is applicable only to:

- Grievances regarding the reduction or termination of athletically related financial aid during the period of award, pursuant to NCAA Bylaw 15.3.4.

This process shall not be used to challenge any other Athletics policies or actions, nor shall it be used to challenge University policies and procedures of general applicability. Any other grievances must be handled through normal University entities and procedures.

II. APPEAL PROCESS

Informal Resolution

The goal of informal resolutions is to resolve disputes among student-athletes, coaches, administrators and staff without resort to a formal grievance procedure. Individuals should make reasonable and good faith efforts to resolve disputes with each other directly, promptly, and informally. Persons seeking to resolve a dispute informally may seek the assistance of staff members of the Athletics Compliance Office, as appropriate.

Formal Hearing Process

If informal resolution is not possible and not accomplished, then the grievant may initiate a formal hearing process. In order to initiate the process, the grievant shall submit a written request for an appeal to the Athletics Compliance Office within 5 business days of the financial aid reduction/termination notification. Any requests submitted after the expiration of 5 business days are rendered unacceptable and will not be heard or examined. Further, all requests must describe the reasons the grievant believes the financial aid reduction/termination should be overturned.

Composition of Hearing Committees

If a formal hearing is appropriately requested, then a committee of individuals from outside the Athletics Department shall be convened to hear the complaint. The Senior Director for Financial Aid serves as the

Chair of Committee for Appeals of Athletics Financial Aid Awards. The Chair of the committee has the authority to appoint members to their committee. The Hearing Committee, in any circumstances, will consist of three members:

Appeals of Athletics Financial Aid Awards

- The Senior Director for Financial Aid will serve as the Chair of this Committee,
- Two other members of the University Financial Aid Office, chosen by the Senior Director for Financial Aid.

Notification of Hearing

If a formal hearing is appropriately requested, then the Hearing Committee shall schedule a date to hear the appeal of the grievant within 20 business days of receipt of the grievant's request. The Hearing Committee will provide written results of the hearing within 5 business days of the hearing. The hearing will occur on the campus of Baylor University in Waco, Texas. The Chair shall notify both the grievant and respondent of the composition of the Hearing Committee, as well as the date, time and venue for the Hearing. Objections to the participation of the particular Hearing Committee members must be submitted in writing to the Committee Chair at least 5 days in advance of the Hearing. The Chair's decision on the objection is final and binding.

Ex-Parte Communication

No member of the Hearing Committee may directly or indirectly communicate in connection with an issue relevant to the appeal with the grievant or respondent, their representatives or any other person associated with a party to the appeal, except on notice and opportunity for the grievant and respondent to participate.

III. HEARING COMMITTEE PROCEDURES

Who May Attend

Only members of the Hearing Committee, the grievant, and the respondent may attend the full Hearing. Other witnesses may be present only if giving pertinent testimony. A committee member shall be disqualified if the member determines that he or she could not act without unfair bias or prejudice in reaching a decision.

Note the hearing process is an internal, professional procedure for resolving disputes; therefore, it should not be construed as a formal legal proceeding. Thus, while an individual may seek legal advice pertaining to the process, lawyers representing the grievant or respondent (or their witnesses) are specifically prohibited from attending any portion of the Hearing.

Record of Committee Proceedings

If requested by the grievant or respondent, the Hearing shall be audio recorded. The Chair shall maintain a written record of all action taken by the Committee on a particular grievance and shall make this record available to the parties to the grievance on request. In no event, however, should the vote of an individual Committee member be audio recorded or disclosed and the record shall be maintained in such a manner as to preserve the confidentiality of the votes of individual Hearing Committee members.

Decorum

Proper and professional decorum is required during the Hearing. The Chair may exclude from the Hearing any person who fails to maintain a proper and professional decorum.

Evidence and/or Documentation

The grievant and the respondent may introduce evidence and/or documentation at the Hearing. No rigid rules of evidence will be in effect. The Committee may allow hearsay testimony. The Committee may exclude character evidence and evidence that is irrelevant or unduly repetitious. The Committee may limit both the number of witnesses and the time granted to each witness during the Hearing. Please note that witnesses must be present to provide pertinent testimony. Written testimony from a witness is not permitted since there is no opportunity for questioning of the witness by the other party.

Failure to Appear

Failure of the grievant or the respondent to appear at the Hearing shall not prevent the Hearing from proceeding. The Committee may, however, decide to cancel the Hearing if the grievant or the respondent is not present.

Order of Presentation

The grievant shall proceed first, followed by the respondent, specifically as follows:

1. Presentation by the student-athlete (grievant) – 20 minutes or less.
2. Presentation by the coach (respondent) – 20 minutes or less.
3. Rebuttal by the student-athlete (grievant) – 10 minutes or less.
4. Rebuttal by the coach (respondent) – 10 minutes or less.
5. Questions from the Committee to grievant and/or respondent – no time limit.
6. Conclusion of hearing – grievant, respondent and witnesses excused.
7. Deliberation and decision – no time limit.

Extension of Allotted Time

The Chair of the Committee shall have the exclusive authority and discretion to grant an extension of the time limits noted in the Order of Presentation.

Questioning

The grievant and the respondent shall have a reasonable opportunity to rebut opposing evidence. Committee members may question the grievant, the respondent, and witnesses.

Committee Deliberation and Decision

After the Hearing is concluded, the Chair of the Committee shall excuse the grievant and the respondent and all witnesses. The Committee shall then discuss the arguments, evidence and documentation presented during the Hearing. The Chair shall poll the members of the Committee present at the Hearing by secret ballot on the question of whether to sustain the grievance. The decision of the Hearing Committee will be determined by a simple majority vote of the Hearing Committee members. In reaching a decision, the Hearing Committee should reach a reasonable conclusion, considering the interests of the institution and the student-athlete.

Remedies

The Hearing Committee may sustain the decision regarding financial aid, modify the decision as requested by the student-athlete, or modify the decision in any other way, as long as it deems the result reasonable based on its consideration of the interests of the institution and the student-athlete. However, any remedy cannot constitute a violation of NCAA or Big 12 Conference regulations, nor can any remedy cause any student-athletes, coaches, administrators, staff or the University to be in violation of NCAA or Big 12 Conference regulations.

Report of the Decision

The Chair of the Committee shall prepare a written report of the decision of the Committee. This report shall be reviewed by the Committee members who participated in the Hearing. Members shall indicate their approval by signing the report. The Chair of the Committee shall promptly report the decision of the Committee to the grievant, the respondent, the Athletics Compliance Office and any other individual(s) designated by the grievant or respondent.

Finality of the Decision

The decision of the committee is final and may not be appealed to any other individual or entity at Baylor University, the Big 12 Conference or the NCAA. The grievant may request the Chair to consider newly discovered information that existed at the time of the Hearing that would in reasonable probability change the Hearing Committee's decision. The decision as to whether the information represents newly discovered facts and whether it likely would have changed the decision of the Hearing Committee will be made by the Chair. The decision rendered by the Chair on this issue is final and may not be appealed.

IV. IMPLEMENTATION

The process described in this policy is intended to provide fairness in the hearing of complaints in a manner

similar to how the University handles grievances for all students generally and also to facilitate compliance with NCAA Bylaw 15.3.5. The University expects participants in the process to attempt in good faith to carefully follow the procedures described in this policy. Nonetheless, there may be circumstances when participants in the process unintentionally err while attempting in good faith to follow the procedures described in this policy. If such an error is promptly brought to the attention of the Chair of the Hearing Committee, the University will make reasonable efforts to correct the error, if practical.

Policy and Procedure for Name, Image and Likeness

as of August 1, 2024

Baylor Athletics fully embraces Name, Image, Likeness (“NIL”) initiatives within our existing department vision of *Preparing Champions for Life*. Baylor Athletics will equip our student-athletes with optimal resources to navigate NIL opportunities within governing regulations while championing the Baylor way.

Regarding NIL matters, Baylor Athletics staff, student-athletes and representative of athletics interests shall adhere to the parameters outlined within the policy set out below, in addition to all federal or state laws, NCAA and Big 12 Conference regulations, and any other applicable policy of Baylor University.

Baylor NIL Office

- David Kaye – NIL General Manager (David_Kaye@Baylor.edu)
- Haneen Rashwan – Director of NIL Administration (Haneen_Rashwan@Baylor.edu)

Disclosure Requirement

- A student-athlete shall disclose information to the institution’s compliance staff related to the use of his or her NIL within 30 days of entering into the agreement, including:
 - Names and contact information of individuals involved in the activity, including a description of the nature of the relationship between such individuals;
 - Terms of the arrangement, including a description of services rendered, rights granted, term duration, compensation and payment structure (e.g., cash, barter, deferred);
 - Names and contact information of professional service providers involved in the arranging, negotiating, or securing the disclosed activity, including a description of the nature of the relationship between the service provider and individuals involved in the activity; and
 - Terms of compensation between the professional service provider and the student-athlete (e.g., agent contingency fee).
- Failure to disclose or to disclose accurate information could impact a student-athlete’s eligibility and/or their ability to receive NIL-related services.
- All incoming students, including both transfer students and first-year students, are required to disclose all NIL agreements prior to their enrollment at Baylor University before they will be permitted to practice.

Institutional Involvement

- Student-athletes may not use Baylor University marks or logos in their NIL activities without prior approval of the Baylor NIL Office.
- Baylor University may provide educational programming for students on name, image and likeness and associated regulations.
- Baylor University may assist a student in evaluating opportunities, including compliance elements (e.g., booster engagement).
- Baylor University may assist with disclosure expectations.
- Baylor University may assist with evaluation, but not selection, of professional services (e.g., agents).
- Baylor University may not purchase the student-athlete’s product or service.

Institutional Parameters

- Baylor University prohibits a student-athlete from engaging in NIL activities involving commercial product or service that conflicts with University’s exclusive rights agreements (e.g., Nike, Pepsi, Gatorade, etc.). Any exceptions to this policy must be approved by Baylor’s NIL Office.

- Baylor University prohibits a student-athlete from engaging in NIL activities involving commercial products or services or causes that conflict with or detract from the University's Christian mission or are a violation of Baylor's Student Conduct Code (e.g., adult entertainment, alcohol, tobacco, drug paraphernalia, etc.).
- Baylor University prohibits a student-athlete from engaging in NIL activities involving a commercial product or service that conflicts with NCAA legislation (e.g., sports wagering, banned substances).
- Baylor University prohibits a student-athlete from utilizing institutional logos or marks in NIL activity without prior approval by Baylor's NIL Office.
- A student-athlete may not enter a contract for the use of the student-athlete's NIL if compensation for the NIL deal is provided in exchange for property owned by Baylor or providing endorsement while using intellectual property of Baylor.
- Each sport program shall develop and communicate any policies or restrictions on a student-athlete engaging in NIL activities while on call for required athletically related activities (e.g., practice, pre- and post-game activities, celebrations on court/field, press conferences, etc.)

Professional Service Provider (NIL Agent) Involvement

- A student-athlete may use a professional service provider (agent) in the following NIL activities:
 - Advice regarding NIL activities
 - Representation in contract negotiations related to NIL activities.
 - Marketing/promotion of NIL activities.
- A NIL agent may not also represent the student-athlete for the purpose of marketing the student-athlete's athletics ability or reputation to secure an opportunity as a professional athlete (i.e., athletic representative agent).
- Any use of a NIL agent shall be disclosed to the University as part of the disclosure requirement.

Representative of Athletics Interests Involvement

- Representatives of Athletics Interests may engage in NIL activities with student-athletes, provided no improper inducements or extra benefits are provided and commensurate, fair market value is applied.

Attestation Requirement

- As a condition of participation in the Athletics program, each student-athlete shall attest to their full understanding of and adherence to this policy, federal statutes, state statutes, NCAA legislation, Big 12 legislation, and Baylor University policy.
- As a component to the annual Athletics Staff Certification of Compliance Form, each athletics staff member shall attest to their full understanding of and adherence to this policy, federal and state laws, NCAA and Big 12 Conference regulations, and other Baylor University policies.

Name, Image and Likeness FAQs

Below is a list of frequently asked questions regarding the Name, Image and Likeness Policy at Baylor University. You are encouraged to contact the Baylor Athletics Compliance Office or the Baylor's NIL Office with any additional questions.

May I enter into an agreement with a Baylor University donor, fan, supporter for the use of my name, image, or likeness (i.e., NIL) in exchange for money, goods, or services?

Yes, subject to restrictions in federal and state laws and NCAA rules. Additionally, you must disclose to Baylor Athletics through the Opendorse app any NIL agreement.

Does the Texas NIL law mean that a donor or fan of Baylor University may provide me with any amount of compensation at any time if it is in exchange for the use of my NIL?

No. There are some restrictions. Of those restrictions, the most significant prohibits student-athletes from receiving compensation for their NIL that is based on:

- Their enrollment or attendance at Baylor University, or
- Their athletic performance at Baylor University.

May Baylor University or its staff members assist me with arranging for me to utilize my NIL for compensation with a business, etc.?

Yes. Contact the Baylor NIL Office for assistance with NIL matters.

May I obtain an agent/marketing representative to assist me with NIL activities?

Yes, but any agreement must be limited to marketing your NIL. Furthermore, if the representative is also an athlete agent*, then the representative must be [registered and bonded as an athlete agent with Texas' Secretary of State](#) and may not initiate any communication related to professional sport representation with you or your family outside of athlete agent interviews organized by Baylor University. Finally, you will have to reveal whether an agent assisted you with the NIL deal when you complete your Opendorse disclosure.

**Texas law defines an athlete agent as an individual who for compensation, directly or indirectly recruits or solicits an athlete to enter into an agent contract, a financial services contract, or a professional sports services contract with that individual or another person; or for a fee, procures, offers, promises, or attempts to obtain employment for an athlete with a professional sports team.*

May I use Baylor's marks, logos or other institutional property in my NIL activity (e.g., filming endorsement ad while wearing Baylor cap, Baylor uniform)?

No. You may not use Baylor's marks or logos without the express, written consent of the Baylor NIL Office.

May I receive NIL compensation based on my athletic performance at Baylor University?

No.

May an NIL agreement or offer stipulate that I must compete for, or attend, Baylor University (or any other NCAA member school)?

No.

May I engage in NIL activities when I am on-call for official team activities (e.g., team travel, competition, practice, community service, etc.)?

Possibly. Each sport program will establish parameters for NIL activities while on-call for official team activities. It is highly recommended that you consult with your Head Coach prior to engaging in NIL activities while on-call.

Are there any industries or products that I may not endorse?

Yes. Texas law and Baylor NIL Policy prohibits a student-athlete from entering into an agreement for the use of the student-athlete's NIL in exchange for an endorsement of:

- Alcohol
- Tobacco products
- E-cigarettes or any other type of nicotine delivery device
- Anabolic steroids
- Casino gambling/sports wagering
- Violations of Baylor's Student Conduct Code
- A firearm the student athlete cannot legally purchase, or
- A sexually oriented business as defined in [Section 243.002, Local Government Code](#)
- Any substance appearing on the NCAA's Banned Substance List

- Any product or service that conflicts with any of Baylor's corporate sponsors (Pepsi, Nike, etc.)

How long may my NIL related agreement last?

The duration of any NIL agreement may not extend beyond your participation with Baylor Athletics.

Is it permissible for me to use protected Baylor trademarks in social media posts without a business or commercial involvement?

Yes. You may use Baylor's marks and logos in any social media post that you are NOT being compensated for, either directly or indirectly.

May I just post my Cash App or Venmo for people to give me money because of my status as a student-athlete?

No. Such an action would be a violation of NCAA extra benefit and recruiting inducement rules. Payment for NIL activities must include an action on your part (e.g., promotion, appearance, autograph, etc.). Otherwise, the receipt of money could be an extra benefit or preferential treatment violation and jeopardize your eligibility for athletics participation.

Do I have to have an agent/representative to engage in NIL activities?

No. You do not have to have an agent/representative to engage in NIL activities.

How do I know if an agent/representative is a good one?

You should do your research and ask for references. The NCAA has partnered with Teamworks to build and maintain a NIL agent database (<https://nilassist.ncaa.org>). Do not just settle for the first one and interview multiple individuals for comparison. Rates charged and contract terms will vary between agents. If the individual is also a registered agent with the State of Texas, compliance can help gather additional information about that agent's background and potential disciplinary history. You should also have a trusted individual or attorney review your agreement with the agent/representative to ensure it is in your best interest.

How do I report it if there is no agreement involved?

Even if you do not have a written agreement, you should still report your NIL activity in the Opendorse app. Although most binding agreements are in writing, an oral agreement could in some circumstances be legally binding.

How do I know if it's NIL income or an "extra benefit"?

If your income is not related to a legitimate NIL arrangement and only because of your status as a Baylor student-athlete, it is likely an extra benefit and could jeopardize your eligibility. It is in your best interest to first discuss with Baylor Athletics Compliance Office.

How do I know what I'm worth?

While some online services have offered personal brand valuations, those figures are simply outputs from an ever-evolving algorithm. The reality is that they cannot account for you as a person, a brand's potential fit with you or any other number of factors. When evaluating the value of a potential partnership, consider the following:

- Does this deal align with my personal brand and for what I want to be known?
- What needs does this deal address for me?
- How could this deal negatively impact my personal brand?
- What is the time commitment?
- Is this deal a win-win for you and the brand partner?
- Are the terms of this deal flexible in case it is not a win-win on the first try?
- Who else has partnered with this brand?

May NIL compensation affect my eligibility for a Pell Grant or other need-based financial aid?

Possibly. It is possible depending on how much compensation you receive. You are encouraged to contact the Baylor Athletics Compliance to be connected with the financial aid office to evaluate potential impact.

Am I required to provide Baylor Athletics with a cut of any NIL money I earn?

No.

Do I have to pay taxes on the NIL money I earn?

Yes. It is most likely that any NIL income you earn is subject to taxation.

May a non-United States (U.S.) resident/international student-athlete earn NIL compensation?

No. Federal law does not currently permit international student-athletes to work while physically in the United States. This includes working virtually/digitally and getting paid by a foreign entity while you are living in the U.S. However, when you return home during a vacation period (e.g., winter/ spring/ summer break), you may engage in a NIL activity and receive pay when in your home country. The Baylor Center for Global Engagement is aware of and actively monitoring proposed federal and state legislation pertaining to the use of name, image, and likeness for student athletes, including F and M nonimmigrant students. The program is working with its partners within the U.S. Department of Homeland Security to review how this legislation affects international student athletes and will provide updated guidance via Broadcast Messages, Study in the States, social media and SEVP field representatives.

Baylor Built Academic Incentive Program Policy

The purpose of the Baylor Built Academic Incentive Program is to provide financial incentives to student-athletes for academic achievement and retention at Baylor University.

All student-athletes receiving any amount of athletic scholarship from Baylor University are eligible for the incentive program. In order to receive the incentive, a student-athlete must meet all of the following criteria in a regular term (Fall semester or Spring semester) while enrolled at Baylor University:

- 1) Present a semester grade-point average of 2.0 or better, and;
- 2) Be enrolled and attending class at Baylor University as of the census date in the regular term following the term in which the minimum grade-point average was achieved, and;
- 3) Be in good standing with Baylor University – including both academic standing and student behavior issues.

The amount of the Baylor Built Academic Incentive is Two Thousand Nine Hundred Ninety Dollars (\$2,990) per regular term. The incentive is payable after the census date of the regular term following the term in which the minimum grade-point average is achieved, with an exception made for graduating student-athletes. A graduating student-athlete who qualifies for the incentive will receive the incentive following their graduation commencement, including those who graduate during the summer terms.

Baylor Built Academic Incentive Program FAQs

If I have an issue with either the Office of Student Conduct Administration or the Equity, Civil Rights, and Title IX Office.....will that impact my ability to receive the incentive?

Yes, any student behavior issue may impact your ability to receive the incentive, including either reducing the amount of money received or fully prohibiting receipt of the incentive.

If I earned the incentive, when will I actually receive the money?

If you earned the incentive for the Fall semester, you should receive the incentive around February 15 of the following semester. If you earned the incentive for the Spring semester, you should receive the incentive around September 15 of the following semester.

What happens if I still owe money to Baylor and have an outstanding balance on my student account?

If you have an outstanding balance on your student account, the incentive will reduce that outstanding balance first before being paid out to you.

What happens if I have a loan from Baylor's Financial Aid Office?

It is possible that your academic incentive award will be used to reduce the amount of your loan instead of being paid directly to you.

I am an international student-athlete and my home country has no tax treaty with the United States, does that mean taxes will be taken out of the incentive?

Yes, any international student-athlete that has taxes withheld from their scholarship payments will also have taxes withheld from the incentive.

I have declared for the draft so I may compete professionally in my sport. Will I still receive the incentive?

Yes, if you have met all the other criteria and do not return to Baylor University because you have become a professional athlete in your sport, you will still receive the incentive.

I am a graduate student-athlete who still has remaining eligibility. Am I eligible to receive the incentive?

Yes, both undergraduate and graduate student-athletes are able to receive the incentive until they complete their athletic eligibility. Student-athletes in Fall sports are able to receive the Spring term incentive following their final season of eligibility.

Will I receive the incentive for summer school?

No, the incentive is only applicable to regular terms – the Fall semester and Spring semester.

If I graduate from Baylor and still have eligibility remaining and decide to transfer to complete for another institution, will I still receive the incentive?

No, if you have eligibility remaining and transfer to another institution to compete, you will not receive the academic incentive program, even if you have graduated.

If I have been medically disqualified to compete, will I still receive the incentive?

Yes, as long as you meet all other requirements.

If I leave the team before the end of my team's season, will I still receive the incentive?

No, if you leave the team prior to the conclusion of your team's championship season you will NOT receive the incentive. If you leave the team after the season and prior to the end of the term, it is possible you would not receive the incentive.

Student-Athlete Center for Excellence

Mission

To assist Baylor University student-athletes in their pursuit of academic, personal, professional, and spiritual **EXCELLENCE!** *Prepare Champions for Life!*

Vision

Provide support and services to Baylor student-athletes with a spirit of **EXCELLENCE!**

Overview

The Student-Athlete Center for Excellence is responsible for the academic welfare and support of Baylor University's scholarship and non-scholarship student-athletes in all 19 varsity sports. The department consists of two major areas, Academic Services and Character Formation. Academic Services members include Academic Coaches, Learning Specialists, and a Tutor Coordinator. Support services include academic screening, academic advising and degree planning, weekly academic coaching, review of academic performance, supervised study hall, and tutoring/mentoring. Members of the Character Formation staff offer programs for student-athletes covering career development, leadership development, personal skills, social responsibility, and community engagement.

Location and Hours

The Student-Athlete Center for Excellence is located on the second floor of the Alwin O. and Dorothy Highers Athletics Complex on University Parks Drive in the Simpson Athletics and Academic Center. The office is open between 8:00 a.m. and 5:00 p.m., Monday through Friday. Students will have access to the facility between 8:00 a.m. to 10:00 p.m., Monday through Thursday; 8:00 a.m. to 5:00 p.m. on Friday; and **3:00 p.m. to 8:00 p.m.** on Sunday, during the Fall and Spring. Summer hours may differ.

Academic Services Overview

All student-athletes, both scholarship and non-scholarship, are entitled to use the athletics study hall, tutor rooms and computer lab. Student-athletes will have individualized support plans based on recommendations from their Academic Coach and/or Learning Specialist based off of academic performance. Team specific expectations will be communicated prior to the start of each academic term.

Advising Services

Each semester student-athletes must meet with their assigned Academic Coach prior to registering for classes. An Academic Coach will assist you with course selection each semester. After your initial term of enrollment, you will first be advised in your academic department on campus, and then have your schedule reviewed by an Academic Coach. This double-check helps to ensure that the student-athlete's course of study satisfies all NCAA, Big 12 Conference and Baylor requirements for eligibility and degree progress.

A student-athlete may not drop or add a class without the specific approval of the Academic Coach. A Dean or department advisor cannot drop you from a class without the permission of academic services. If you do so, you may affect you and your team's eligibility.

Class Attendance Policy

Specific policies for attendance are established by the academic units within the university. Faculty members may establish more stringent requirements regarding attendance, punctuality, and participation. Any attendance requirements and penalties for excessive absences will be set forth in the syllabus for each course. The student bears the responsibility for the effect that absences may have upon class participation, announced and unannounced examinations, written assignments, reports, papers, and other means of evaluating performance in a course.

If a varsity student athlete is required to participate in an official athletic competition and must miss class in order to participate (or travel to participate) in that competition, this absence is ordinarily considered to be excused and should not be counted against the student athlete in the context of an applicable attendance policy. Moreover, provided that the student athlete seeks to make arrangements prior to the absence to complete scheduled assignments, the faculty member will work with the student to allow for the completion

of missed classwork and assignments.

It is your responsibility to communicate with professors regarding missed assignments and tests **prior to** your absence. Faculty members are encouraged to work with student-athletes to allow for the completion of class work and assignments when student-athletes make appropriate arrangements with their professors **prior to** the “excused” activity.

If you miss a class because you are sick or have an emergency, contact your professor immediately to explain the circumstances. Faculty include their office hours and a phone number on the course syllabus.

Learning Support

The Student-Athlete Center for Excellence Learning Support team provides academic screening, one-on-one assistance for student-athletes with learning disabilities and challenges, and effective study strategies and techniques. Their goal is to enhance foundational skills and to help student-athletes apply these skills to coursework while fostering independence. Learning Support also acts as a liaison for student-athletes with the Office of Access and Learning Accommodation. Please contact the Assistant Athletics Director for Learning Support for any questions about the services offered by Learning Support.

Office of Access and Learning Accommodation

The Office of Access and Learning Accommodation (OALA) provides services for students with disabilities in order to support them in their academic success. OALA may be reached at (254) 710-3605.

No Show Policy: Students who do not attend their appointments will be marked as a ‘No Show’ and are subject to a \$25 charge for each missed session.

Tutoring/Mentoring Services

Both individual and small group tutoring sessions are available to every student-athlete. Individual academic mentor sessions are also available. Sessions are established based on the schedules of the student-athlete and tutor/mentor and sessions are conducted in the Student-Athlete Center for Excellence. A student-athlete may request a tutor at any time during the semester; however, the greatest success with tutoring assistance is achieved by those individuals who use tutors early in the semester. Academic mentors are typically scheduled at the beginning of the semester since they focus on organization and time management. To request a tutor/mentor, contact your assigned Academic Coach or the Tutor/Academic Mentor Coordinator. Your Academic Coach may also request tutoring and/or mentoring on your behalf. Appointments will be scheduled in Teamworks.

Tutoring Policies

- You are expected to attend all scheduled academic appointments
- Questions regarding scheduled academic appointments should be directed to your Academic Coach
- 5 minutes late = Academic Coach will be contacted and you will receive messaging from the front desk.
- 10 minutes late = No Show and Academic Coach will be notified
- Cancellation Procedure: Contact your Academic Coach no later than 1pm the day before the scheduled appointment. Your Academic Coach will determine if the cancellation is excused and will contact the Tutor/Mentor Coordinator to cancel. If not, you must attend the session or be considered a no-show for the appointment. Cancellation requests should be sent to the Academic Coach. If an emergency, illness or new conflict arises after the cancellation deadline, a special exception may be made on a case by case basis.

No Show Policy: Students who do not attend their tutoring or mentor appointments or cancel after the 24-hour cancellation deadline will be marked as a ‘No Show’ and are subject to a \$25 charge for each missed session.

Virtual Tutoring

In the event it becomes necessary to conduct virtual tutoring sessions, based on the temporary inability of student-athlete or tutor to meet in-person, SACE utilizes Teamworks for scheduling and Microsoft Teams as the online platform:

- Sessions are scheduled in Teamworks by request based on the availability of student-athletes and tutors
- A “team” is created for each session in Microsoft Teams if it is determined that the session should occur virtually
 - Creating a team allows tutors and student-athletes to utilize the monitored chat and file sharing functions
 - Academic Coaches are added to each team, giving them access to view any session
- Tutors and student-athletes are provided instructions and policies for utilizing the platform
- Tutors are responsible for initiating a meeting at the time the session is scheduled to begin
- Tutors communicate through the chat function with Academic Coaches to indicate when a student-athlete is late or misses the session
- Sessions are recorded and uploaded by the tutor to their shared file on Box
- Sessions are documented through the established reporting platform

Campus Educational Enhancement Opportunities

In addition to the services offered by the Student-Athlete Center for Excellence, Baylor University offers several educational enhancement opportunities for our student-athletes.

Supplemental Instruction (SI)

Many professors offer Supplemental Instruction to enhance student knowledge and understanding of a subject area. Supplemental Instruction is an opportunity to review the lecture material with a graduate student or another student assigned by the professor. These meetings usually take place after regular office hours. Contact your professor to find out if Supplemental Instruction is offered in a particular course.

Other Educational Services

Baylor University's Center for Academic Success and Engagement offers tutoring for select courses. Additionally, many departments on-campus offer tutoring for courses as well.

Academic Integrity

Baylor University students, staff and faculty shall act in academic matters with the utmost honesty and integrity. A Baylor University student violates the Honor Code if the student engages in dishonorable conduct in connection with an academic matter. ([Baylor University Honor Code](#), 2017)

In cases involving academic integrity, the student-athlete must notify their Academic Coach of the issues within 24 hours of the incident or notice from professor. All cases will be reported to the sport program administrator and head coach.

Academic integrity issues include, but are not limited to (*see [Honor Code](#) for the full list*):

- Plagiarism
- Fraudulent assignment completion
- Not completing your own work
- Cheating
- Submitting work, previously submitted in a different class
- Using unauthorized materials during exams

Character Formation Overview

The purpose of Character Formation programming is to equip Baylor student-athletes with the knowledge,

skills, and practical experiences necessary for a successful transition. Through the pillars of career development, leadership development, personal skills, social responsibility, and community engagement, student-athletes will engage in interactive and individualized programming to ensure their holistic development and preparation for their future.

Mandatory and optional programming is provided within the five areas of Character Formation. First year student-athletes receive the programming within the STL 1201 class. Sophomores-Seniors will complete their programming during their non-championship seasons. In addition to programming, all student-athletes are expected to complete four hours of community engagement each academic year.

The Character Formation team also provides one-on-one career coaching for student-athletes to receive assistance with choosing a major, resumes, job shadows, internships, graduate school applications, life transitions, and much more!

Career Development

Career and professional development opportunities are offered to student-athletes sequentially, delivering class specific experiences to develop student-athletes' skill set throughout their collegiate experience. Student-athletes can explore personal and professional interests to align with the selection of a major. They are educated on how to proceed through the job search process and go through training to prepare for an interview. Upon graduation, student-athletes will have been trained in professionalism and built a network of support to assist with identifying potential professional opportunities.

Leadership Development

Leadership development opportunities are offered throughout the year in a variety of formats. From leadership education to leadership experiences, student-athletes can engage in SAAC, Leadership Retreats and Leadership Institutes, all designed to meet the diverse needs of student-athletes and their individualized leadership roles.

Personal Skills

Student-athletes have a variety of avenues to develop their full individual potential. Personal skills programming covers financial education, healthy relationships and self-care. Financial education is offered to each classification to include banking and budgeting basics, credit, insurance, taxes, transition costs and salary negotiation. Other optional programming includes stress management, identity awareness, and lifestyle transitions.

Social Responsibility

All student-athletes will attend regular social responsibility trainings specifically focusing on cultural humility, Real Relationship Talks and drug and alcohol awareness. Healthy Relationships workshops will be offered to all teams sequentially and on an annual basis.

Community Engagement

In concert with the mission of the Student-Athlete Center for Excellence, student-athletes will have the opportunity to exercise personal excellence through community engagement services. Community engagement opportunities will be focused on serving four areas of need within the city of Waco: youth literacy, human rights, healthy lifestyle, and poverty.

Awards and Post Graduate Scholarships

There are a variety of awards and postgraduate scholarships available for student-athletes. These are sponsored by the NCAA, various athletics associations, and other groups. For more information on awards and scholarships, please contact a member of the SACE Team.

Student-Athlete Advisory Committee

Mission Statement

To create an environment for each member to gain a valuable leadership experience by serving as the voice of the student-athlete body and holistically enhancing student-athlete life.

Membership

The Baylor SAAC membership is comprised of a diverse representation of student-athletes from 17 Baylor Athletic teams. The number of SAAC representatives allowed from each team corresponds to the total number of student-athletes on each respective team. Each member will serve as a liaison between SAAC and their respective team.

Guidelines for membership are:

- Be a sophomore, junior, or senior,
 - no more than half of a team's representatives may be seniors
- Be in good academic standing
 - A student-athlete is regarded as being in good academic standing if having maintained a 2.0 cumulative GPA as defined by the NCAA to maintain eligibility
- Be in good behavioral standing
 - A student-athlete is regarded as being in good behavioral standing if having complied with all their explicit team obligations, while not being subject to any form of sanction, suspension, or disciplinary censure from their team and/or Baylor Athletics
- Be a strong influence on their respective team
 - A student-athlete is regarded as being a strong influence on their team as interpreted by their coach and team
- Be an active member of their athletic team
 - A student athlete is considered an active member if listed on the team roster
- Attend bi-weekly General Body meetings throughout the academic year
- Student-Athlete needs to be present for a full academic year

Executive Board

President	Oversee SAAC and function as the primary spokesperson for SAAC and student-athlete body.
Vice President/Golden Bruisers Chair	Assist President with all duties. Serve as the Golden Bruisers Chair and collaborate with committee and admin committee to create an organized, ideal and memorable award show for Baylor Athletics.
Secretary	Maintains written or electronic records of SAAC related meetings.
Treasurer/Special Events Chair	Maintain contact with and continuously update committee chairs on funding allocated to events, initiatives, and activities. Lead special events committee, which is responsible for conceptualizing, organizing, and hosting various events for the student-athlete body.
Campus Liaison Chair	Lead campus liaison committee which works to provide a direct link between Baylor student-athletes and all campus organizations, events, and initiatives.
Community Engagement Chair	Lead community engagement committee towards ideas and planning for future community service initiatives for the student-athlete body.
ONE Committee Chair	Oversee the ONE Committee which assesses, plans, and advocates for initiatives that will help Baylor student-athletes enhance their knowledge and sense of diversity, equity, inclusion,

	and belonging. The Chair must also be a strong advocate for bringing awareness to the many areas of diversity, equity, inclusion, and belonging and in alignment with Baylor Athletics and the ONE Working Group.
Health and Wellness Chair	Lead health and wellness committee which assesses, plans, and implements workshops and/or events that will help Baylor student-athletes enhance their well-being.
Marketing Chair	Lead marketing committee which is responsible for conveying information to the Baylor student-athlete body while maintaining a positive public image to all outside parties through social media.

Committees

- **Campus Liaison:**
 - Stays knowledgeable and connected to events and programs on-campus
 - Find ways to integrate student-athletes through these programs
 - Encourage the support of student-athlete participation on campus
 - Spearhead at least one event where student-athletes participate in a Baylor campus event
 - Serve as an intermediary between Baylor Student Government and Baylor Athletics
 - Increase awareness of the various resources available on-campus to student-athletes
- **Community Engagement:**
 - Organize service projects on behalf of the student-athlete body
 - Identify, organize, and execute at least three [3] community service events/initiatives per semester
 - Garner new community service ideas from the student-athlete body
- **Golden Bruisers:**
 - Assist in brainstorming and coordination of the awards show experience (caterer, set-up, awards, amenities, etc.)
 - Assist in organizing the set list and script of the awards show
 - Attend Golden Bruisers administrative committee meetings
- **Health and Wellness:**
 - Research educational programming and provide events that will increase awareness on various health and wellness topics
 - Create and implement peer-to-peer educational workshops related to health and wellness such as drug, alcohol, and mental health
- **Marketing:**
 - Maintain the various SAAC social media pages
 - Review SAAC webpage and assist in updates when necessary
 - Promote all marketing materials for SAAC and Baylor Athletics sponsored events
 - Communicate with committee chairs to provide marketing services for each committee
 - Develop and maintain relationships with Baylor Athletics' Marketing team
 - Create a newsletter each semester to highlight SAAC and student-athlete success
- **ONE:**
 - Promote and advance programs and initiatives within Baylor University and the Athletics Department to promote equity and care for diverse groups
 - Collaborate with leaders across campus to embed DEIB into all parts of Baylor Athletics Department
 - Partner with the Baylor Athletics ONE Working Group to develop content and structure to integrate DEIB strategies and solutions into the student-athlete experience

- Connect with already existing on campus DEIB representatives to ensure equity and inclusion for student-athletes
- Ensure underrepresented (URMs) student-athletes are being included in programming and decision-making processes
- **Special Events:**
 - Responsible for planning and executing activities for student-athletes that builds camaraderie and enhances their experience (i.e., Lip-sync battle, comedy night, talent show, etc.)
 - Work collaboratively with the other committees to organize and execute various events
 - Hold a special event around the time of midterm exams and final exams
 - Build strong partnerships and collaborate with the Health and Wellness department within athletics
 - Stay abreast of institutional policies and national trends in the area of Health and Wellness

Meeting Schedule

- **Executive Board** – Members of the SAAC Executive Board will be required to meet as a group at least twice per month. The Executive Board will determine the meeting time and location.
- **SAAC General Body Meetings** – SAAC general body (Executive Board and SAAC members) meetings will be held bi-weekly.

Support

- Baylor Athletics' SAAC Advisor will assist to facilitate the group's communication with the university and athletics administration.
- Four to six Executive Board breakfasts with Director of Athletics, Mack Rhoades and his executive team.

Baylor Sports Ministry Program

The Baylor Sports Ministry Team is dedicated to providing transformative opportunities for your spiritual growth. Understanding that everyone is on their own unique spiritual journey, our heart is to support you by meeting you where you are, fostering meaningful connections within the faith community, and equipping you with tools to develop Godly character. Through authentic relationships and the teachings of God's word, we aim to inspire and nurture a deep, lasting commitment to Christ.

Authentic Community

We believe that authentic community is essential for your spiritual journey. Our goal is to assist you in connecting with communities on your team, on campus, and through our extensive network of local churches.

Spiritual Development Programs

Our spiritual development programs offer you the chance to deepen your understanding of the Christian faith while learning how to integrate it into your daily lives. This is accomplished through two chapel sections focused on the integration of faith and sport, an impactful 8-week discipleship program that seeks to develop spiritual leaders in and out of their sport, and occasional mission trips that give you an opportunity to witness God's movement in various cultures.

Someone for Everyone

The Baylor Sports Ministry Team includes a diverse team of chaplains that are here to serve and support you on your spiritual journey. If you are looking to get connected or have any additional questions, feel free to reach out to our team.

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Athletics Communications

Overview

The Athletic Communications Office produces public facing printed items, news releases, and produces and maintains all digital content, including all social media platforms and Baylor's official athletic website: BaylorBears.com. Bears fans want to hear about the Baylor student-athlete experience; therefore, student-athletes have a duty to cooperate with the news media. Good media relationships can lead to a positive public image for you, your team and Baylor University. Interaction with the public and media is also a chance to develop communication skills that will be helpful throughout your athletics and professional career.

The Athletics Communications Office is also responsible for responding to news media inquiries; arranging all media interviews for coaches, student-athletes, and staff members; and serving as the University's liaison to various athletics governing bodies such as the NCAA and the Big 12 Conference. The goal of the Athletic Communications Office is to effectively communicate to the news media and other interested parties, information about Baylor University's athletics programs in order to positively promote Baylor student-athletes, coaches, and staff.

Understanding the Media

The media helps to promote Baylor and its sport programs. However, media attention is not limited to on-field conduct. A student-athlete's off-field behavior is also under intense scrutiny. It is important to always conduct yourself in a manner that reflects positively on you, your family, your team and Baylor University.

Baylor Athletics wants to build and maintain the best media relationships possible. A student-athlete that understands the various media styles and interviewing formats is better equipped to handle the media properly and to take initiative during interviews.

Print

Print media personnel must gather enough information to keep their readers interested. You should be prepared to spend more time on your answers in order to provide an in-depth interview. This type of interview is challenging because your spoken words are interpreted by someone else, so there is a higher likelihood of being misquoted.

Television

Television media personnel are looking for short, concise answers in the 10-20 second range. It is important to make a good impression, including your appearance. That means no hats, no gum, a nice shirt

(preferably a Baylor shirt), and a preference that males do not wear earrings. Try to speak clearly and distinctly when being interviewed.

Radio

Radio coverage is more relaxed. The setting is usually informal and there is little or no chance of being misquoted.

Press Conferences

The press conference format for media coverage is used at major events such as postseason tournaments and bowl games. Student-athletes and coaches are seated at a podium with a microphone and questions come from the audience.

Student-Athlete Responsibilities

- Never speak with any member of the media (including student reporters from the Lariat and internet reporters) unless the interview has been coordinated by Athletics Communications staff. If a media member calls, texts or sends you a message on social media, tell him or her to contact Athletics Communications Office. This policy will help you to avoid contact with unauthorized persons who attempt to gain and use information for scouting or gambling purposes. An Athletics Communications staff member will let you know when to expect calls for authorized contact from the media or other individuals.
- Be available to the media — win, lose or tie. However, you do not have to answer every question posed by a media representative. A proper response to a question that you would rather not answer is, "I'd rather not discuss that subject." Also, you may always refer a question to your coach or to an Athletic Communications staff member.
- Be on time for scheduled and pre-arranged interviews. Failure to do so reflects poorly on you and Baylor University.
- Contact the Athletic Communications staff member assigned to your sport if you become uncomfortable with the questions asked or the general tone of the interview.

Interview Tips

Do:

- Look nice, appearance counts.
- Think ahead. Identify two or three main points that you want to get across.
- Relax, stay focused, and think positively.
- Maintain direct eye contact.
- Whenever possible, refer to the interviewer by name.
- Choose your words wisely.
- Talk in short, complete sentences.
- Offer background information that the interviewer does not know.
- Always end the interview with a simple "thank you."

Do Not:

- Think of the media as "the enemy."
- Play favorites. Speak to all reporters equally.
- Look down or talk too fast.
- Swear.
- Start every answer with "Well ...," "Uhh ...," or "You know" Just answer the question.
- Use technical language or sports jargon that the reporter and/or public may not understand.
- Blame the officials.
- Go "off the record." Never say anything that you would not want repeated in a broadcast or news article.

Student-Athlete Social Media Statement of Expectations

Social media is the best way to tell your story and enhance your personal brand. Representing Baylor University and the athletics department is an honor and a privilege that comes with high expectations and responsibilities. Social media can be a huge asset to promote yourself and your team as well as connect with fans all over the world. Used irresponsibly, it can quickly destroy your reputation and future opportunities and tarnish the image of the university.

Baylor student-athletes who use social media should follow the below guidelines, which are set to encourage your use in a positive and responsible manner. Student-athletes who meet these expectations are eligible to have their accounts promoted on official Baylor accounts.

- **Every post must comply with NCAA rules and regulations.** Specifically, student-athletes must be familiar with the NCAA rules manual regarding prospective student-athlete (PSA) interaction and must be aware of changes to the rules landscape. As a rule, normal social interactions with PSA's are permissible, so long as they are (1) not related to the PSA's recruitment by any school -AND- (2) not at the direction of a Baylor staff member. A general rule is to click, but don't comment. Liking or Retweeting a PSA's tweet is permissible, but quoting or replying to that tweet is not.
- **Always consider outcomes before posting.** If you see a potential negative outcome resulting in a particular post, communicate with your sport's athletics communications contact and review the potential post before sending it out. This includes using profanity, posting potentially inappropriate photos or including items in posts that break compliance rules.
- **Be confidential.** Injury updates should only be posted to official accounts. Never share details on the recruiting of prospective student-athletes. If you're unsure, check with your sport's athletics communications contact.
- **Baylor Athletics news should only be broken from official accounts** and original content such as uniform reveals should only originate from these official accounts. Student-athletes should only share these posts after they've been sent from official accounts.
- **Do not post negatively about opponents, the Big 12, the NCAA, officials, or anyone else.** Good sportsmanship is an important aspect of Baylor Athletics and it is expected at all times.
- **All engagement must be respectful.** It is recommended that you avoid posting about controversial subjects. All of our fans support Baylor, but views and beliefs on any topic (politics, etc.) will differ from person to person. We suggest sticking to facts that cannot be questioned, but if you choose to post about controversial topics, any engagement must be respectful.
- **Be conscious of the posts you engage with.** The content you retweet, like, comment on and touch in any way becomes visible to the public and represents you. Avoid engaging with posts and accounts/profiles that reflect poorly on you and Baylor Athletics.
- **When interacting with fans, media, etc., on social media,** be sure that the replies are accurate, and that it reflects the image your family would want you to portray. We encourage light-hearted fun on social media but be mindful not to be offensive. Always be respectful to other users. Never engage in confrontational dialogue with any user on social media. Avoid the trolls at all costs – we recommend muting them.
- **Be active.** Social media can be an incredible tool and we encourage your use of it to positively build your personal brand.
- **Be Calm.** If you are angry or passionate about a subject or after a loss, avoid social media until you calm down. Direct replies and posts are not private. Once you click send, it will live forever.

- **Coaching staffs for each sport will determine consequences.** Your coaches will enforce consequences if these expectations are not met. In addition, further developmental education and training may be required from the office of student-athlete services.
- **Cyber bullying or stalking are Clery Act reportable.** If you are accused or victimized of cyber bullying or stalking, these acts may be qualifying crimes under the Clery Act. If so, they must be reported to the Baylor University Police Department in order to remain Clery Act compliant.

Athletics Performance

Overview

The goal of the Athletics Performance Department is to set the standard for elite preparation, which will serve as a bridge to life-long student-athlete success, while achieving competitive excellence.

The Baylor Department of Athletics maintains multiple performance facilities. These facilities are:

- The Bob R. Simpson Performance Center located in the Foster Pavilion
- The Fudge Football Development Center
- Gray's Gym, located in the Ferrell Center
- The Jay and Jenny Allison Indoor Football Practice Facility
- The Simpson Performance Center, located in the Simpson Athletics and Academic Center
- The Williams Weight Room, located in the Williams Family Soccer Center

Reminders

- Prior to utilization of the facilities and participation, student-athletes must receive clearance from the Baylor Athletic Medicine staff and Compliance staffs.
- Prior to utilization of the facilities and participation, student-athletes will sign a waiver acknowledging their understanding and adherence to Athletics Performance Facility and Safety Rules.
- No unsupervised training is permitted at any time. An Athletics Performance Coach must be present for any student-athlete training.
- Athletic Medicine staff have the final authority in determining when student-athletes are to be removed from or returned to participation due to medical concern.

Athletic Medicine Services

General Overview

Certain athletically related healthcare coverage is provided to Athletic Department student-athletes by the Athletic Medicine staff consisting of full-time licensed athletic trainers, physical therapists, licensed graduate assistant athletic trainers, and athletic training students ("healthcare personnel"). Healthcare coordinated through the Athletic Medicine staff in conjunction with approved licensed physicians specializing in their respective field. Baylor Athletics does not automatically assume responsibility for the care of injuries or illnesses incurred when the student-athlete is not actively engaged in a sanctioned sport activity (e.g., not during practice, competition, sport training activity).

As defined by the National Athletic Trainers' Association (NATA), Athletic Trainers are healthcare professionals who render service or treatment, under the direction of or in collaboration with a licensed physician, in accordance with their education and training and the states' statutes, rules and regulations. As a part of the healthcare team, services provided by athletic trainers may include athletically related injury and illness prevention, wellness promotion and education, emergent care, examination and clinical diagnosis, therapeutic intervention, and rehabilitation of injuries and medical conditions. These services are not provided to prospective, former student-athletes, or anyone otherwise not in good standing in a varsity sport at Baylor except to the degree required by the NCAA and in accordance with Baylor policy. Services are provided in the Waco area or while traveling as part of team activities or competition.

Baylor University reserves the right to discontinue service in its sole discretion, for example without limitation, noncompliance of a student-athlete with the recommendations of healthcare personnel, noncompliance with Athletic Department policies on Athletic Medicine Services, or behavior that could amount to a violation of the student conduct code such as failure to engage in respectful treatment of healthcare personnel by the student. Any representation or provision in this policy may be modified in the sole discretion of Baylor at any time as long as it is consistent with NCAA requirements.

Baylor University operates with multiple Athletic Medicine facilities and operating hours may vary depending on sport season and program needs. Please see the Athletic Medicine staff for special hours specific to your team or medical care support.

Authority

On behalf of Baylor University and in accordance with NCAA bylaw 3.2.4.19, for athletically related matters, a member of the Athletic Medicine Staff has the unchallengeable authority to determine healthcare management and return-to-play decisions of student-athletes, including the authority to cancel or modify a practice or workout of an individual student-athlete or an entire team, for health and/or safety reasons, including inclement weather.

Notification of Injury

Student-athletes must be open, honest, and forthcoming to healthcare personnel on their condition at all times. Each student-athlete is required to immediately notify the athletic trainer assigned to his/her sport of any injury or illness that could be directly related to athletic participation or injuries or illnesses that could affect athletic participation.

Physicians

The Athletics Department retains several qualified physicians who are specialists in various medical conditions including sports injuries. Baylor University currently contracts with Baylor Scott & White-Southwest Sports Medicine and Orthopedics (BS&W-SWSMO). BS&W-SWSMO provides independent care through Primary Care Sports Medicine and Orthopedic physicians to serve as team physicians. The Baylor Athletic Medicine staff operate under the delegated authority of the BS&W- SWSMO team physicians. Injured student-athletes will be examined and treated by the Athletic Medicine staff and team physicians. BS&W-SWSMO physicians are available to consult with student-athletes for illness and injury related concerns during on-campus clinics and in their offices located at the BS&W Ted & Sue Getterman Sports & Orthopedic Center. To request an appointment with a team physician, please contact a member of the Athletic Medicine staff. Student-athletes may retain their own healthcare providers, to include physicians at their own expense. The Athletic Department will require a student-athlete to have their healthcare provider share information with the Athletic Department in order to continue participation as a student-athlete and support appropriate continuity of care.

Pre- Participation Physical Examinations

Each student-athlete must complete Baylor University's approved athletic pre-participation physical examination with the Athletic Medicine staff and receive approval to participate by a team physician before he/she may participate in any way, to include in weight training, practice, and competition, and/or check out equipment. The Athletic Medicine staff will typically assist in scheduling these appointments with the team physicians. Pre-participation physical examinations will occur on an annual basis. Successful completion of the recommended testing and examination by the team physician are required for sport participation clearance. The Athletic Medicine staff may re-examine any student-athlete and change their participation status at any time. The determination of the team physician is not subject to appeal or review except to the extent that a student-athlete may submit information for the physician's consideration from their own healthcare provider and at their own expense.

Exit Physical Examinations

Following the conclusion of their final intercollegiate season with Baylor University, each student-athlete must complete an exit physical examination by the Athletic Medicine staff. The student-athlete must notify healthcare staff at that time of all healthcare concerns. Additionally, periodic (e.g., end of semester, end of season) medical reviews are conducted by the Athletic Medicine staff to better communicate current health status including resolved/unresolved medical conditions. Student-athletes are required to complete this review prior to separation from Baylor (e.g., transfer, exhausted eligibility for participation).

Medical Insurance and Payment of Medical Bills

As permitted by the NCAA, Baylor will provide medical and related expenses and services to a student-athlete for athletically related injury incurred during his/her involvement in intercollegiate athletics for the

institution (NCAA bylaw 16.4.1). Baylor's policy requires that the health care provider file any claims with the student-athlete's personal or parental insurance first. If any portion is not covered by the student-athlete's personal insurance, then Baylor Athletics will pay the remaining balance. The third-party administrator (secondary insurer) used by Baylor Athletics is intended only to cover those charges which are deemed "patient responsibility" by each athlete's primary insurance.

It is important to note that illnesses and injuries not related to participation in a team activity (i.e., competition, practice) may not be paid for by the Baylor University Athletic Department. In addition, outside physicians and facilities are not the financial responsibility of the athletic department unless specifically approved by the Baylor Athletics Medical staff. Second opinion visits to physicians, specialists or other services related to injury or illness care (chiropractic, massage therapy, physical therapy, etc.) will only be covered by Baylor University Athletics if approved in advance by the Baylor Athletic Medicine staff, in their sole discretion. Should a student-athlete choose medical services from providers other than those approved by Baylor University, the student-athlete and his/her parent(s) or legal guardian(s) will be solely responsible for any and all charges incurred if not approved by Baylor Athletics prior to the outside consultation. If a bill is incurred without the knowledge and/or approval of the Athletic Medicine staff, the Athletic Department will not assume financial responsibility. Therefore, to assist the student-athlete in paying for medical expenses not related to intercollegiate athletics, all student-athletes are encouraged to enroll in some form of personal medical insurance program if his/her parents or guardians do not have a policy in effect to cover the student athlete.

All non-scholarship athletes will be required to maintain their own health insurance, which does not have any athletic injury exclusions, and present proof of such insurance to the Athletic Medicine staff assigned to his/her team prior to being cleared for participation.

By way of example, without limitation and unless deemed appropriate by the Athletic Medicine staff, Baylor Athletics will not pay the following non-athletic medical expenses:

- Medical, hospital or surgical expenses to treat non-athletic related illness or injury
- Medical, hospital or surgical expenses as the result of an injury going to and / or participating in class (e.g., Varsity Conditioning Class)
- Elective surgeries
- Cosmetic procedures
- Dental cleanings
- Contraceptive medications
- Pregnancy or pregnancy related issues
- Sexually transmitted infections or disease
- Elective medical therapies

The student-athlete may appeal a denial of coverage decision with supporting justification to the Athletic Director, through the Executive Senior Associate Athletics Director for Student-Athlete Services. The Athletic Director (or designee) may also authorize any payment with or without a student-athlete appeal, in the sole discretion of the AD. The Athletic Director's decision is final and not subject to appeal.

Changes to Baylor University policy, this policy, or NCAA requirements may result in changes to this support in Baylor University's sole discretion.

Primary Medical Insurance Coverage for Non-Scholarship Student-Athletes

Non-scholarship student-athletes and practice players must provide proof of primary insurance coverage at the beginning of the academic school year and maintain insurance coverage for the entire time the student-athlete or practice player is participating in an intercollegiate sport at Baylor University. This insurance policy must cover student-athletes or practice players for injuries sustained while participating in intercollegiate athletics. Insurance claims for injuries sustained while participating in intercollegiate sports sponsored activity, such as a scheduled practice or competition, will be filed with the student-athlete's or

practice player's primary insurance carrier. Baylor University will act as a secondary insurance carrier, paying the amount due after the primary insurance carrier has processed all claims for said injury, in accordance with the above provisions and terms.

Questions or concerns regarding medical claims can be presented to the Athletic Medicine staff which includes the team's Athletic Trainer, Associate/Assistant Athletics Director for Athletic Medicine, and/or Director of Health and Wellness Operations. Additionally, correspondence with the student-athlete and/or parent(s) of the student-athlete may occur from the Athletic Medicine staff regarding any concerns related to maintain an appropriate level of primary medical insurance and/or medical claims questions.

NCAA Insurance Program

The NCAA sponsors a Catastrophic Injury Insurance Program that covers the student-athlete who is catastrophically injured while participating in authorized, organized, or sponsored NCAA events, including practice and competition. The student-athlete is eligible for up to \$ 20 million in lifetime benefits. The plans cover not only medical care but also disability payments, home modification and rehabilitation. It also features a death benefit. The policy has a \$90,000 deductible and provides benefits in excess of any other valid and collectible insurance. For more details, refer to NCAA web site at www.ncaa.org. Baylor offers no warranty on any outside healthcare insurance provider.

Additionally, the NCAA's Post-Eligibility Insurance Program (www.posteligibilityinsurance.com) is available to all student-athletes for up to two years (104 weeks) after the student-athlete separates from school or voluntarily withdraws from athletics. The program covers up to \$90,000 of accident medical expenses for athletically related injuries sustained during participation in a qualifying intercollegiate sport. The coverage provides benefits in excess of any other valid and collectible insurance. Of the \$90,000 available, up to \$25,000 is available for mental health services related to an eligible, documented injury. Provided all eligibility criteria are met, the policy is triggered when a student-athlete's primary insurance coverage is exhausted or when primary insurance will not cover accident medical expenses covered under the post-eligibility program, subject to terms and conditions of the policy. Student-athletes are automatically covered (enrolled) under the post-eligibility insurance policy for qualifying intercollegiate athletics injuries that meet both the following conditions:

1. Occur during the policy period (on or after August 1, 2024)
2. Are documented and on file with the institution's athletics department.

Notice to Baylor of Care

It is the responsibility of the student-athlete to timely inform the Baylor Athletic Medicine staff of any new injuries or illnesses as soon as possible. The student-athlete should not seek outside medical attention for an athletic related injury or illness without the notification to the Athletic Medicine staff UNLESS the injury or illness is a medical emergency. In emergent situations, the student-athlete should notify the Athletic Medicine staff of the injury or illness as soon as reasonably possible.

Second Medical Opinion / Outside Referral Policy

After receiving an initial diagnosis by a physician retained by the athletic department, a student-athlete may request a second medical opinion from a physician. Second opinion visits to physicians, specialists or other services related to injury or illness care (chiropractic, massage therapy, physical therapy, etc.) will only be covered by Baylor University Athletics if approved in advance by the Baylor Athletics Medical staff, in their sole discretion. Should a student-athlete choose medical services from providers other than those approved by Baylor University, the student-athlete and his/her parent(s) or legal guardian(s) will be solely responsible for any and all charges incurred if not approved by Baylor University Athletics prior to the outside consultation.

Additional Coverage Limitations

Diagnostic Testing – Diagnostic testing (e.g., x-ray, CT, MRI) will only be covered by Baylor University Athletics if approved and coordinated by the Baylor Athletic Medicine staff.

Pre-existing Medical Condition – Baylor Athletics does not assume responsibility for pre-existing medical conditions. Treatment and medication for such conditions will only be covered as deemed appropriate by

Baylor University Athletics, in their sole discretion.

End of Eligibility Coverage – In accordance with with NCAA Bylaw 16.4.1 and Baylor Athletics Policy, the period for payment for follow-up medical care shall extend up to two years following graduation or separation from the institution, or until the student-athlete qualifies for coverage under the NCAA Catastrophic Injury Insurance Program, whichever comes first, only if it is for follow-up treatment related to an earlier injury caused during athletics participation. Baylor University has the discretion to determine the method by which it will provide medical care, the method by which it determines whether an injury is athletically related, and any policy deemed necessary for implementing the medical care. Please direct any questions regarding this to the Athletic Medicine staff or Executive Senior Associate Athletics Director for Student Athlete Services. Changes to Baylor University policy, this policy, or NCAA requirements may result in changes to this support in Baylor's sole discretion.

Prescription Medications, Over the Counter Medications, and Dietary Supplements

Prescription medication must be prescribed by a physician. Medications prescribed by team physicians for athletic injuries and most illnesses will be covered by Baylor Athletics. Student-athletes must only use such medications in the manner and for the time prescribed. Abuse, misuse, or transfer of prescription medications to others may result in serious consequences including removal from the Athletics Department, from Baylor University, and/or criminal charges. The student-athletes must obtain Athletic Medicine staff advice prior to taking any medication, including over-the-counter medications, not prescribed by Baylor University team physicians to ensure that it does not cause a health concern or contain a substance banned by the NCAA or Big 12 Conference.

ADHD

If you have been diagnosed with ADD/ADHD and taking medication to treat it, Baylor University Athletics must be provided information and have it on file **BEFORE** you take this medication. The documentation from the current treating physician should include a current diagnosis, prescription and written summary of comprehensive clinical evaluation. Many of these medications are on the NCAA and Big 12 Conference banned substance list and steps must be taken to allow you to use this medication without jeopardizing your eligibility. Please contact the Athletic Medicine staff or request to speak with a Baylor University team physician for your sport for additional information and directions on how to best handle this matter. Additional information related to requirements and recommendations for medical exceptions for banned medications can be found with the NCAA Sports Science Institute (www.ncaa.org/sports/sports-science-institute) .

Nutritional Supplements

Dietary supplements that are sold over the counter and through the internet may contain substances banned by the NCAA and Big 12 Conference. Please contact your sports dietician, team physician or Athletic Medicine staff prior to taking any dietary supplements to verify the contents.

Medical Records

Medical records are kept in a secured format on file at the Baylor University Health Center and in the Athletic Medicine facility(s). The Athletic Medicine staff maintains student-athlete medical records. Additionally, student-athletes that are evaluated or treated by our team physicians from BS&W-SWSMO have files that are kept by BSW-Hillcrest Hospital.

Baylor University Health Center

Eligibility for Care

Any Baylor student that has paid the General Student Fee is eligible for care at the University's Health Center in accordance with their policies and procedures. Dependents or spouses of Baylor students are not eligible for services at the Health Center. All students are required to have a health record form on file with the Baylor University Health Center. Always consult the Athletic Medicine staff before taking any medication prescribed by BUHC physicians as most are not familiar with NCAA drug testing rules.

Services provided at the Baylor University Health Center:

- Office visits
- Physical examinations,
(including Well Woman exams)
- Immunizations and other routine shots
- Lab tests
- Prescription medicine
- Mental health

Charges incurred for medical services provided by the University Health Center will be the sole responsibility of the student-athlete unless they have been approved in advance by the Athletic Medicine Staff.

Baylor University – Athletics Concussion Safety Protocol

Introduction

Baylor University Athletics Department is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. To this end, and in accordance with NCAA legislation, Baylor University has adopted the following Concussion Safety Protocol for all NCAA student-athletes. This protocol identifies expectations for institutional concussion management practices as they relate to (1) the definition of sport-related concussion; (2) independent medical care; (3) preseason education; (4) pre-participation assessment; (5) recognition and diagnosis; (6) initial suspected concussion evaluation; (7) post-concussion management; (8) return-to-learn; (9) return-to-sport management; (10) limiting exposure to head trauma; and (11) written certificate of compliance signed by the athletics health care administrator.

Definition of Sport-Related Concussion

There is no uniform definition of concussion. The Consensus Statement on Concussion in Sport, which resulted from the 6th international conference on concussion in sport, defines sport-related concussion as follows:

Sport-related concussion is a traumatic brain injury caused by a direct blow to the head, neck or body resulting in an impulsive force being transmitted to the brain that occurs in sports and exercise-related activities. This initiates a neurotransmitter and metabolic cascade, with possible axonal injury, blood flow change and inflammation affecting the brain. Symptoms and signs may present immediately, or evolve over minutes or hours, and commonly resolve within days, but may be prolonged.

No abnormality is seen on standard structural neuroimaging studies (computed tomography or magnetic resonance imaging T1- and T2-weighted images), but in the research setting, abnormalities may be present on functional, blood flow or metabolic imaging studies. Sport-related concussion results in a range of clinical symptoms and signs that may or may not involve loss of consciousness. The clinical symptoms and signs of concussion cannot be explained solely by (but may occur concomitantly with) drug, alcohol, or medication use, other injuries (such as cervical injuries, peripheral vestibular dysfunction) or other comorbidities (such as psychological factors or coexisting medical conditions).

Independent Medical Care

As required by NCAA Independent Medical Care legislation, primary athletics health care providers (team physicians and athletic trainers) shall have unchallengeable autonomous authority to determine medical management and return-to-activity decisions, including those pertaining to concussion and head trauma injuries, for all student-athletes.

Preseason Education

All NCAA student-athletes will be provided and allowed an opportunity to discuss concussion educational material (e.g., the NCAA Concussion Education Fact Sheet) or other applicable material and will be required to sign an acknowledgement, on an annual basis and prior to participation, that they have been provided, reviewed and understood the concussion education material.

All coaches, team physicians, athletic trainers, directors of athletics and other personnel involved in NCAA student-athlete health and safety decision making will be provided and allowed an opportunity to discuss educational material (e.g., the NCAA Concussion Education Fact Sheet) or other applicable material and will be required to sign an acknowledgement, on an annual basis, that they have been provided, reviewed and understood the concussion education material.

Pre-Participation Assessment

All NCAA student-athletes will undergo a pre-participation baseline concussion assessment. This assessment assumed individualized medical care, which means: Each athlete and each injury are different. Depending on the severity of prior injuries, the number of concussions, other individual concerns and based on the developing state of science, the team physician/primary health care provider should review each athlete's history and consider discussing with the student-athlete concerns about concussion and repetitive head impact as warranted, including potential risks and benefits from playing sport. Such discussion allows the athlete to make an informed decision about their participation in sport.

This pre-participation assessment will be conducted at Baylor University and, at a minimum, will include assessment for the following:

- History of concussion or brain injury, neurologic disorder, and mental health symptoms and disorders
- Symptom evaluation (Graded Symptoms Checklist in C3 Logix platform)
- Cognitive assessment (Standardized Assessment of Concussion, Simple and Choice Reaction Time, Trails A, Trails B, Visual Acuity, Processing Speed-all within the C3 Logix platform.)
- Balance evaluation (BESS in C3 Logix platform)

The team physician will determine pre-participation clearance and/or the need for additional consultation or testing and will consider a new baseline concussion assessment at six months or beyond for any NCAA student-athlete with a documented concussion, especially those with complicated or multiple concussion history. Importantly, baseline testing may inform post-injury evaluation; however, student-athletes who have suffered a concussion may perform at the same level or even better than their baseline testing, as motivation and other factors may differ in post-concussion testing. Ultimately, baseline testing serves as one of many potential factors in making a clinical decision.

Recognition and Diagnosis of Concussion

Medical personnel with training in the diagnosis, treatment and initial management of acute concussion must be present at all NCAA competitions in the following contact/collision sports: acrobatics and tumbling; baseball; basketball; equestrian; football; pole vault; soccer; softball; volleyball.

NOTE: *To be present means to be on site at the campus or arena of the competition. Medical personnel may be from either team or may be independently contracted for the event. Medical personnel with training in the diagnosis, treatment and initial management of acute concussion must be available at all NCAA practices in the following contact/collision sports: acrobatics and tumbling; baseball; basketball; equestrian; football; pole vault; soccer; softball; volleyball.*

NOTE: *To be available means that, at a minimum, medical personnel can be contacted at any time during the practice via telephone, messaging, email, beeper or other immediate communication*

means and that the case can be discussed through such communication, and immediate arrangements can be made for the athlete to be evaluated.

Any NCAA student-athlete that exhibits signs, symptoms or behaviors consistent with concussion must be removed from practice or competition for evaluation. Examples of signs that warrant immediate removal from the field include: actual or suspected loss of consciousness, seizure, tonic posturing, ataxia, poor balance, confusion, behavioral changes, amnesia.

Concussion evaluation:

- Must be evaluated by an athletic trainer or team physician (or physician designee) with concussion experience.
- Allow ample time (e.g., 10-15 minutes) when conducting a multi-modal screen (e.g., SCAT6) to evaluate a potential concussion.
- Must be removed from practice/play for that calendar day if concussion is confirmed or suspected.
- May only return to play the same day if the athletic trainer, team physician or physician designee determines that concussion is no longer suspected after evaluation. Even in such cases, consider next day follow-up assessment because initial symptoms may not appear for several hours.

Initial Suspected Concussion Evaluation

The initial concussion evaluation must include an immediate assessment/neurological screen for “red flags” or observable signs (as noted in the Concussion Emergency Action Plan below). The assessment may include a multi- modal evaluation as clinically indicated such as:

- Clinical assessment to rule out cervical spine trauma, skull fracture, intracranial bleed or other catastrophic injury
- Symptom assessment (Graded Symptom Checklist in C3 Logix platform)
- Physical and neurological exam (Visual Ocular Motor Screen, SAC in C3 Logix, Physician Examination)
- Cognitive assessment (Standardized Assessment of Concussion in C3 Logix platform)
- Balance exam (BESS in C3 Logix platform)

A Concussion Emergency Action Plan should be in place and include:

A student-athlete must be immediately removed from play and assessed for possible transport to a local hospital/trauma center when any of the following signs/symptoms/behaviors are present:

- Neck pain or tenderness.
- Seizure or convulsion.
- Double vision.
- Loss of consciousness.
- Weakness or tingling/burning in more than one arm or in the legs.
- Deteriorating conscious state.
- Vomiting.
- Severe or increasing headache.
- Increasingly restless, agitated or combative.
- Glasgow Coma Scale Score <15.
- Visible deformity of the skull.

Post-concussion Management

For all cases of diagnosed concussion, there must be documentation that post- concussion plan of care was communicated to both the student-athlete and another adult responsible for the student-athlete, in oral and/or written form. Because symptoms may evolve or manifest over time, for all suspected or diagnosed concussions, there will be in place a mechanism for serial evaluation of the student- athlete off-field the same day and up to 72 hours.

There should be in place a subacute (three days to weeks post-injury) management plan that includes a mechanism for evaluation and monitoring of the following:

- Symptom evaluation.
- Immediate and delayed memory.
- Concentration.
- Orthostatic vital signs.
- Cervical spine assessment.
- Neurological evaluation.
- Balance and tandem gait assessment.
- Modified VOMS.

In addition, the subacute management plan may consider* evaluating for the following, as clinically indicated:

- Screen for fear, anxiety or depression or other mental health issues.
- Screen for sleep disturbance.
- Graded aerobic exercise testing.

**Evaluation tools, such as the recently released SCOAT6 may be helpful in providing a standardized framework from which a clinical, office-based evaluation can be conducted, especially for school athletic health care settings in which physicians are not embedded.*

For all concussion management plans:

Consideration of symptom-limited, light aerobic physical activity within 24-48 hours (e.g., walking).

Consideration of reduced screen use in the first 48 hours after injury.

Re-Evaluation:

Any NCAA student-athlete with atypical presentation or persisting symptoms > 4 weeks will be re-evaluated by a physician in order to consider additional diagnoses, best management options, and consideration of referral. Additional diagnoses include but are not limited to: fatigue and/or sleep disorder; migraine or other headache disorders; mental health symptoms and disorders; ocular dysfunction; cervical and vestibular dysfunction; cognitive impairment and autonomic dysfunction including orthostatic intolerance and postural orthostatic tachycardia syndrome; pain.

Return-to-Learn Management

The vast majority of young adults have a full return-to-learn with no additional academic support by 10 days post-injury. Complete rest and isolation should be avoided, even during the initial 24-48 hours post-injury. Relative rest is important in the first 24 hours. For those student-athletes with persisting symptoms a more formal plan may be in order.

The return-to-learn concept should follow an individualized and step-wise process overseen by a point person within the athletics department, who will navigate return- to-learn with the student-athlete and, in more complex cases of prolonged return-to- learn, work in conjunction with a multi-disciplinary team that may vary student-to- student depending on the specifics of the case but may include, but is not limited to:

- | | |
|---------------------------------------|--------------------------------|
| • Team Physician | • Athletics Academic Counselor |
| • Athletic Trainer | • Sports Dietician |
| • Psychologist/counselor in Ath Dept. | • Course instructor(s) |

- Medical specialists
- Neuropsychologist
- Faculty Athletics Representative
- Athletics Administrator(s)
- Office of Disability Services
- Coaches

A student-athlete who has suffered a concussion will return to classroom/studying only as tolerated with modification of schedule/academic accommodations, as indicated, with help from the identified point-person. The plan may address environment, physical, curriculum and/or testing adjustments. Campus resources will be engaged for cases that cannot be managed through schedule modification/academic accommodations. Campus resources will be consistent with the ADAAA and will include one of the following:

- Learning specialists
- Office of Disability Services
- ADAAA Office

A student-athlete will be re-evaluated by a team physician (or their designee) and members of the multi-disciplinary team, as appropriate, if concussion symptoms worsen with academic challenges or in the event of atypical presentation or persistent symptoms.

Return-to-Sport Management

Unrestricted return-to-sport should not occur prior to unrestricted return-to-learn for concussions diagnosed while the student-athlete is enrolled in classes. Complete rest and isolation should be avoided, even for initial 24-48 hours. Relative rest is important in the first 24 hours. Final determination of unrestricted return-to-sport will be made by a Baylor University team physician or their medically qualified designee following implementation of an individualized, supervised stepwise management plan that includes:

Step 1 Symptom-limited activities of daily living.

Step 2 Aerobic exercise with light resistance training as tolerated [no more than mild or brief (<1 hour) exacerbation of symptoms].

2a. Light (up to approximately 55% maximum heart rate); then

2b. Moderate (up to approximately 70% maximum heart rate).

Step 3 Individual sport-specific exercise and activity without any increased risk of inadvertent head impact exposure.

Proceed to step 4 only after resolution of signs and symptoms related to the current concussion, including with and after physical exertion.

Step 4 Non-contact practice with progressive resistance training.

Step 5 Unrestricted practice or training.

Step 6 Unrestricted return-to-sport.

The above stepwise progression will be supervised by a health care provider with expertise in concussion, with it being typical for each step in the progression to last at least 24 hours.

NOTE: *If at any point the student-athlete becomes symptomatic (more symptomatic than baseline), the team physician or physician designee will be notified, and adjustments will be made to the return-to-sport progression. * For example, testing stops with an increase of more than 2 points on a 0-to-10-point scale when compared with the pre-exercise resting value.*

Reducing Head Impact Exposure

Baylor University is committed to protecting the health of and providing a safe environment for each of its participating NCAA student-athletes. *To this end and in accordance with NCAA association-wide policy, Baylor University will reduce student- athlete head impact exposure in a manner consistent with Interassociation Recommendations: Preventing Catastrophic Injury and Death in Collegiate Athletes and Consensus statement on concussion in sport: the 6th International Conference on Concussion in Sport. For example:*

- *Baylor University teams will adhere to existing ethical standards in all practices and competitions.*

- *Using playing or protective equipment (including the helmet) as a weapon will be prohibited during all practices and competitions.*
- *Deliberately inflicting injury on another player will be prohibited in all practices and competitions.*
- *All playing and protective equipment (including helmets), as applicable, will meet relevant equipment safety standards and related certification requirements.*
- *Baylor University will keep the head out of blocking and tackling in contact/collision, helmeted practices and competitions.*
- *Baylor University will emphasize education of proper technique to reduce head impact exposure for all contact and collision sports, with special emphasis in pre- season.*
- *Baylor University will adhere to policies and rules in sport that limit the number and duration of contact practices and activities in contact-collision sports.*
- *Consideration of participation in neuromuscular training warm-up programs.*

Student-Athlete Mental Health Services

The athletic department has mental health professionals available to meet with student-athletes to help them deal with a wide variety of issues that may arise during their collegiate experience. Student-athletes often meet with counselors to discuss a variety of issues, including but not limited to: the transition to college, coping with injuries, relationship difficulties (family, teammates, friends, romantic partner), stress, eating concerns, substance use, anxiety and depression. Often issues happening outside of sport can impact a student-athlete's performance in sport. Appointments are confidential, and information shared in these meeting are kept between the student-athlete and the counselor*. No issue is too small to seek services.

The NCAA Sports Science Institute has developed additional mental health educational resources that can be found on their website (<https://www.ncaa.org/sport-science-institute/mental-health>).

** Student-athletes must give written or verbal consent/release for information to be shared with anyone outside of Athletics Mental Health. However, there are two major exceptions. Situations in which a student-athlete is assessed to be in danger, cannot always be kept confidential as the counselor is legally and ethically responsible to do what is necessary to keep a student-athlete safe. Additionally, counselors can speak with other mental health and medical professionals without a release as part of collaborative of care.*

Athletics Mental Health Services

Baylor Athletics Mental Health Services (AMHS) is dedicated to the growth and development of student-athletes through providing the highest quality mental health care.

Preparing champions for life is part of the vision for Baylor Athletics, and we know that champions are often faced with challenges. AHMS provides crisis intervention, counseling, consultation, outreach, and referral services to student-athletes who are seeking ways to better cope with and overcome life's challenges.

Services provided by Athletics Mental Health include:

- Individual Therapy
- Group Therapy
- Workshops/Educational Classes
- Crisis Counseling and management
- Mental Health Team Talks
- Consultation
- Case Management

Services that are not provided by Athletics Mental Health include:

- Letters to request an emotional support animal
- Letters to support the need for academic accommodations, requested by student-athletes who have not

been treated by an athletic department mental health provider. Letters for accommodations should come from the provider who diagnosed and treated mental health condition for which athlete is requesting accommodations.

Additional mental health services can be arranged through the Athletics Mental Health Services Team. These services include:

- Sports and performance-based counseling
- Addictive behavior counseling (i.e., drug, alcohol, gaming, gambling, pornography)
- Psychiatry and medication management
- Transition/Referral assistance

To make an appointment with Athletic Mental Health Services:

- 1) Call the office and leave a message - (254) 710-3636
- 2) Email the office at AMHS@baylor.edu
- 3) Contact your athletic trainer or sport coach.
- 4) Online at - [Booking](#)

Additional Mental Health Resources

Baylor University Counseling Center

Phone: (254) 710-2467

Location: McLane Student Life Center, 2nd Floor. 209 Speight Ave, Waco, TX 76706

Appointments: Walk-in clinic open Monday-Friday, 9 a.m. to 4 p.m.

Baylor University Health Center (Psychiatry)

Phone (254) 710-1010

Location: McLane Student Life Center, 2nd Floor. 209 Speight Ave, Waco, TX 76706

Appointments: You can schedule an appointment online through the Baylor University Health Portal at:

https://healthcenter.baylor.edu/login_directory.aspx

Beauchamp Addiction Recovery Center

Phone: (254) 710-7092

Email: BARC@baylor.edu

Location: East Village Residential Community

Appointments: Walk-ins welcome, however first-time one-on-one meeting with staff can be scheduled by calling or emailing the BARC.

Mental Health Crisis Line

Student-athletes have access to the university 24-hour crisis line. If ever in crisis this number will connect student-athletes with a Baylor employed mental health provider. During business hours athletes will be encouraged to meet with a counselor face-to-face at the BUCC. After hours and on weekends a counselor will be available over the phone.

24-Hour Crisis Line: (254) 710-2467

Pre-Participation Examination: Mental Health Screen

As a part of the pre-participation physical examination, student-athletes will complete a mental health screening assessment. The assessment will be reviewed by a member of the Athletics Mental Health Services team. Student-athletes will meet with a counselor to review their assessment at which point recommendations might be made. Student-athletes will be assessed annually as part of preventative care.

Mental Health Screens

Student-athletes will receive regular mental health screeners throughout the academic year. The expectation is that student-athletes will honestly complete the screeners, knowing that the information is only available to the Mental Health Services team. Any concerns on these screeners will result in a consultation with a member of the AMHS team to determine if additional mental health services are needed.

Mental Health Consultations

There are times in which student-athletes will be required to meet with a mental health professional for a

consultation. These consultations are a part of a preventative care model that ensures Athletics Mental Health Services is able to provide early intervention as needed to support the mental health of student-athletes.

Injured Athlete Consultation

As a part of supporting student-athlete rehabilitation after injury, a mental health consultation is a part of injury treatment. We recognize that injured athletes are at a greater risk for increased anxiety and depression. All student-athletes who sustain significant injury while playing their sport will meet with a member of the AMHS team to be assessed for possible changes in their mental health as a result of their injury. Significant injuries include any injury that requires surgery, concussion, and any injury that will result in prolonged rehabilitation/recovery time.

Substance Misuse Consultation

When a student-athlete confirmed through testing/screening to have detected levels of a prohibited substance, they are referred to an Athletics Mental Health Services provider for assessment and recommendations. Recovery assistance is offered to any student-athlete at Baylor University that is seeking help for substance misuse or a problematic compulsive behavior.

Disordered Eating Consultation

The Athletics Health & Wellness team provides comprehensive care to those student-athletes who exhibit symptoms of disordered eating. Student-athletes of concern will meet with a licensed mental health provider as a part of a team approach to care. The mental health provider along with the team physician, athletic trainer, and Sports RD will work together to ensure the student-athlete receives the level of care needed to maintain their physical, nutritional, and mental health.

Consultations will also be required if a student-athlete is requesting ADHD testing, psychiatry services, sport psychology services or other specialized areas of mental health support.

Mental Health Leaves

Baylor Athletics recognizes the importance of student-athlete mental health. Being mentally healthy contributes to the success of a student-athlete in the classroom and in their sport. We want to ensure we are doing our best to support student-athletes who might be experiencing mental illness. Asking for a mental health leave implies that a student-athlete is having trouble maintaining their mental health. Just as with physical illness, student-athletes are not permitted to take time off without being seen by an athletic trainer or team physician, we use the same guideline for mental health. Any student-athlete who requests a “mental health break/leave” will be required to meet with Athletics Mental Health Services for an assessment.

Expectations for Mental Health Leave

- Any student-athlete who requests a “mental health break/leave” will be required to meet with Athletics Mental Health Services for an assessment.
- The assessment will allow one of our licensed mental health professionals to make a clinical recommendation about the best course of treatment for the student-athletes mental health.
- Unless otherwise advised by the Athletics Mental Health Services staff, student-athletes are expected to be present at Athletics related activities until the assessment can be completed and recommendations can be communicated to a member of the student-athlete’s sport program staff (e.g., coach, operations director, athletic trainer)
- Signing a release of information will be required by any student-athlete being assessed, to allow the mental health professional to communicate recommendations and treatment plans to the coaching staff.
- Any student-athlete who refuses to meet with mental health will not be granted a mental health leave.
- Once an assessment is complete the expectation is that the student-athlete follows the recommendations and treatment plan laid out for them. This might include anything from weekly counseling, psychiatry appointments, group therapy, intensive outpatient, or in the most severe cases hospitalization.

The goal of the Baylor Athletics Department is to support the success and wellbeing of its student-athletes. These guidelines are a way to help ensure that student-athletes mental health is being managed and cared for in the best way possible. Student-athletes who are taking the necessary steps to manage their mental health will be supported by the Department.



Summary of NCAA Eligibility Regulations - NCAA Division I

For: Student-athletes.

Purpose: To summarize NCAA regulations regarding eligibility of student-athletes to compete.

DISCLAIMER: THE SUMMARY OF NCAA REGULATIONS DOES NOT INCLUDE ALL NCAA DIVISION I BYLAWS. CONTACT YOUR INSTITUTION'S COMPLIANCE OFFICE OR THE NCAA IF YOU HAVE QUESTIONS.

TO: STUDENT-ATHLETE.

This summary of NCAA regulations contains information about your eligibility to compete in intercollegiate athletics.

This summary has two parts:

1. Part I is for **all** student-athletes.
2. Part II is for **new** student-athletes only (those signing the Student-Athlete Statement for the first time).

If you have questions, ask your director of athletics (or his or her designee) or refer to the most recent version of the [NCAA Division I Manual](#). The references in brackets after each summarized regulation show you where to find the regulation in the Division I Manual.

PART I: FOR ALL STUDENT-ATHLETES.

This part of the summary discusses ethical conduct, amateurism, financial aid, academic standards and other regulations concerning your eligibility for intercollegiate competition.

1. Ethical Conduct – All Sports.

- a. You must act with honesty and sportsmanship at all times so that you represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports. [NCAA Division I Bylaw 10.01.1]
- b. You have engaged in unethical conduct if you refuse to furnish or fail to provide accurate or complete information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or your institution. [Bylaw 10.1]
- c. You are **not eligible** to compete if you knowingly provide information to individuals involved in organized sports wagering activities concerning intercollegiate athletics competition; solicit a bet on any intercollegiate team; accept a bet on any team representing the institution or solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value. [Bylaw 10.3]

- d. You are **not eligible** to compete if you knowingly participate in any sports wagering activity that involves intercollegiate, amateur or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize. [Bylaws 10.02.1 and 10.3]

2. Amateurism – All Sports.

* For individuals in states with NIL laws or executive actions with the force of law in effect, NCAA rules remain in effect, including prohibitions on pay-for-play and improper recruiting inducements. Please click [here](#) for the most up to date resources associated with the NIL policy.

- a. You are **not eligible** for participation in a sport if you have ever:
- (1) Taken pay, or the promise of pay, for competing in that sport. [Bylaws 12.1.2 and 12.1.2.1]
 - **Exception:** Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]
 - (2) Agreed (orally or in writing) to compete in professional athletics in that sport.
 - **Exception:** Prior to collegiate enrollment, in sports other than men's ice hockey and skiing, you agreed to compete on a professional team, provided the agreement did not allow for more than actual and necessary expenses and you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.5.1]
 - (3) Played on any professional athletics team as defined by the NCAA in that sport.
 - **Exception:** Prior to enrollment, in sports other than men's ice hockey and skiing, you competed on a professional team, provided you did not receive more than actual and necessary expenses. [Bylaws 12.1.2 and 12.2.3.2.1]
 - (4) Used your athletics skill for pay in any form in that sport. [Bylaws 12.1.2 and 12.1.2.4]
 - **Exceptions:**
 - i. Prior to collegiate enrollment, in sports other than tennis, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses; [Bylaws 12.02.7, 12.1.2 and 12.1.2.4.1]
 - ii. Prior to collegiate enrollment, in tennis, you accepted up to \$10,000 per calendar year in prize money based on place finish or performance in an athletics event from the sponsor of the event; [Bylaws 12.02.7, 12.1.2, 12.1.2.4.2.1 and 12.1.2.4.2.2]

- iii. After collegiate enrollment, in sports other than tennis, you accepted prize money based on place finish or performance in an athletics event from the sponsor of the event and the amount of prize money did not exceed \$300 above your actual and necessary expenses. [Bylaws 12.02.8, 12.1.2 and 12.1.2.4.1]
- b. You are **not eligible** in a sport if you, or your relatives or friends, ever have accepted money, transportation, lodging, entertainment or other benefits from an agent or agreed to have an agent market your athletics ability or reputation in that sport. [Bylaws 12.3.1 and 12.3.1.3]
 - **Exceptions:**
 - In baseball and men's ice hockey, prior to collegiate enrollment you were drafted by a professional baseball team and paid the going rate to be represented by an agent or attorney during contract negotiations. [Bylaws 12.3.1, 12.3.1.1 and 12.3.1.3]
 - In men's basketball, after the conclusion of the playing season, a current student-athlete or a two-year college prospective student- athlete who has requested an evaluation from the NBA Undergraduate Advisory Committee may be represented by an NCAA-certified agent under specified conditions. [Bylaw 12.3.1.2]
- c. You are **not eligible** in any sport if, after collegiate enrollment, you accept any pay for promoting a commercial product or service or allow your name or picture to be used for promoting a commercial product or service. [Bylaws 12.5.2.1 and 12.5.2.2, see also resources associated with the NCAA interim NIL policy.]
- d. You are **not eligible** in any sport if, because of your athletics ability, you were paid for work you did not perform, were paid at a rate higher than the going rate or were paid for the value an employer placed on your reputation, fame or personal following. [Bylaw 12.4, see also resources associated with the NCAA interim NIL policy.]

3. Financial Aid – All Sports.

- a. You are **not eligible** if you receive financial aid other than the financial aid that your institution distributes. However, it is permissible to receive:
 - (1) Money from anyone on whom you are naturally or legally dependent;
 - (2) Financial aid that has been awarded to you on a basis other than athletics ability; or
 - (3) Financial aid from an entity outside your institution that meets the requirements specified in the Division I Manual. [Bylaw 15.01]
- b. You must report to your institution any financial aid that you receive from a source other than your institution. However, you do not need to report financial aid received from anyone on whom you are naturally or legally dependent.

4. Academic Standards – All Sports.

- a. Eligibility for Competition.

- (1) To be **eligible to compete**, you must:
 - (a) Have been admitted as a regularly enrolled, degree-seeking student according to the published entrance requirements of your institution;
 - (b) Be in good academic standing according to the standards of your institution; and
 - (c) Be enrolled in a minimum full-time baccalaureate degree program (not less than 12-semester or quarter hours) and maintain satisfactory progress toward that degree, be enrolled in a full-time graduate or professional degree program (as defined by the institution) or be enrolled in and seeking a second baccalaureate degree or another full-time program of studies for postgraduates (e.g., certificate) at your institution. [Bylaws 14.01.2 and 14.2.2]
- (2) If you are enrolled in less than a full-time program, you are **eligible to compete** only if you are enrolled in the last term of your degree program and are carrying credits necessary to finish your degree. [Bylaw 14.2.2.1.3] You are **eligible to compete** during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you are no longer enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.2.1.1]
- (3) You are **eligible to compete** between terms if you are continuing enrollment, provided you have been registered for the required minimum full-time load at the conclusion of the term immediately preceding the date of competition, or if you are either continuing enrollment or beginning enrollment, provided you have been accepted for enrollment as a regular full-time student for the regular term immediately following the date of competition. [Bylaw 14.2.2.1.2]

b. Practice.

- (1) You must be enrolled in a minimum full-time program of studies leading to a baccalaureate or equivalent degree as defined by the regulations of the certifying institution to practice. [Bylaw 14.2.1]
- (2) You may practice during the official vacation period immediately preceding initial enrollment, provided you have been accepted by your institution for enrollment in a regular, full-time program of studies at the time of your initial participation, you no longer are enrolled in your previous educational institution and you are eligible under all institutional and NCAA requirements. [Bylaw 14.2.1.1]
- (3) You may practice if you are enrolled in the final semester or quarter of a baccalaureate or postgraduate degree program, or a minor or undergraduate certificate program while enrolled in less than a minimum full-time program of studies and your institution certifies that you are carrying (for credit) the courses necessary to complete the degree requirements, as determined by the faculty of the institution. [Bylaw 14.2.1.3]

c. Continuing Eligibility – All Sports.

- Your eligibility for competition shall be based on:
 - (a) Having successfully completed 24 semester or 36 quarter hours of academic credit prior to the start of the institution's third semester or fourth quarter following your initial full-time enrollment (hours earned during the summer may be used to fulfill this requirement);
 - (b) Having successfully completed 18 semester or 27 quarter hours of academic credit since the beginning of the previous fall term or since the beginning of the certifying institution's preceding regular two semesters or three quarters (hours earned during the summer may not be used to fulfill this requirement); and
 - (c) Six semester or quarter hours of academic credit the preceding regular academic term (e.g., fall semester, winter quarter) in which you have been enrolled at any collegiate institution. [Bylaw 14.4.3]
 - (d) If you are entering your second year of collegiate enrollment, you must present a cumulative grade-point average that equals at least 90 percent of the institution's overall cumulative grade-point average required for graduation (based on a 4.000 scale). [Bylaw 14.4.3.3]
 - (e) If you are entering your third year of collegiate enrollment, you must have completed successfully at least 40 percent of the course requirements in your specific degree program and you must present a cumulative minimum grade-point average (based on a 4.000 scale) that equals at least 95 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, your grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2, 14.4.3.2 and 14.4.3.3]
 - (f) If you are entering your fourth year of collegiate enrollment, you must have completed successfully at least 60 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, your grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2, 14.4.3.2, and 14.4.3.3]

If you are entering your fifth year of collegiate enrollment, you must have completed successfully at least 80 percent of the course requirements in your specific degree program and you must present a cumulative grade-point average (based on a 4.000 scale) that equals at least 100 percent of the institution's overall cumulative grade-point average required for graduation. For this purpose, your grade-point average will be certified on a term-by-term basis. [Bylaws 14.4.3.3.2, 14.4.3.2, and 14.4.3.3]

NOTE: If you participate in baseball, football or men's wrestling, additional academic eligibility requirements impact your continuing eligibility to compete.

d. Freshmen.

- (1) You are referred to as a **qualifier** and are eligible to practice and compete in your sport and to receive financial aid (institutional and athletically related) during your first academic year, under Bylaw 14.02.10.1, if you:
 - (a) Graduate from high school;
 - (b) Attain a minimum high school grade-point average as specified in Bylaw 14.3.1.1.3 (based on a 4.000 scale) in a successfully completed core curriculum of at least 16 core courses; and Bylaw 14.3.1.1.
 - (c) Complete 10 of the required 16 core courses before the start of your seventh semester of high school.
- (2) You are referred to as an **academic redshirt** if you did not meet the criteria to be a qualifier but completed the required core courses with a high school grade-point average of at least a 2.000, or you did not complete at least 10 of the required 16 core courses before the start of your seventh semester of high school. As an academic redshirt:
 - (a) You may receive institutional athletically related financial aid but may not compete during the first academic year in residence.
 - (b) You may practice only on campus or at the institution's regular practice facility during the first regular academic term in residence. You must successfully complete nine semester or eight quarter hours of academic credit in each applicable regular academic term in order to be eligible for practice in the immediately subsequent term of the first academic year. [Bylaws 14.02.10.2 and 14.3.1.2]
- (3) You are referred to as a **nonqualifier** if you fail to meet the criteria above. In addition to being ineligible for practice and competition during the first academic year in residence, a nonqualifier is not permitted to receive any institutional financial aid, except as stated below. As a nonqualifier:
 - (a) You are eligible to receive nonathletics institutional financial aid based on need only, consistent with institutional and conference regulations; and
 - (b) You will have three seasons of eligibility after your first academic year in residence. You may earn a fourth season of competition provided you complete 80 percent of your baccalaureate degree before beginning your fifth academic year of enrollment and you are within five years of your initial, full-time collegiate enrollment. [Bylaws 14.02.10.3, 14.3.2.1.1 and 14.3.3]

5. Other Regulations Concerning Eligibility – All Sports.

- a. You are **not eligible** to participate in more than four seasons of intercollegiate competition in any one sport. [Bylaw 12.8]
- b. You are **not eligible** if five calendar years have passed from the date you first registered as a full-time student at a collegiate institution and attended your first day of classes for that term, except for time spent in the armed services, on official religious missions or with recognized international aid services of the U.S. government and extensions that have been approved in accordance with NCAA legislation. [Bylaw 12.8.1]

- c. You are **eligible** at an institution other than the institution from which you have received or satisfied the requirements for a baccalaureate degree or an equivalent degree, if you qualify for an exception for transfers from four-year colleges [Bylaw 14.5.5.2] and you have eligibility remaining as set forth in Bylaw 12.8.1. [Bylaw 14.6.1]
- d. You are **eligible** for championships, certified bowl games or the National Invitation Tournament that occur within 60 days of the date you complete the requirements for your degree. [Bylaw 14.6.3]

6. Outside Competition - Sports Other Than Basketball.

- You are **not eligible** in your sport for the remainder of the year and the next academic year if, during the academic year, you competed as a member of any outside team in any noncollegiate, amateur competition. You may compete outside of your declared playing and practice season as a member of an outside team in any noncollegiate, amateur competition during any official vacation period published in your institution's catalog. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaws 17.33.1 and 17.33.1.1]
- (1) **Exception –Wrestling.** You may not participate in outside competition between the beginning of your academic year and November 1. Further, in men's wrestling, you may not participate in outside competition during your first academic term of full-time enrollment and must maintain a minimum grade-point average to participate. [Bylaws 17.33.1.2 and 17.33.1.3]
- (2) **Exception – Men's and Women's Soccer, Women's Volleyball, Field Hockey and Men's Water Polo.** You may compete on outside amateur teams during the spring outside of the institution's playing and practice seasons, provided such participation occurs no earlier than May 1 and the remaining provisions of Bylaw 17.33.1.4 are met. [Bylaw 17.33.1.4]
- (3) **Exception - Competition as an Individual.** You may participate in outside competition as an individual during the academic year in your sport, as long as you represent only yourself and do not engage in competition as a member of a team or receive expenses from an outside team. In women's wrestling, you may not participate in outside competition as an individual between the start of the academic year and November 1. In men's wrestling, you may not participate in outside competition as an individual during your first term of enrollment and to compete in outside competition as an individual after the first term, you must meet the minimum grade point average in Bylaw 14.3.3.3.3. [Bylaws 17.33.1.9.1, and 17.33.1.9.2]

7. Outside Competition - Basketball.

- a. You are **not eligible** if, after you become a student-athlete, you participate in any organized basketball competition except while representing the institution in intercollegiate competition. Competing in the Olympic Games tryouts and competition and other specified national and international competition is permitted. [Bylaws 17.33.2]
- b. It is permissible to participate as a member of a basketball team in an NCAA-sanctioned summer basketball league or event during the period between June 15 and August 31 or the institution's opening day of classes, whichever comes earlier, provided the student-athlete has written permission from the institution's athletics director. [Bylaw 17.33.4]

8. Transfer Students Only.

- a. You are a transfer student if:
 - (1) You were enrolled in a minimum full-time program of studies during a regular term (e.g., fall or spring semester) at your former institution and you attended class; or
 - (2) The director of athletics from your former institution certified that you reported for the regular squad practice that any staff member of the athletics department of your former institution announced before the beginning of any term; or
 - (3) You received institutional financial aid to attend a summer school at your former school prior to initially enrolling full-time. [Bylaw 14.5.2]
- b. If you are an undergraduate transfer student from a four-year institution, you are **not eligible** during your first academic year in residence unless you meet the provisions of one of the exceptions specified in Bylaw 14.5.5.2 or qualify for one of the waivers specified in Bylaw 14.7.2.
- c. If you are a transfer student from a two-year institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the academic and residence requirements specified in Bylaw 14.5.4 or the exceptions specified in Bylaw 14.5.4.6.
- d. If you transferred from a four-year college to a two-year college and then to your new institution, you are **not eligible** during your first academic year in residence at your new institution unless you meet the requirements specified in Bylaw 14.5.6.