2018–19
STUDENT–ATHLETE HANDBOOK
Student–Athlete Code of Ethics

Purpose
Intercollegiate Athletics at Bates College provide the opportunity for students to develop their full potential in a rigorous academic setting that values varsity sport participation and the keenest competition as key components of the educational process. However, it is considered a privilege rather than a right to be a student–athlete and with that privilege comes certain responsibilities. Foremost among these responsibilities is the adherence to the Bates Student–Athlete Code of Ethics.

Bates College supports a prominent Division III NCAA intercollegiate sports program. Your representation of the College, involving public exposure in the competitive arena and in the media, places you in a public position not experienced by other Bates students; a position that requires exemplary conduct. Your behavior has a most definite impact on the reputation of your particular team, the Department of Athletics and the College and also on the attitude that others not involved in intercollegiate athletics have toward you and your fellow student-athletes. Lastly, whether or not you so choose, you will be looked upon as a role model and as a leader.

Definition
The Student–Athlete Code of Ethics provides general behavioral guidelines consistent with the responsibilities of participation, representation, and public exposure outlined above. The Code applies to any and every Bates student who is considered to be a member of an intercollegiate team(s), whether that sport is in season or not. In simple terms, any conduct that brings dishonor to a team and/or to the Athletic Department is considered a breach of the Code.

Under this Code of Ethics, you are expected to obey the rules and regulations of the NCAA, the NESCAC, the Department of Athletics and the college, including the college’s Student Conduct, Sexual Misconduct and Academic Integrity policies, as well as all local, state and federal laws. Furthermore, you are expected to conduct yourself at all times with honor, integrity, good sportsmanship, honesty, and humility. You are expected to treat everyone with dignity and respect. Bates athletes are committed to advancing awareness and understanding of the value inherent in our diversity, broadly defined in terms of cultural, ethnic, sexual orientation and identity, age, religious beliefs, socioeconomic status, physical and mental abilities, and gender differences.

Violation of the Code
Conduct or behavior that deviates from the expectations cited in the "Definition" section will be considered a breach of the Student–Athlete Code of Ethics. Individuals who have been accused of violating the Code of Ethics will meet with the appropriate coach/staff member to discuss the potential violation, to explore the full extent of the breach, and to determine sanctions. Response by the Athletic Department to a breach in the Code may include sanctions, singularly or in combination, ranging from the following:

- Official Letter of Reprimand
- Community Service
- Required Counseling or Educational Programming
- Loss of Playing or Practice Opportunities
- Permanent Removal from the Athletic Program.

In cases involving multi-sport athletes, the sanction(s) may apply to one or more of the individual’s sports, depending on the situation and the violation. When considering a case the Director of Athletics will take into account previous violations of the Code and of other departmental policies. Repeat offenses will result in increasingly heavy sanctions. In all instances, a copy of the outcome letter will be sent to the student–athlete, a copy will be placed in the student–athlete’s file and a copy may be sent to the student–athlete’s parents/guardians.

The Code of Ethics does not supersede or replace the college judicial process. This policy will not be used to alleviate any Dean of Students Office decision that has been rendered. Moreover, the Code may still be used to pursue a case in light of the elevated expectations of student–athletes. Athletic Department sanctions are separate from and in addition to any judgment coming from the College judicial process.

Appeal
Student–athletes who wish to appeal the imposed sanction(s) may do so under the following process:
1. A student–athlete appeal request must be submitted in writing to the Director of Athletics or the Senior Woman Administrator within two class days of receiving the sanction.

2. The grounds for appeal include the following:
   • Sanction(s) imposed is grossly inappropriate;
   • New evidence has come to light which would have been sufficient to alter the decision regarding the sanction(s);
   • Evidence exists of bias on the part of the Director of Athletics and Head Coach(es).

3. The appeal will be heard by the Director of Athletics and Senior Woman Administrator (SWA).

4. Once the appeal has been heard on the validity of the grounds for appeal, the Director of Athletics and SWA will make a decision on the case. They may agree with the original sanction(s), impose a different sanction(s), or dismiss the original sanction(s). At this time, the decision is considered final.

_Bates Athletics reserves the right to alter, amend and/or modify the Student–Athlete Code of Ethics at any time without prior notice to the participants and/or department staff._

**Alcohol Drug and Other Prohibited Substance Policy**

Bates College has established community standards for the use of alcohol and other drugs, detailed in the Alcohol and Drug Policy found in the [Code of Student Conduct](#). The Department of Athletics Alcohol, Drug, and Other Prohibited Substances Policy articulates the expected standards of behavior of all student–athletes regarding the use or abuse of alcohol, other drugs and prohibited substances and the support measures and minimum sanctions that will be implemented when violations of this policy occur. This policy will apply regardless of whether a violation occurs before, during, or after a student–athlete’s competitive season.

This policy serves as a baseline for individual coaches, who have the latitude to establish additional team policies either in-season or out-of-season, in consultation with the Director of Athletics. This policy does not supersede the discretion of individual coaches regarding the student–athletes on their team and their status as a member of their team. Under the supervision of the Director of Athletics, coaches retain discretion over all team participation decisions.

The Department of Athletics seeks to support student–athletes holistically and recognizes the connections between the athletic, academic and social aspects of their lives. The use and abuse of alcohol, other drugs or prohibited substances can have significant detrimental effects on all aspects of a student’s life. Alcohol and marijuana, in particular, undermine the core mission of the Department of Athletics by impairing the student-athlete’s ability to train and perform to their full potential. In addition to affecting the individual student-athletes, the use and abuse of alcohol, other drugs or prohibited substances can have a negative impact on the integrity and character of individual teams or the department as a whole.

The Department of Athletics partners with the Office of Student Support and Community Standards and Campus Safety and Security to implement this policy. While these offices will routinely share information in order to best support our students, this Athletic Department policy does not supersede or replace the college’s Alcohol and Drug Policy or the Code of Student Conduct.

**The Use of Alcohol and Marijuana**

Bates College student–athletes must comply with all NCAA policies and programs and college policies related to alcohol and marijuana. Additionally, all student–athletes are expected to abide by the civil laws regarding alcohol and marijuana use and possession. The illegal or irresponsible use of alcohol violates the college alcohol policy, and marijuana possession/use is prohibited.

_Department sanctions will generally be levied for the following:_

1. The consumption of or being under the influence of alcohol or the use of or being under the influence of marijuana by student–athletes at any Athletics Department sponsored activity. A sponsored activity includes, but is not limited to, any contest, practice or team meeting, travel to or from sites of practice or competition, and camps/clinics.
2. A documented violation of the college’s Alcohol and Drug Policy (i.e., a Campus Security report that results in a level II violation or other formal action through the student conduct process).

3. A civil citation and/or arrest for an alcohol/marijuana offense.

Violations of this policy are cumulative throughout an athlete’s entire career at the college. Violations of other college or department policies or standards or particularly egregious conduct (including distribution of marijuana) will be adjudicated under the Student–Athlete Code of Ethics. These violations may also be referred directly to the Office of the Vice President for Student Affairs and Dean of Students or the Student Conduct Committee, where sanctions of probation, suspension and expulsion are considered.

**First Violation**
First-time violators must meet with the appropriate coach/staff member to discuss the incident. If an official warning is issued, a written copy of the warning will be sent to the student-athlete. A copy will also be placed in the individual student-athlete’s file. If needed, the student-athlete may be referred to the Health Center for counseling related to the violation. If the Dean’s office deems the infraction a level II violation, further action will be taken as appropriate.

**Second Violation**
A second violation will result in the loss of participation, e.g., competition, practice and/or team activity as decided by the Director of Athletics and Head Coach. In addition, the student–athlete will be required to meet with the Director of Athletics and to complete community restitution hours. The student–athlete may also be required to complete educational programming and/or to attend counseling at the Health Center. A copy of the outcome letter will be sent to the student–athlete and a copy will be placed in the student–athlete’s file.

**Third Violation**
Athletes who violate this policy a third time face suspension or termination from the Athletics program.

**Medical Amnesty Policy**
In situations where a student has contacted Campus Safety and Security or Bates EMS for medical treatment either for themselves or for a fellow student, the student calling and the student receiving medical attention will not be subject to an official violation of this policy as described above. This will apply regardless of whether the student is transported to the hospital, is taken to the Health Center, or does not require any additional treatment. The students will be required to meet with Assistant Director of Athletics and may be asked to attend counseling at the Health Center.

**The Use of Illegal Drugs or Performance-Enhancing Substances**
Student–athletes enrolled at the college may not purchase, possess, distribute, manufacture or sell any prohibited substance or illegal drug, any prescription medication without an authorized physician’s approval or any substance belonging to any of the classes of banned substances published by the NCAA, and updated periodically. The classes of banned substances include, but are not limited to: stimulants, anabolic steroids, diuretics (masking agents), street drugs (e.g., heroin, cocaine, etc.) and peptide hormones and analogues (e.g., human growth hormones and erythropoietin (EPO). The college may test for any substance contained on the NCAA list of banned substances, including unlisted compounds that are related to specific drugs listed by the NCAA (i.e., substances that are included in a class of drugs by their pharmacological action and/or chemical structure).

The student–athlete is responsible for everything that goes into his or her body; students use any drug and nutritional or dietary supplements at their own risk. A dietary supplement is a product that contains one or more of the following dietary ingredients: vitamins, mineral, amino acids, herbs or other botanicals, and other metabolites. Many dietary supplements or ergogenic aids contain banned substances. Often the labels of dietary supplements are not accurate and are misleading. Terms such as “healthy” and “all natural” do not ensure that supplements are free of banned substances. All participants should keep the Sports Medicine staff and/or team physician aware of all over-the-counter or prescribed drugs that they may be taking, including nutritional/dietary supplements. Furthermore, all participants must consult with the Sports Medicine staff and/or team physician before using any dietary or performance enhancing supplement. A
participant found to have possessed an illegal or banned substance will be subject to sanctions determined by the Director of Athletics in consultation with the Head Coach and the Vice President for Student Affairs and, depending on the violation, may be referred directly to the Office of the Vice President for Student Affairs and Dean of Students.

Selling and/or Distributing an Illegal or Banned Substance
Whereas the use of a banned substance has the potential to lead a user to self-destruction, selling and/or distributing an illegal or banned substance has the potential to harm others, as well as the offender. Consequently, Bates Athletics, in its sole and absolute discretion, reserves the right to deal appropriately with any participant who is found to have sold and/or distributed or intended to sell and/or distribute a banned substance, including marijuana. A participant found guilty by Bates College or any state or federal entity to have sold or distributed a banned substance will be subject to immediate dismissal from the athletics program.

Self-Referral
Any participant who has a drug or alcohol problem is encouraged to seek help before a breach of this policy occurs and punitive action is taken by the Department of Athletics. Any self-referral will be strictly confidential and no team or administrative sanctions will be imposed upon the student–athlete who has made a personal decision to seek professional assistance. However, student-athletes may be referred to appropriate counseling services and withheld from athletic participation until the Director of Athletics determines that such student-athletes are physically and mentally fit to resume their participation.

Tobacco
Participants are reminded that pursuant to NCAA Bylaw 11.1.7, the use of tobacco products is prohibited by all game personnel (e.g., athletes, coaches, trainers, managers and game officials) in all sports during practice and competition. A student–athlete who violates this tobacco policy will be subject to the same sanctions as detailed under the Alcohol and Marijuana section.

Appeal Process
Student–athletes who wish to appeal the imposed sanction(s) may do so under the following process:

1. A student–athlete appeal request must be submitted in writing to the Director of Athletics or the Senior Woman Administrator within two class days of receiving the sanction.

2. The grounds for appeal include the following:
   - Sanction(s) imposed is grossly inappropriate;
   - New evidence has come to light which would have been sufficient to alter the decision regarding the sanction(s);
   - Evidence exists of bias on the part of the Director of Athletics and Head Coach(es).

3. The appeal will be heard by the Director of Athletics and Senior Woman Administrator (SWA).

4. Once the appeal has been heard on the validity of the grounds for appeal, the Director of Athletics and SWA will make a decision on the case. They may agree with the original sanction(s), impose a different sanction(s), or dismiss the original sanction(s). At this time, the decision is considered final.

Sexual Misconduct Policy, Title IX, & More

Title IX of the Education Amendments of 1972 prohibits gender-based discrimination based in educational programs and activities that receive federal financial assistance. Discrimination under Title IX includes but is not limited to sexual harassment, sexual assault, stalking, and intimate partner violence by employees, students or third parties.

In support of the safety and well-being of members of the Bates community and in compliance with Title IX, the following Title IX Officer has been designated to respond to inquiries concerning gender-based discrimination including sexual harassment, sexual assault, stalking, and intimate partner violence:
If you are uncertain whether you wish to file a report, you may speak confidentially regarding your experience or concerns with the following individuals:

Kelly Gorman, Sexual Assault Victim’s Advocate  
Chase 223  
207-753-6996  
sava@bates.edu

Counseling and Psychological Services  
31 Campus Avenue  
207-786-6200

Brittany Longsdorf, Multifaith Chaplain  
163 Wood Street, 2nd Floor  
207-786-8272  
blongsdo@bates.edu

For more information go to:  
www.bates.edu/sexual-respect

EADA Report:  
https://ope.ed.gov/athletics/#/institution/search

To report on, or to receive support relating to, other kinds of bias incidents such as those pertaining to sexual orientation, disability or race: http://www.bates.edu/diversity-inclusion/bias-incidents-hate-crimes/

Student–athlete Academic Expectations

Bates College has a longstanding tradition of excellence in athletics and academics. It is expected that all student–athletes embrace the true spirit behind DIII athletics and strive for first academic achievement and also athletic success.

Student–athlete attendance at all classes is mandatory, and the deadlines set by professors must be met. Representing Bates College as a student–athlete is a privilege, and participation in athletics will not be accepted as a valid excuse for missing classes, exams, or deadlines.

Coaches will support student–athletes to achieve academic excellence, and each team has a faculty advisor that acts as a resource for players who may need help. A student–athlete agrees to share all academic issues with their faculty advisor openly and honestly; similar to competition, if a student–athlete is struggling, it is an expectation that the student–athlete create an action plan to improve academic performance.

If a student–athlete cannot maintain both academic excellence and athletic success, the student–athlete will be asked by the Department of Athletics to focus strictly on academic coursework. It is a priority of the Department of Athletics and Bates College that students achieve academically first and foremost.

Student–Athlete Release from Class and Exams

It is an expectation that student–athletes remain in constant communication with coaches and professors regarding release from scheduled class due to athletic competition. Student–athletes may not leave class unless they are officially released by their professor. Student–athletes are also expected to have an action plan, outlining how the missed course material will be completed.

Student–athletes should receive their contest early release times from their coach at the beginning of each season. Student–athletes should then immediately communicate with their professors and create a schedule for completing work that is missed due to early release for an athletic contest. Student–athletes should communicate with professors about classes missed due to early release within the first week of the semester. Schedule changes and post-season schedules will be shared in a timely fashion once they are made known to student–athletes.
The scheduled release time before home contests is 90 minutes before the starting time of the contest. The college policy for release time or departure time for away contests is determined by adding the prep time plus travel time. Preparation time has been determined to be 2 hours before the scheduled starting time in all sports other than football (2 1/2 hours). Travel time includes the possibility of a meal or rest stop en route.

Hazing and Team Initiation Activities Policy

The Athletics Department strictly prohibits hazing of any kind as well as all team initiation activities. Additionally, the Department is particularly sensitive to the role that alcohol often plays in hazing/initiation situations. The Department defines hazing and/or team initiation activities as:

“any action taken, created, or situated which intentionally, or unintentionally, recklessly subjects any person to the risk of bodily harm, mental or physical discomfort, embarrassment, harassment, or ridicule; or causing or encouraging any person to commit an act that would be a violation of law or college regulations; for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization.”

Actions and activities which are prohibited by the Athletics Department include, but are not limited to:

1. Any activity or action that creates a risk to the health or safety of another person.
2. Any type of initiation or other activity where there is an expectation of individuals who are joining a particular team to participate in behavior designed to humiliate, degrade, or abuse them regardless of the person’s willingness to participate and/or the fact that the activity has been designated as optional or non-compulsory.

Examples of prohibited behavior include, but are not limited to:

- Forcing, requiring, or pressuring the consumption of any substance, particularly alcohol or other drugs;
- Forcing, requiring of pressuring the shaving of any part of the body including hair on the head;
- Forcing, requiring or pressuring the participation in any activity which is illegal, perverse, or indecent;
- Forcing, requiring or pressuring an individual to tamper with or damage college property;
- Dietary restrictions of any kind, sleep deprivation, or creation of excessive fatigue;
- Paddling, whipping, beating or physical abuse of any kind;
- Forced tattooing or branding or exposure to the elements;
- Calisthenics or any type of physically abusive exercise;
- Compulsory servitude, work projects without the participation of the full membership;
- Road trips, kidnapping, drop-offs, or any other such activities;
- Assigned or endorsed pranks such as borrowing or stealing items or painting property or objects;
- Morally degrading or humiliating games or activities;
- Any activity which interferes with one’s ability to study or complete one’s course of study;
- Forcing, encouraging, or pressuring the wearing of apparel in public which is conspicuous;
- Mentally abusive or demeaning behavior;
- Morally abusive or demeaning behavior;
- Any activity which interferes with one’s ability to study or complete one’s course of study;
- Participating in sexual rituals or assaults and/or required nudity;
- Forcing, encouraging, or pressuring the wearing of apparel in public which is conspicuous;
- Morally degrading or humiliating games or activities;
- Any activity which interferes with one’s ability to study or complete one’s course of study;
- Forcing, encouraging, or pressuring the wearing of apparel in public which is conspicuous;
- Morally degrading or humiliating games or activities;
- Any activity which interferes with one’s ability to study or complete one’s course of study;
- Participating in sexual rituals or assaults and/or required nudity;
- Mentally abusive or demeaning behavior;
- Collective behavior such as marching or requiring members to escort each other on campus.

Non-Hazing Teambuilding Examples (see your coach for additional ideas):

- Participate in a leadership retreat/weekend with a ropes course and teambuilding activities
- Develop a community volunteer service project for the team
- Create a senior recognition ceremony
- Sponsor/host a career skill development and planning workshop for all team members
- Attend an educational speaker as a team, process and discuss what was presented
- Invite faculty members, alumni or a speaker to lunch with new team members and/or the whole team
- Host a dinner and movie for the new team members and/or the whole team
● Plan and execute a team fundraiser
● Host a fathers, mothers or family & friends weekend
● Participate as a team in a campus event or host a campus/community event to meet the team members
● Develop an academic incentive program for new team members and the entire team
● Attend another team’s contest that is chosen by the new team members
● Host the president to speak about the campus and her role and understanding of the athletic community
● Develop and create a parents alliance for the team

**Spectator Code of Conduct for Bates College Athletic Contests**

In the spirit of good sportsmanship and favorable spectator involvement at Bates College athletic contests, fans are strongly encouraged to be loud, to be proud, but to be POSITIVE. To help ensure exemplary spectator conduct at sporting events, the following will be in effect for all home contests:

1. Alcoholic beverages are prohibited at athletic contests. Anyone attempting to bring alcohol into an athletic contest will be denied entry and anyone discovered in possession of alcohol at a contest may be removed from the event. Additionally, such conduct by a student–athlete will constitute a violation of the Athletic Department Alcohol, Drug and Other Prohibited Substances policy.

2. Anyone entering an athletic contest whom the Athletics contest management staff believes is under the influence of alcohol and/or drugs may be denied admission and anyone present at a contest who the Athletics contest management staff believes is under the influence of alcohol and/or drugs may be removed from the event. Such conduct by a student–athlete will constitute a violation of the Athletic Department Alcohol, Drug and Other Prohibited Substances policy.

3. Any person(s) using inflammatory language and/or displaying inciting actions at a contest will be warned by the Athletics contest management staff that continuation of the activity will result in their ejection from the contest. If the language and/or activity continues, the offending person(s) will be removed. In a particularly flagrant case of inflammatory language and/or inciting action, the offending person(s) may be removed immediately without a warning. The determination of whether certain language is inflammatory and/or action is inciting will be a judgment made by the Athletics contest management staff and will apply whether the offense is aimed at the contest participants, officials, other spectators, or the management staff. A student–athlete who is removed will be referred to the Student-Athlete Code of Ethics process.

4. Any spectator entering onto the playing area of the contest while the contest is in progress, or who refuses to remain in the designated spectator area, will be subject to immediate ejection. A student–athlete who is ejected will be referred to the Student-Athlete Code of Ethics process.

5. Any signs, banners, shirts, noisemakers, etc. deemed inflammatory by the contest management staff, or that are in violation of NCAA policies, will be removed.

In addition to action taken by the Athletics contest management staff and follow-up under the Student-Athlete Code of Ethics for student–athletes, any Bates student offenders of these regulations may also be referred to the Dean of Students for disciplinary action.

**Equipment and Gear Return Policy**

All student–athletes who receive gear/equipment from the Department of Athletics are responsible for the care and tracking of these items. At the end of each athletic season, student–athletes are responsible for returning the gear/items received at the outset of the season.

The Managers of Equipment and Contest Operations have assigned values to all gear/equipment distributed to student–athletes. The Managers of Equipment and Contest Operations also record all equipment issued and to whom it was issued.

If a student–athlete does not return gear/equipment that was issued at the outset of the season, the student–athlete will be billed by the Department of Athletics for the cost of the item.
Department of Athletics and Physical Education
Student–Athlete Acknowledgment Form

My signature below confirms that I have read the Student–Athlete Code of Ethics and the accompanying Alcohol, Drug and Other Prohibited Substances, Hazing and Spectator Code of Conduct policies.

As a student–athlete at Bates College, I agree to abide by the principles detailed in the Code of Ethics and the accompanying documents.

(Initial) ________ I understand the purpose and process detailed in the Student–Athlete Code of Ethics. I understand that a breach of the Code, whether during the season or out of season, may subject me to sanctions that could affect my athletic participation.

(Initial) ________ I understand the policy and regulations of the Athletic Department pertaining to the prohibition of hazing and team initiation activities. I understand that if I am found in violation of this policy I will be subjected to the most serious sanctions including suspension from the team. In addition, I am aware that the team may be subject to group discipline that can include team probation, cancellation of individual contests, and/or cancellation of the entire season.

(Initial) ________ I understand the policy and regulations of the Athletic Department as spelled out in the Alcohol, Drug and Other Prohibited Substances Policy. I understand that multiple violations of this policy will result in sanctions that include the loss of playing and practice opportunities and may jeopardize my athletics participation.

(Initial) ________ I understand the Spectator Code of Conduct for athletic contests and that my failure to adhere to this standard may be construed as a breach in the Student–Athlete Code of Ethics and may also result in College disciplinary action.

(Initial) ________ I acknowledge that I have received education regarding the importance of knowing my sickle cell trait status, as well as the risks, potential impacts, and necessary precautions associated with sickle cell trait.

(Initial) ________ I acknowledge that I have received education regarding concussions and the department’s policies and protocols for managing a student–athlete’s safe return to athletic activities.

(Initial) ________ I acknowledge that I have received an overview of the NESCAC Out of Season Activities Policy and understand how that policy applies to my sport(s).

ACCEPTED AND AGREED:

____________________________ ____________________________ ____________________________ Name, Sport(s)

____________________________ ____________________________ ____________________________ Signature

____________________________ ____________________________ ____________________________ Date

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